

The Grinnell-Newburg Board of Education met in Regular Session on November 12, 2014, at 6:00 p.m. at the City Council Chambers, 2nd Floor, Community Building 927 4th Ave., Grinnell, Iowa 50112.

Members Present: Barbara Brown, Jeff Knobloch, Claire Moisan, Jonathan Nance, Jeff Smith, and Carol Wilhelm.

Members Absent: Kirsten Fisher.

Also in attendance at the table: Superintendent Todd Abrahamson, Business Manager and Board Secretary Lisa Johnson

Administrators Present: Chris Coffman, Heidi Durbin, Sara Hegg-Dunne, and Jeff Kirby, Kevin Seney.

1. Call to Order and Roll Call

President Brown called the regular meeting to order at 6:00 p.m. Board Secretary Lisa Johnson called the roll. Six members were in attendance. Board member Smith read the district's Mission and Vision Statement.

2. Fiduciary Report:

Business Manager Johnson made comments on the bills.

3. Approval of Consent Agenda

Motion by Moisan to approve the consent agenda, seconded by Knobloch.

A. Approve/Amenda Agenda

B. Minutes: Regular Meeting 10/22/14 Work Session 10/28/14

C. Claims and Accounts

D. Personnel:

- 1. Offerings:** Michael Hoffstetter: DV night custodian; Morgan Collum: FV transitional kindergarten/library paraeducator

Motion carried 6-0.

4. Communication from the Public

Dr. Raynard Kington from Grinnell College spoke about the presentation he gave to the City Council earlier in the week. He offered to make the same presentation to the school board. He discussed Grinnell College's concerns about the K-12

system as a response from staff/parents who may not choose to live in Grinnell due to the public school district's public perception.

5. Communications and Reports

A. Board

1. Sarah Smith with Imagine Grinnell

Sarah Smith from Imagine Grinnell discussed the letter she sent to the board addressing the groups desire to help with the building project. She listed specific examples of desired features of any new school buildings the district is proposing.

Moisan asked about the At-Risk application. Abrahamson stated that is scheduled for approval at the next meeting.

B. Superintendent

Abrahamson discussed the progress to date and the next steps to his three goals (Facilities, Budget and Academics). Dr. Kington questioned the practice of using early retirement to drive budget reductions. He also stated the school should look at other ways to make up shortfalls and get the community more involved. Wilhelm stated this is not the first budget cut she has been through as a board member and it is not all doom and gloom.

Moisan stated many students are having great success after Grinnell High School. Student Representative James stated there are numerous students taking advanced courses, but they are often the same students taking multiple courses. She explained the most successful and involved students seem to be those with greater parental influence from an early age.

6. Old Business - None

7. New Business

A. Approve Building Goals

Principal Coffman discussed the goals and the involvement of the SIAC Committee and the process of developing the building goals. Principal Seney stated the High School goals are tied directly to student achievement. Principal Kirby stated Davis also has some goals related to SINA, but that the schools are all focused on achievement.

Motion by Nance, seconded by Moisan to approve the Building Goals.

Motioned carried 6-0.

B. Approve Principals Iowa Individual Administrator Professional Development Plan

Commentary

Motion by Smith, seconded by Wilhelm to approve the Principals Iowa Individual Administrator Professional Development Plan.

Motioned carried 6-0.

C. Approve FEH to proceed for preparing documents for public bidding of the interior demolition of the former GTE building

Abrahamson explained the motion is regarding approving the bidding process and is necessary to move forward with the building project. Work could start in early 2015. They are working to keep the recyclable material at a maximum.

Motion by Moisan, seconded by Nance to approve FEH to proceed in preparing documents for public bidding of the interior demolition of the former GTE building.

Wilhelm stated she is still opposed to the entire project, so she will be voting nay to these motions going forward.

Motioned carried 5-1, Wilhelm voted Nay.

D. Approve Early Retirement Plans: Certified and Noncertified

Wilhelm asked to discuss the long-term options of early retirement communication. Knobloch stated based on current court cases this has to be a yearly discussion and cannot be a multiple year.

Abrahamson stated the major changes are increasing the amount to \$40,000 and changing the payout dates to 2 years (this fiscal year and next). He also stated getting the quicker payout and not offering early retirement every year gives us more flexibility to help maintain tax rates as

the district proceeds on a bond issue. Knobloch stated this can be the intention, but this could become a necessary item in negotiations.

Brown asked to re-insert the clause stating the board will address this yearly and to add a clause to address the cap for the number of employees that will be accepted.

E. Approve Line Item Budget

Business Manager Johnson discussed the revenues and expenditures for the various funds, focusing heavily on the General fund and how it is predicted to run a deficit this year. She stressed that the district needs to take action now to decrease expenditures to align with revenues, before the issue becomes much larger.

Motion by Smith, seconded by Moisan to approve the Line Item Budget.

Motioned carried 6-0.

F. Approve Decision Analysis Budget Objectives

Abrahamson stated this is step two of the Trego process. This rating, as well as the impact score for each option, will determine the priority. These objectives were developed by the Administration team, including representation from all areas. Helen Redmond questioned the 8 rating of instructional programs and the 7 rating of extracurricular programs. Abrahamson stated there was significant discussion at the meeting, each person having their own opinion, but that there was consensus with the Administration on the proposed list and priorities.

Brown asked how to look at the disbursement of spending between the buildings to be sure there is equity between the levels of education.

Abrahamson stated that after the weightings are completed there is another step to look more specifically at the political aspects as well as that there is not a disproportionate amount of cuts coming from one area.

Knobloch suggested to table the objectives approval until next meeting, where more information on the discussion of the administrators could be presented.

Motion by Knobloch, seconded by Nance to table the Decision Analysis Budget Objectives.

Motioned carried 6-0.

G. Approve Vehicle Replacements Fall 2014

Knobloch stated this is one piece of the process to determine what funds are needed on a regular basis from PPEL and SAVE for regular spending. This is a key step in order to be able to use the remaining SAVE funds for a building project.

Motion by Nance, seconded by Knobloch to approve the Vehicle Replacements for Fall 2014.

Motioned carried 6-0.

H. Out of state travel for HS science teachers to attend the NSTA convention in Chicago, IL, March 11-14, 2015

Abrahamson stated this is funded from TQ dollars.

Motion by Moisan, seconded by Wilhelm to approve Out of state travel for HS science teachers to attend the NSTA convention in Chicago, IL, March 11-14, 2015.

Motioned carried 6-0.

8. Board Discussion

A. Facilities

FEH is finalizing initial Middle School documents and getting ready to begin the data gathering/input process. The drilling process for conductivity at 11th Avenue will begin tomorrow. Knobloch asked when the bond committee will be final. Abrahamson stated he is waiting on some return calls. The first meeting will be before the holidays. Brown stated a couple of board members walked through the building and there is considerable potential for the space and proximity to the High School.

9. Board Talking Points

Abrahamson asked about November 24, 2014 at 6:00p.m. for a Special Meeting to cover Early Retirement, the Budget Objectives and the closed session. Board

members agreed.

Brown stated the budget was discussed significantly. Along with that was community involvement in that process and in the schools in general. Knobloch stated he welcomed the community involvement in the building project, such as Imagine Grinnell was proposing.

10. Adjournment

Motion by Knobloch, seconded by Nance to adjourn the meeting. Motion carried 6-0. Meeting adjourned at 9:30 p.m.

Board Calendar:

| | |
|--|------------------------------|
| Policy Advisory Committee Meeting | 4:00 p.m., November 13, 2014 |
| Iowa Association School Board Convention | November 19-21, 2014 |
| Academic Advisory Committee Meeting | 4:00 p.m., November 25, 2014 |
| Regular Board Meeting | 6:00 p.m., December 10, 2014 |