

OSKALOOSA COMMUNITY SCHOOL DISTRICT

MEETING OF THE BOARD OF DIRECTORS

MAY 23, 2017

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The Board of Directors of the Oskaloosa Community School District met in regular session at 7:00PM on Tuesday, May 23, 2017, in the Administration Board Room, 1800 North 3rd Street, Oskaloosa, Iowa.

BOARD MEMBERS PRESENT

Present were Board members Tom Richardson, Shelly Herr, Carl Drost, Erik Edgren, Amanda McGraw, Sharma Parlett, and Kraig Van Hulzen.

OTHERS PRESENT

Also present were Superintendent Mr. Russell Reiter, Dr. Joy Prothero, Stacy Bandy, Andy Hotek, Ginger Allsup, Mike Dursky, Angie Holland, Tim Veiseth, Ken Allsup, Lynette Stream, and Lisa Walston.

AGENDA

President Richardson called the meeting to order. Van Hulzen moved to approve the agenda with an amendment to Consider Terms of Sale of Student-Constructed Property as the last order of business. Edgren seconded and all voted in favor.

PRESENTATION ON SPECIAL EDUCATION BEHAVIORAL SUPPORT SYSTEM

Mr. Reiter introduced Rozanne Warder, CEO of Take Action Consulting who came forward to present her findings following interviews of District employees, AEA employees, and five days of observation in various classrooms and buildings. Mrs. Warder complimented the quality of the materials and curriculum that have been provided to staff. She went on to inform the Board of her personalized plan for the District to bring about good, positive outcomes in improving the way student behavior is handled through training, coaching, and mentoring staff without pulling teachers from classrooms.

Mr. Reiter and Mrs. Warder answered questions asked by the Board and discussion ensued regarding funding of Mrs. Warder's program.

Mr. Reiter will present a recommendation at the next regular Board meeting on June 13.

PRESENTATION ON IOWA REPORT CARD

Mr. Reiter presented an overview of data shown in the Iowa Report Card that was prepared for the Board by Mike Stiemsma from Great Prairie AEA. Mr. Reiter asked Mr. Bandy to provide additional interpretation of the results shown in Year 2 for Oskaloosa High School. Bandy explained which students are used in gathering data.

Board members discussed frustration with Iowa Assessments and the importance of communicating to the community other important data points that show a truer picture of the positive things happenings to make students college and career ready.

RECEIVE AND DISCUSS RESULTS OF DISTRICT ASSESSMENTS

Mr. Reiter distributed data to board members. Mr. Veiseth shared some changes coming in regards to Science and Social Studies by departmentalizing at the elementary.

President Richardson inquired about what can be done for a particular class that is struggling in order to prepare for next year. Bandy explained the typical plan of action. Mr. Reiter stated that Administrators would be analyzing and discussing further action in June.

Veiseth presented FAST data that demonstrated growth at every grade level with third grade showing the biggest success. He attributed the success to the new MTSS time and teams being used and stated that the elementary plans to use MTSS in both fourth and fifth grade next year.

Parlett and Herr stated that they plan to meet with the Mr. Reiter and Dr. Prothero to further review and analyze the data presented. Board members expressed a desire for another meeting to hear from Administrators regarding what is needed moving forward.

RECEIVE UPDATE ON COMPILATION OF EMPLOYMENT HANDBOOKS

Mr. Reiter reported he and the committee is getting closer to a finished product noting seven policy revisions that are needed to move forward on completion. He shared that staff members on the committee are generally happy with the contents of the handbook and have had input in the development. He encouraged board members to contact him regarding questions pertaining to the handbook.

Van Hulzen thanked Reiter for his hard work on the handbook.

CONSIDER REVISING BOARD POLICY 401.4 - EMPLOYEE COMPLAINTS

Herr moved to approve revised Board Policy 401.4 – Employee Complaints as presented and required by law. Edgren seconded and all voted in favor.

CONSIDER REVISING BOARD POLICY 405.5 – LICENSED EMPLOYEE WORK DAY

Parlett questioned the reference to the employee lunch hour and recommended striking this from the policy.

Edgren moved to approved revised Board Policy 405.5 – Licensed Employee Work Day with modification to language removing the last sentence and required by law. Parlett seconded and all voted in favor.

CONSIDER REVISING BOARD POLICY 405.6 – LICENSED EMPLOYEE ASSIGNMENT

Van Hulzen moved to approve revised Board Policy 405.6 – Licensed Employee Assignment as presented and required by law. Herr seconded and all voted in favor.

CONSIDER REVISING BOARD POLICY 405.7 – LICENSED EMPLOYEE TRANSFERS

Van Hulzen moved to approve revised Board Policy 405.7 – Licensed Employee Transfers as presented and required by law. Herr seconded and all voted in favor.

CONSIDER REVISING BOARD POLICY 405.8 – LICENSED EMPLOYEE EVALUATION

Parlett moved to approve revised Board Policy 405.8 – Licensed Employee Evaluation as presented and required by law. Herr seconded and all voted in favor.

CONSIDER REVISING BOARD POLICY 406.5 – GROUP INSURANCE BENEFITS

Due to concerns regarding the language of the policy, action on the item was delayed until board member questions could be answered by the Board Secretary.

CONSIDER REVISING BOARD POLICY 407.5 – LICENSED EMPLOYEE REDUCTION

Edgren moved to approve revised Board Policy 407.5 – Licensed Employee Reduction in Force as presented and required by law. Parlett seconded and all voted in favor.

PERSONNEL

Mr. Reiter provided the Board with five appointments, one resignation, and one retirement.

Drost moved to accept the Superintendent's recommendation of the appointment of Kathy Richmond as Elementary School Classroom Teacher starting with the 2017-2018 school year at the BA+30 Step 7 salary level or \$46,669. Herr seconded and all voted in favor.

Drost proposed cutting Physical Education for athletes and using the funds saved on less staffing for other areas. Discussion was held and Edgren expressed that he would like to hear more about exempting athletes from Physical Education for future discussion. Mr. Reiter informed board members that both male and female instructors are necessary.

Van Hulzen moved to accept the Superintendent's recommendation of the appointment of Kaleb Brown as Middle School Physical Education Teacher starting with the 2017-2018 school year at the BA Step 3 salary level or \$38,227. Parlett seconded and all voted in favor except Drost who voted against.

Drost moved to accept the Superintendent's recommendation of the appointment of Kailey Balducki as Elementary School Classroom Teacher starting with the 2017-2018 school year at the BA Step 1 salary level or \$35,785. Herr seconded and all voted in favor.

Herr moved to accept the Superintendent's recommendation of the appointment of Courtney Groenendyk as Elementary School Classroom Teacher starting with the 2017-2018 school year at the BA Step 1 salary level or \$35,785. Parlett seconded and all voted in favor.

Van Hulzen moved to accept the Superintendent's recommendation of the appointment of Emily Foglesong as Middle School Language Arts Teacher starting with the 2017-2018 school year at the BA Step 9 salary level or \$45,553. Parlett seconded and all voted in favor.

Drost moved to accept the resignation of Julie Loeding effective at the end of the 2016-2017 school year. Herr seconded and all voted in favor.

Van Hulzen moved to accept the retirement of Greg McCaulley effective at the end of the 2016-2017 school year with much thanks. Parlett seconded and all voted in favor.

McGraw inquired about the progress of exit interviews. Hotek reported on his procedure and Mr. Reiter stated he plans to continue working toward a uniform form to be used districtwide. Board members recommended the distribution and collection of interview forms be done through Human Resources.

CONSIDER TERMS OF SALE OF STUDENT-CONSTRUCTED PROPERTY

Van Hulzen reported that he has two offers to buy the property and that they are identical. Board members discussed an appropriate price and how to proceed with obtaining additional offers.

Drost moved to authorize Attorney Greg A. Life to promote and receive offers for the purchase of the Construction Trades House at 521 South M Street until June 7, 2017, and coordinate subsequent advanced offers for same with an asking price of \$245,000. Van Hulzen seconded and all voted in favor.

ADJOURNMENT

President Richardson adjourned the meeting at 10:16PM.

Lisa M. Walston, Personnel & Finance Assistant
for Chad M. Vink, Board Secretary