

December 14, 2015

The regular meeting of the Board of Education of the Centerville Community School District was held December 14, 2015 at 6:30 P.M. in the board room of the Administration Office, 634 North Main, Centerville.

#### Call to order and roll call

President Marty Braster called the meeting to order at 6:30 P.M. Roll call to determine quorum was taken as follows:

Present: Travis Yeomans, Marty Braster, Larry Heffron, Brooke Johnson (left meeting at 7:46 and returned 7:50 P.M.), Angela Ocker, and Joe Sharp (left meeting at 9:46 and returned 9:50 P.M.).

Absent: Steve Hoch (entered meeting at 6:40 P.M and left meeting at 10:45 P.M.)

Also present were Superintendent Tony Ryan and Board Secretary Linda Henderson.

#### Welcome Visitors

Mr. Braster welcomed visitors and stated if visitors wish to address the board on a topic of the agenda, to please speak up when that topic is addressed.

#### Approve Agenda

It was moved by Joe Sharp and seconded by Travis Yeomans to approve the agenda as stated. Motion carried unanimously.

#### Approve Minutes of Previous Meetings

It was moved by Travis Yeomans and seconded by Brooke Johnson to approve November 9 minutes as stated. Motion carried unanimously. Steve Hoch entered meeting at 6:40 P.M.

#### Old Business

##### Discuss Updates on Exterior Construction Summer Project

Tim Kaster stated the 2015 exterior construction summer projects are complete except for ten items to finalize. With the recent heavy rainfall, custodians have one minor leak from new roof at High School. Frank Millard Roofing Co. personnel will be here Tuesday to repair. Groundwater is coming up at Lakeview locker room through cracks in the flooring.

#### New Business

##### Approve Personnel Business Procedures

###### 1. Resignations

It was moved by Larry Heffron and seconded by Joe Sharp to accept Chuck Evans' resignation as Varsity Football Coach, Winter and Summer Weight Room Coordinator and FCA Leader effective November 17, 2015. Also directing the administration to put on hold finding a replacement until the position can be re-evaluated or re-defined and an exit interview completed. Motion carried with Steve Hoch and Angela Ocker voting nay.

It was moved by Larry Heffron and seconded by Brooke Johnson to approve the resignation from Kathy Cleghorn from Central Special Education Aide Specific effective January 8, 2016. Also to extend an exit interview to Kathy Cleghorn. Motion carried unanimously.

###### 2. Transfers

It was moved by Larry Heffron and seconded by Joe Sharp to approve the transfer of Roxanne Herber from Lakeview Special Education Aide Specific to Admin. Bldg. Payroll Clerk/Secretary, Level II, step 6, \$10.40 per hour, 8 hours per day, effective February 1, 2016, replacing Phoebe O'Connor. Motion carried unanimously.

### 3. Employment/Contracts

It was moved by Brooke Johnson and seconded by Travis Yeomans to approve:

Becky Bills – contract correction from 132 days to 133 days effective November 10, 2015 to June 1, 2016; Cafeteria Manager, Level III, step 6, \$10.95 per hour+\$.25 incentive=\$11.20 per hour; 8 hours per day;

Brittany Exline – Preschool Special Education Aide Specific, adjustment from 5 hours to 7 hours per day, M-T-TH-F, effective December 15;

Kele Cossol – Lakeview Special Education Aide Specific, Level II, step 1, \$8.45 per hour, 4 hours per day, effective December 15, 2015, new position;

Jennifer Ruckman – Lakeview Special Education Aide Specific, Level II, step 1, \$8.45 per hour, 7.5 hours per day, effective January 5, 2016, new position

Nick Howe – H.S. Special Education Aide Specific, Level II, step 1, \$8.45 per hour, 7.25 hours per day, effective December 15, replacing Brandy Bauer; and

Shirley Bentley – Preschool Special Education Aide Specific contract adjustment from 4 hours per day-2 days per week to 7 hours per day-4 days per week M-T-TH-F, Level II, step 1, \$8.45 per hour, effective December 15.

Motion carried unanimously.

### 4. Volunteer Agreements

It was moved by Brooke Johnson and seconded by Angela Ocker to approve the volunteer agreements for:

Cheryl Johnson – K-2 Volunteer

Paul Pettibone – K-2 Watchdog

Bev Jewett – H.S. Drill Team

Rachelle Nielsen – H.S. Driver

Motion carried unanimously.

### Approve Payment for Summer Facility Construction Project, Change Orders and Certificates of Completion

It was moved by Brooke Johnson and seconded by Larry Heffron to approve payment for summer facility construction project: Frank Millard & Co., Inc. Application #4 – Roofing \$53,102.15; including change orders and certificates of completion. Motion carried unanimously.

### Discuss Teacher Leadership Compensation Program

Dianne Fatka, Roger Raum, and Rhonda Raskie discussed the Teacher Leadership Compensation progress as completed by the TLC committee on December 8. Brooke Johnson left meeting at 7:46 P.M. and returned 7:50 P.M.

### Approve Differentiated Accountability Action Plan

It was moved by Brooke Johnson and seconded by Steve Hoch to approve the Differentiated Accountability Action Plan as stated. Motion carried unanimously.

### Discuss Technology Budget Plan

The board reviewed the Technology plan and suggested to bring back to the board in January with adding two columns: budget and time date of needs.

### Approve MPA Service Agreement 90 Day Extension

It was moved by Larry Heffron and seconded by Steve Hoch to approve the MPA Computers LLC agreement for a 90 day extension to complete work by February 12, 2016 at a minimum of 300 hours @ \$75/hour rate. Motion carried unanimously.

### Approve Early Retirement Plan

It was moved by Larry Heffron and seconded by Travis Yeomans to table early retirement plan for the next school year. Motion carried unanimously.

Discuss Junior High Activities Director Position

The board reviewed area schools who may currently employ 7-12 Activities Director, Athletic Director, and combining with Assistant Principal position. It was decided to add this topic to the January board meeting.

Discuss Support Staff Salary Committee Progress

Angela Ocker and Steve Hoch reviewed the progress from the support staff salary committee: possibly restructuring salary schedule; handbook placement criteria when hired; and job classifications/descriptions. Mr. Hoch mentioned when reviewing the salary schedule structure, the cost limitations to increase it is too much. Joe Sharp left meeting at 9:46 and returned at 9:50 P.M.

Approve the Acknowledgement and Agreement to Consent to the lien and Collateral Assignment as per the November 5, 2015 letter from Mike Craver on behalf of the Appanoose Economic Development Corporation

It was moved by Steve Hoch and seconded by Travis Yeomans to approve Acknowledgement and Agreement to Consent to the lien and Collateral Assignment as per the November 5, 2015 letter from Mike Craver on behalf of the Appanoose Economic Development Corporation. Motion carried unanimously.

It was moved by Steve Hoch and seconded by Travis Yeomans to approve the assignment of NaTel Investment LC's 2001 agreement with the Centerville CSD to EastLight LC. Motion carried unanimously.

Discuss and Approve First Reading of Policy Series 300 & 800 for Review Cycle

Mr. Braster handed out suggested edits to policies 302.1 "Administration and School Board", 304.6 "Administrator Evaluation", and 311 "Authority and Communication Channels" besides what was included in the board packet. It was moved by Brooke Johnson and seconded by Angela Ocker to table series 300 and place on the agenda for the January board meeting. Motion carried unanimously.

It was moved by Brooke Johnson and seconded by Joe Sharp to approve the first reading of series 800 as stated:

Adding New Code No. in 800 Series "Asbestos Containing Material" from IASB model policy;  
802.7 "Vandalism" delete 1<sup>st</sup> paragraph and adding wording from IASB model policy.

804.4 "First Aid and Public Access Defibrillation program" 2<sup>nd</sup> paragraph: delete and the after High School; adding: *Central Ward, Garfield, Lincoln, Paul Johnson Field, and Administration* buildings.

804.4R1 "First Aid and Public Access Defibrillation Program" #1 adding: *Central Preschool, Lincoln elementary, Garfield Elementary, Administration Building, Paul Johnson Field*; plus adding location in each building; delete "Dr. David Fraser, Medical Director".

Motion carried unanimously.

Approve SIAC Membership List

It was moved by Brooke Johnson and seconded by Angela Ocker to approve the School Improvement Advisory Committee (SIAC) for the 2015-16 school year. Motion carried unanimously.

Approve Midyear Graduates

It was moved by Steve Hoch and seconded by Larry Heffron to approve the mid-year graduates pending all graduation requirements have been met. Motion carried unanimously.

Discuss Long Term Facility Planning

Mr. Ryan and board reviewed the discussions from StruXture meeting with community/staff on long term facility planning. The next meeting is December 22.

Approve Committee to Research Staff and Public Input Methods for Board Decision Making

Mr. Braster stated a committee to research staff and public input methods for board decision making was needed. It was noted a Superintendent's Advisory Committee will be meeting on Thursday to address any

staff concerns. Brooke Johnson asked if the progress could be reviewed at the next board meeting. Steve Hoch left meeting at 10:45 P.M.

#### Approve Purchase of School Bus

Two quotes to purchase a 77-passenger school bus were reviewed:

|                  |                  |   |
|------------------|------------------|---|
| School Bus Sales | Bluebird bus     | \$86,358.00 and \$96,158.00 with air conditioning |
| Thomas Bus Sales | Thomas built bus | \$102,362.60 with air conditioning                |

It was moved by Brooke Johnson and seconded by Joe Sharp to approve the purchase a 77-passenger school bus with air conditioning from School Bus Sales at a cost of \$96,158.00. Motion carried unanimously.

#### Discuss Substitute Payment Procedures

The board discussed the methods of how the school district determines substitute pay for hourly workers. The verbiage in support handbook is used for support staff subbing as outlined in paragraphs #18, 19, and 20. Past practice has been due to availability of substitute support staff, principals may contact a substitute teacher to sub in a support staff position and initial payment on the Absence Sheet as sub teacher daily pay. A list of substitute teachers and support staff is completed by the central office and sent to principals and secretaries. Principals indicated there is a shortage of substitutes.

#### Discuss Legislator Dinner Meeting

The board reviewed the legislator dinner meeting held December 2 at Lakeview Cafeteria.

#### Approve Substitute Handbook Updates

It was moved by Brooke Johnson and seconded by Joe Sharp to approve the Substitute Handbook updates as indicated. Motion carried unanimously.

#### Approval of Sports Official's Contracts

It was moved by Larry Heffron and seconded by Travis Yeomans to approve the sports officials' contracts as stated with \$50 mileage added to Chad Shellmyer's officiating on November 23, 2015 JV G Basketball vs Oskaloosa. Motion carried unanimously.

#### Reports

Mr. Ryan updated the board on: 1) Release of latest School Report Card; 2) No Child Left Behind; and 3) SIAC Committee.

Mr. Braster handed out a form on suggested superintendent evaluation timelines to start the process in January.

#### Presentation of Invoices and Approval of Payment

It was moved by Larry Heffron and seconded by Travis Yeomans to approve the invoices and salary per diem as presented. Motion carried unanimously.

#### Adjourn

It was moved by Angela Ocker and seconded by Brooke Johnson to adjourn at 11:23 P.M. Motion carried unanimously.