

EAST MARSHALL COMMUNITY SCHOOL

Public Hearing and Regular Meeting

May 16, 2022

The Board for the East Marshall Community School District met in a Regular Session on 5/16/22 in the Board room at the East Marshall District Office in Gilman at 6:30 p.m. Members Present: Andrea Terrones, Elizabeth Crandon, Terri Hungerford, Ann Dee Bloom, Holly Thomas. Absent: None. Also present: Superintendent Anthony Ryan, Business Manager Riley Myers, Principals Cathy DeBonds, Kim Tarbell, Matt Rasmusson, Cherise Cox, Jill Simotavich, Dee Koch, Kara Goecke, and Callie Beach.

PUBLIC HEARING FOR FLEX FUND ACCOUNT: Chairman Terrones called the public hearing to order at 6:30 p.m. Motion by Thomas, second by Hungerford to approve the public hearing agenda. Carried unanimously.

Mrs. Myers presented the Flex Fund Account. Mrs. Myers explained that the amount transferred will be from the Preschool Categorical Account. The amount of \$97,182 will be used to cover the retention payment of all staff that was not covered under the Governor's Retention Payment. Mrs. Myers stated that the preschool needs have been met prior to the transfer. Chairman Terrones asked for any comments from the public. There were no comments. Motion by Crandon, second by Hungerford to adjourn the public hearing.

PUBLIC HEARING FOR FY22 BUDGET AMENDMENT HEARING: Chairmen Terrones called the public hearing to order at 6:32 p.m. Motion by Crandon, second by Hungerford to approve the public hearing agenda. Carried unanimously.

Mrs. Myers presented the FY22 budget amendment. Mrs. Myers explained the main reason for the budget amendment was to cover the retention payment for the staff. Mrs. Myers also stated that some debt is paid July 1, and want to be safe in case the payment is withdrawn a day early. Chairman Terrones asked for any comments from the public. There were no comments from the public. Motion by Hungerford, second by Crandon to adjourn the public hearing.

Chairman Terrones called the regular meeting to order at 6:37 p.m. Board Secretary Riley Myers took roll call to determine a quorum for the meeting. Members Present: Andrea Terrones, Elizabeth Crandon, Terri Hungerford, Ann Dee Bloom, Holly Thomas. Members Absent: None. Board Member Crandon read the District's mission statement.

APPROVE AGENDA: Motion by Hungerford, second by Bloom to approve the agenda as presented. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None.

RECOGNITION OF SCHOOL BOARD APPRECIATION MONTH: Mr. Ryan handed out certifications to each board member. Mr. Ryan wanted to say thanks to the board members for what they do.

RECOGNITION OF RETIRING TEACHERS: The board recognized one of the three retiring teachers. The board thanked Karen Roseland for her 27 years of service at East Marshall. Karen Roseland was presented with a plaque and a lifetime activities pass. Mrs. Roseland thanked the board and shared some of her memories from her 27 years. The additional retiring teachers will be recognized at a future meeting that aligns with their schedules.

APPROVE CONSENT AGENDA: The Board requested items C, J.b., and K. be pulled for further discussion. Mr. Ryan presented the following consent agenda items to the Board: 5A) Bells and Whistles reports; 5B) Approve the regular meeting minutes from April 4, 2022, work session minutes from April 20, 2022 and April 27, 2022; 5D) Approve fundraising request for class of 2023 parents for tip nights at local restaurants, blizzards sales, butter braids sales, EM decals, request business donations, bake sale, and flower sales with profits being used for after prom; 5E) There were no interagency agreements this meeting; 5F) Approve agreements for student teachers with Buena Vista University; 5G) Approve Prom Reception Hall for Spring 2023 agreement; 5H) Approve the AIA document updates with Estes; 5I) Approve the 5 year renewal agreement with Pepsi; 5J.a.) Approve the following open enrollment in applications for the 2021-22 school year meeting good cause for Tristan Maddox-11th and Triton Maddox-11th. Approve the following open enrollment in applications for the 2022-23 school year for Kaydence Nino-Kdg and

Liam Gill-Kdg; 5L) Reports from principals and directors as presented in the Board Packet.

Motion by Thomas, second by Crandon to approve the consent agenda as presented. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None.

There was some discussion on some bills that were presented. Motion by Thomas, second by Crandon to approve bills, invoices, and financial statements as presented. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None.

The Board discussed continuing past practice when it comes to open enrollments out when it is past the March 1st deadline. Motion by Hungerford, second by Bloom to approve the open enrollment out application for 2022-23 school year for Nora Kephart-Kdg. Approve the open enrollment out application for 2021-22 school year with the understanding of a onetime exception for Talon Howard-6th. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None.

The Board discussed Grace Atkinson TAG endorsement request of the school district paying for the tuition cost. With the change in middle school TAG, this will allow staff to have less stress throughout the day. The Board agreed that it would be best if the school paid for the TAG endorsement; however, will get legal guidance on the language of an agreement. The Board agreed to add the hire forms for the Ag Teacher, High School Library Associate, and 3 seasonal hire forms for summer help.

The Board discussed the resignation of Angie Dammon as high school library associate and AD secretary. Angie will still be doing AD secretary duties for about 2 hours a day.

Motion by Crandon, second by Hungerford to approve the following resignations: Denise Kaisand as elementary cook effective at the end of the school year, Angela Dammon as high school library associate effective at the end of the school year, Kathy Kerr as middle school associate and secretary effective at the end of the school year, Kelly Brenneman as middle school associate effective May 5th, 2022, Shari Cahalan as middle school associate effective at the end of the school year, Brandi Fisher as 5/8 high school math teacher effective at the end of the school year, Gabrielle Poole as middle school Special Education Teacher effective at the end of the school year, Trent Sinn as 5th and 6th grade Social Studies Teacher effective at the end of the school year, Randall Young as high school Special Education Teacher effective at the end of the school year, Quentin Lamb as 7th and 8th grade Social Studies Teacher effective at the end of the school year, Jarrett DeFields as 5-12 band director, middle school football coach, middle school baseball coach, and middle school basketball coach effective at the end of the school year, Alyssa Poll as high school Agricultural Education Teacher effective at the end of the school year, Andrew Castings as middle school Special Education Teacher effective at the end of the school year, Tracey Gerard as 6th grade English and Language Arts Teacher effective at the end of the school year, John Nahas as high school Science Teacher effective at the end of the school year, Justin Frost as high school associate effective at the end of the school year. Approve the following contracts: Jodi Fuller as high school summer school teacher at \$25/hour and high school summer ticket taker for \$500, Ashley Holloway as Mini Camp Teacher for STEM and Animal camps at \$25/hour, Ashley Holloway as Animal Mini Camp Coordinator at \$25/hour, Ashley Holloway as STEM Mini Camp Coordinator at \$25/hour, Ashley Holloway as Model Teacher at \$5,000, Bryana Valline as elementary summer school associate at \$13/hour, Bryana Valline as Mini Camp Associate for STEM and Animal camps at \$13/hour, Carrie Guyer as elementary Summer School Teacher at \$25/hour, Dana Wheeler as elementary Summer School Coordinator at \$25/hour, Dana Wheeler as elementary Summer School Teacher at \$25/hour, Dana Wheeler as Title I Teacher \$63,414, Patricia Haines-Robinson transfer to elementary cook, Barb Johnson as high school cook at \$10.30/hour, Jon Papakee as Mini Camp Associate for STEM and Animal camps at \$13/hour, Jon Papakee as elementary summer school associate at \$13/hour, Jill Philby as Preschool Teacher at \$61,654, Mary Chantland as Mini Camp Teacher for STEM and Animal camps at \$25/hour, Peyton Maday as elementary Summer School Teacher at \$25/hour, Sarah Schutt as Mini Camp Teacher for STEM and Animal camps at \$25/hour, Taylor Fricke as middle school track coach at 2,201, Trent Sinn as middle school Master Teacher at \$9,000, Neal VanErsvelde as middle school Counselor at \$67,232, Kathy Kerr as middle school secretary at \$13.50/hour, Grace Atkinson as middle school Art Teacher/TAG at \$42,294, Emily Lewis as high school Student Teacher, Jessica Goulding as high school Library Associate at \$9.80/hour, Haley Breeden at high school Agriculture Teacher/FFA sponsor at \$41,957, Michael Spurlin as summer custodial help at \$9/hour, Barb Johnson as summer custodial help at \$9/hour, David Fuller as summer custodial help at \$9/hour, Ashley Grabenbauer as high school secretary at \$12/hour, Haley Storjohann as Elementary Teacher at \$39,714, and Angela Mergen as Elementary Teacher at \$39,714. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None.

APPROVE AND ACCEPT THE 2022-2023 TENTATIVE NEGOTIATIONS AGREEMENT FOR 2022-2023

SCHOOL YEAR: The Board took a moment to review the basic language of the contracts. Motion by Thomas, second by Crandon to approve the tentative agreement with the East Marshall Education Association at \$650 on base. Roll Call: Terrones-Aye, Crandon-Aye, Hungerford-Aye, Bloom-Aye, Thomas-Aye. The motion carried.

PERSONNEL (CURRENT EMPLOYEES) APPROVE TEACHER/CO-CURRICULAR/EXTRA-

CURRICULAR CONTRACT: Motion by Hungerford, second by Crandon to approve the Teacher/Co-Curricular/Extra-Curricular Contract recommendations from the Superintendent for the 2022-2023 school year. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

PERSONNEL (CURRENT EMPLOYEES) SUPPORT STAFF CONTRACT:

Motion by Hungerford, second by Bloom to approve the Support Staff Contract recommendations from the Superintendent for the 2022-2023 school year with the minimum increase percent as the rest of the staff. More consideration will be reviewed on the hourly pay scale. The Finance Committee will meet in the near future. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

PERSONNEL (CURRENT EMPLOYEES) ADMINISTRATOR AND DIRECTOR CONTRACT:

Motion by Hungerford, second by Bloom to approve the Administrator and Director Contract recommendations from the Superintendent for the 2022-2023 school year. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE STAFFING ALIGNMENT, STAFFING ADDITIONS, AND RECRUITING INITIATIVES FOR

2022-2023: Mr. Ryan stated that interviews are still occurring for the current open positions. The Board discussed having an incentive for certified open positions. The Board also discussed an incentive for current staff on recruiting new staff. The Board also considered paying for associates to obtain their sub teaching license which would be about \$360.

Motion by Hungerford, second by Crandon to approve the staff alignment and staffing additions for the 2022-2023 school year for the High School Art position will no longer go to the middle school and stay full time at the high school to teach art, TAG, and computer science; High School and Middle School shared Vocal will become full time serving 6th-12th grade; Middle School Art will be an added position, and will be full time at the middle school teaching art and TAG; Middle School and Elementary Music Teacher will cover 4th and 5th grade at the middle school and the rest of the day at the elementary; Elementary Art will stay at the elementary all day; Elementary PE and TAG will stay full time at elementary and teacher computer science. The Board also approved sign on initiatives as \$6,000 for any certified position open for two or more weeks with the pay being over three years, paying current staff \$1,000 for being the first person to reach out to Riley in recruiting a certified staff member, and paying to have associates get their sub teaching license. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE CURRICULUM COORDINATOR AGREEMENT WITH CENTRAL RIVERS AEA:

Motion by Crandon, second by Bloom to approve the Curriculum Coordinator Agreement with Central Rivers AEA for 20% time. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE THE ACCEPTANCE OF ISEBA HEALTH INSURANCE ANNUAL PREMIUMS:

Motion by Crandon, second by Thomas to approve the acceptance of ISEBA health insurance annual premiums. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE 2022-2023 STUDENT HANDBOOKS:

The Board reviewed the 2022-2023 student handbooks that were provided by the building principals. There was discussion about staff getting to review and add input to the handbooks. The discussion also led to getting the handbook committee started again now that the pandemic has lifted. Motion by Hungerford, second by Crandon to approve the 2022-2023 student handbooks with any revisions needed to be made can come back to the Board at a later date. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE LEGAL SERVICES AGREEMENT FOR OPEN ENROLLMENT FUNDING LOBBYING:

Motion by Crandon, second by Hungerford to approve the legal services agreement for open enrollment funding lobbying. Ayes: Terrones. Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE 2021-2022 BUDGET AMENDMENT: Motion by Crandon, second by Hungerford to approve the 2021-2022 budget amendment to the maximum of \$12,584,726. Roll Call: Terrones-Aye, Crandon-Aye, Hungerford-Aye, Bloom-Aye, Thomas-Aye. The motion carried.

APPROVE PRESCHOOL FUNDS TRANSFER TO FLEX FUND ACCOUNT FOR STAFF RETENTION PAYMENTS: Motion by Thomas, second by Hungerford to approve preschool funds transfer of \$97,181.72 to flex fund account for staff retention payments. Roll Call: Terrones-Aye, Crandon-Aye, Hungerford-Aye, Bloom-Aye, Thomas-Aye. The motion carried.

APPROVE 2022-2023 SCHOOL REGISTRATION FEES AND LUNCH/BREAKFAST FEES: Motion by Crandon, second by Hungerford to approve the 2022-2023 school registration fees and lunch/breakfast fees excluding the activity tickets. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

BOARD PROFESSIONAL DEVELOPMENT DIALOGUE/ACTIVITY: The Board discussed habits 3 and 4 from the book, "How Not to Be a Terrible School Board Member". Habit 3 talked about attacking administration especially through print. Habit 4 talked about micromanaging the superintendent.

DISCUSS STAFF RETENTION INITIATIVES: The Board discussed having exit interviews completed for those who are not returning next year. The information can be beneficial for the Board and management.

DISCUSS CORRESPONDENCE: Mr. Ryan informed the Board that discussion has started among administration on topics that were in the letter from EMEA. Mr. Ryan discussed that the handbook committee will start meeting again in the future. Mr. Ryan shared that this will be an ongoing discussion.

DISCUSS AND APPROVE RETENTION PAYMENT ADDITIONS: Mr. Ryan explained that three staff members did not receive the retention payment due to the fact they did not qualify under the Governor's minimum criteria. The Governor's minimum criteria was used when paying the staff the retention payment. Motion by Crandon, second by Bloom to approve the retention payment additions and pay them based on their per diem on number of days they worked. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

APPROVE WORK SESSION MEETING DATE: Motion by Crandon, second by Hungerford to approve a work session meeting date for May 23, 2022 at 6:30 p.m. at the East Marshall District Office. Ayes: Terrones, Crandon, Hungerford, Bloom, Thomas. Nays: None. The motion carried.

REPORT FROM SUPERINTENDENT: Mr. Ryan provided an update to the board on the following items: Final day of school for student is Thursday, May 26 and the final day for teachers is Friday, May 27; Teacher Quality Committee has offered the opportunity for teachers to work an extra day for TQ pay, this is optional for staff; Left field light pole light fixture was hanging and damaged, Musco Lighting was contacted and has addressed this issue; There are some fencing needs at the football field that will be addressed; Continuing to explore options on lobbying for more funding to follow open enrolled students; Agreement with Central Rivers AEA for a 20% time Curriculum Director during the 22-23 school year; Spring CLT meeting is at Laurel Tuesday evening; Senior Awards Night was last Wednesday; New school buses are scheduled to be delivered in August or September; Special education teachers and school administrators have attended the initial trainings for new ACHIEVE IEP data system; Student registration for 22-23 school year will be conducted online with the traditional day in August for those who are new to the district; Free breakfast and lunch will be no longer for the 2022-23 school year.

ADJOURN: Motion by Crandon, second by Hungerford to adjourn the meeting at 10:04 p.m. Carried unanimously.

Attest: Riley Myers, Board Secretary

Riley Myers, Board Secretary

Andrea Terrones, Board President