

Regular Meeting – November 26, 2018

Unapproved

The Charles City Board of Education met in regular session on Monday, November 26, 2018, in the Floyd Community Center. President Macomber called the meeting to order at 6:15 p.m. Present: Board members Dight, Freund and Mack and Student Director Tilton. Absent: Board member Walker. Staff members present included Superintendent Fisher and Board Secretary O'Brien. Also present were 10 visitors and staff.

The Mission/Vision statement was read by Director Mack.

(Dight/Freund) to approve the agenda as presented. Motion carried 4-0.

There was no public comment.

Superintendent Fisher reported the District's goal related activities. Goal 1 - Professional Learning activities: All five board members earned the Better Boardsmanship award from the Iowa Association of School Boards (IASB). Less than 3% of Boards earn this distinction; Goal 2 - Culture and Climate activities: The District is working on an action plan to improve the morale and working conditions of the paraeducator group. We want to become the model for paraeducators in Iowa. Team leaders are doing great work on improving morale and culture/climate. The District is offering tours of our buildings to prospective families and community members; and Goal 3 - Facilities and Infrastructure activities: The facilities assessment report will be used to draft a strategic plan for facilities based on the new information in the report. There are new metal gates installed at Washington to improve traffic flow.

There were no committee reports.

Pete Perez, Estes Construction, presented the 2018 facility assessment report to the Board. The repair / improvement costs in the report were estimated using low and high amounts and were categorized by facility, category and priority. The 166- page report includes a large amount of detail on each repair/improvement assessment.

Total Costs by Facility	Low	%	High	%
Lincoln Elementary School	2,802,183	11.4%	3,832,703	10.5%
Washington elementary	4,337,815	17.7%	6,946,049	19.1%
Maintenance Building	574,985	2.3%	815,691	2.2%
North Grand Building (NGB) Pool	2,242,924	9.1%	3,102,182	8.5%
Middle School	197,171	0.8%	304,590	0.8%
High School	14,405,539	58.7%	21,439,582	58.8%
	24,560,617	100.0%	36,440,797	100.0%
Total Costs by Category				
Health & Life Safety	2,754,308	11.2%	5,650,091	15.5%
Building Improvements	18,906,008	76.7%	25,860,008	71.0%
Site Improvement	2,990,301	12.1%	4,930,698	13.5%
	24,650,617	100.0%	36,440,797	100.0%

Total Costs by Priority

Urgent - within 1 year	25,353	0.1%	43,681	0.1%
Required - 1-5 years	17,508,683	71.3%	25,624,263	70.3%
Recommended 5-10 years	6,770,871	27.6%	9,445,127	25.9%
Suggested - over 10 years	255,710	1.0%	1,327,726	3.6%
	<u>24,560,617</u>	<u>100.0%</u>	<u>36,440,797</u>	<u>100.0%</u>

Administration will use the report in identifying and prioritizing facility projects and preparing a recommendation for Board approval. Repairs/Improvements are funded thru Sales Tax, Physical Plant and Equipment levy and possibly a General Obligation Bond, if approved by voters.

(Dight/Freund) to approve the summer of 2019 German Exchange trip plans as presented. Shari Stoll, German Instructor, submitted and explained the plan. There are 16 students signed up for the trip which will leave on May 25, 2019 and return on June 12, 2019. The estimated cost is between \$1,600 and \$2,000 per student. They are working on fundraisers to offset the cost to the students. Superintendent Fisher thanked Ms. Stoll for the above and beyond work she is doing for the program. Motion carried 4-0.

Jody Albertson, Central Rivers Area Education Agency (AEA) regional administrator, and Dr. Deb Rich, Central Rivers AEA board member representing Charles City Community School District provided a handout profiling the services the AEA provides area school districts. Services include print and non-print instructional materials for classrooms and school media centers, and assistance with technology planning, training, and networking. They also provide specialized on-demand services at cost to enhance facilities, system productivity and operations. The Board asked questions.

Board members took turns sharing some of their experiences and takeaways from attending the IASB convention held on November 14th and 15th in Des Moines. There was some very fascinating information shared at the conference. President Macomber commented that Board time and effort towards professional learning pays off for the students of the District.

Superintendent Fisher provided a handout of the Board/Superintendent goals for 2018-19 and an update on goal progress. The update included specific measurable progress to each goal.

Goal 1 - Professional learning goal progress includes; meeting regularly with superintendent mentors, attending the professional conferences aligned with four school support organizations and meeting many internal/external stakeholders.

Goal 2 - Culture and climate goal progress includes; implementing a system/framework for distributed leadership, facilitating conversations and improvements in behavior strategies, worked with senior leaders to clarify and implement core values, work to optimize all aspects of our hiring and employee retention, implementation of coaching for senior leadership members and work to implement interest based bargaining as a strategy to improve culture and climate.

Goal 3 - Facilities and infrastructure goal includes; completion of the facilities assessment, working with operations director to craft a 3-5 year facilities plan and working with a developer of the NGB building, marketing support for the athletic complex, and assessing High School (HS) facility needs for the future.

The Board commended they don't know how he does it all and that they have heard many good things from the community.

(Freund/Dight) to approve 2018-19 interpreter wages at \$20.00 per hours as recommended. Administration has collected information regarding Interpreter position wages. The interpreter was hired for the English Language Learner (ELL) program. The recommendation is to make the new pay rate retroactive from the start date. Motion carried 4-0.

(Dight/Freund) to approve the consent agenda items as presented.

- Approval of the resignation of Teresa Boge as custodian/route driver effective 12/21/18.
- Approval of the appointments for Karleen Sickman as assistant 7th boys' basketball coach at \$2,704 effective 11/26/18, Amanda Rahmiller as varsity girls track coach at \$6,340 effective February 2019 and Marilyn Buttjer as learning connection teacher assistant at \$12.50 per hour effective 01/07/19. The personnel appointments, are contingent upon completion of positive background checks. Also appointments are also contingent upon successfully completing the pre-employment/post-offer functional capacity physical assessment and having the Para Certification on file and any additional testing if required.
- Approval of the Iowa Drug and Alcohol Testing program fees for 2018-19, \$1,100.00. This program is for random testing of current drivers.
- Approval of the German Exchange Trip fundraisers as presented.

Motion carried 4-0.

The Board discussed other important upcoming dates. The next regular Board meeting is scheduled for Monday, December 10, 2018 in the Middle School 7th grade learning studio.

President Macomber adjourned the meeting at 7:37 p.m.

Terri O'Brien, Board Secretary