

The Grinnell-Newburg Board of Education met in Regular Session on March 9, 2016, at 6:00 p.m. at the Grinnell-Newburg Community High School in the Media Center, 1333 Sunset Street, Grinnell, Iowa 50112.

Members Present: Barbara Brown, Meg Jones Bair, Jeff Knobloch, Jonathan Nance, Helen Redmond, Dustin Smith, and Jeff Smith.

Members Absent: None

Also in attendance at the table: Superintendent Todd Abrahamson and Board Treasurer/Secretary Lisa Johnson.

Administrators Present: Principals Brian Conway, Sara Hegg-Dunne, Jeff Kirby, Kevin Seney, Sarah Seney, Dean of Students Heidi Durbin, Activities Director Chris Coffman, and Director of Instruction and Curriculum Kym Stein.

1. Call to Order and Roll Call

President Brown called the regular meeting to order at 6:00 p.m. Board Secretary Johnson called the roll. Seven members were in attendance.

2. Fiduciary

No Comments

3. Approval of Consent Agenda

Motion by J. Smith, seconded by Jones Bair to approve the consent agenda.

A. Approve/Amend Agenda

B. Minutes: 2/24/16 Board Minutes 3/2/16 Work Session Minutes

C. Claims and Accounts

D. Financials

E. Personnel:

1. Resignations: Julie Warwick: HS para; Patrick McDonald: Bus driver

2. Transfers: Shauna Grewe: BP Para to FV Behavior

Specialist-Consortium for Success; Cathy Wise: HS Para to HS Behavior Specialist-Consortium for Success.

3. Open Enrollment Out (15-16): Taylor Olson: 11th grade to East Marshall

4. Open Enrollment Out (16-17): McKenna McKnight: 9th grade to

Newton; McKenna McKnight: 9th grade to Montezuma; Meredith McKnight: 7th grade to Montezuma; Cade McKnight: 12th grade to Newton; Cade McKnight: 12th grade to Montezuma; Brevin Hansen: 11th grade to BGM; Brevin Hansen: 11th grade to East Marshall; Brevin Hansen: 11th grade to Lynnville-Sully; Brittney Hansen: 9th grade to BGM; Brittney Hansen: 9th grade to East Marshall; Brittney Hansen: 9th grade to Lynnville-Sully; Zaine Leedom: 11th grade to East Marshall; Zaine Leedom: 11th grade to Lynnville-Sully; Zaine Leedom: 11th grade to BGM; Ethan Mitchell: 11th grade to Newton; Ethan Mitchell: 11th grade to BGM; Ethan Mitchell: 11th grade to Lynnville-Sully; Ethan Mitchell: 11th grade to East Marshall; Lane Milner: 12th grade to PCM; Lane Milner: 12th grade to BGM; Jack Conn: 7th grade to Lynnville-Sully; Kyle Conn: 5th grade to Lynnville-Sully; Kylie Smith: 10th grade to CAM; Reece Shepard: 11th grade to Clayton Ridge; Merle Fiser Jr: 7th grade to East Marshall; Foster Noun Harder: Kindergarten to Lynnville-Sully; Corder Noun Harder: 5th grade to Lynnville-Sully; Cayler Noun Harder: 8th grade to Lynnville-Sully; Brayzier Noun Harder: 9th grade to Lynnville-Sully; Journey Miell: 10th grade to CAM

5. **Open Enrollment In (15-16):** Emily Shirk: 11th grade from Montezuma
6. **Open Enrollment In (16-17):** Kiera Orndorff: Kindergarten from Lynnville-Sully; Brielle Haughey: Kindergarten from East Marshall; Evan Haughey: 2nd grade from East Marshall; Kyra Hungerford: 12th grade from East Marshall; Erica Stoner: 12th grade from Montezuma; Austin Parrott: 12th grade from Montezuma

Motion carried 7-0.

4. Public Hearing: 2016-2017 School Calendar

Principal Kevin Seney discussed the proposed calendar for 2016-2017. Community member asked why the spring break was moved back one week. It now will interfere with the beginning of spring sports. Seney responded that they moved it to allow for scheduled music contests.

Public Hearing: High School Roof - Phase II

Tyler Riley from FEH discussed the proposed HS roof replacement project. The cost is estimated between \$100,000 and \$130,000.

Public Hearing: High School Building Envelope Remodel (Window and Exterior

Paneling)

Riley from FEH also discussed the HS Envelope project. He explained the project was for general maintenance of the building. The estimated cost is \$400,000- 450,000 for construction.

5. Communication from the Public

None

6. Communications and Reports

A. Board

Brown discussed attending a PTO Connected Group meeting and hearing about their support of the schools. She also attended a legislative coffee, but there is no news on school funding.

B. Curriculum Audit Presentation - Lou Howell

Educational Consultant Lou Howell presented the results of the curriculum audit she performed for the district, sharing what was working well, as well as areas that need to be addressed. The three main areas she focuses on were Academic, Quality Educator and District Systems.

She noted a few areas in which the district is performing well, including the preschool, and the 1:1 computer plan. Areas of improvement include achieving a year or more growth each year despite a student's proficiency level, and increasing graduation rates at the High School, which are below the state average. She stated her goal is to help the District move to a PK-12 system, and not separate systems from PK-2, 3-4, 5-8, and 9-12.

With regards to Academics, she analyzed what is taught, how it is taught, and how well it is taught. She again noted areas that are functioning well, including the preschool programs, the National Blue Ribbon award Davis Elementary received, and special programming such as the At-Risk program. She also praised several initiatives the district is implementing as it strives to increase the quality of educators. She discussed making some adjustments to curriculum and the way it is adopted. She also suggested some updates to the report card rubrics, noting the district should begin educating parents on the report cards and how they are scored. She noted the number one area of improvement the district should focus on to ensure resources are spent appropriately is program evaluations. An area she would like research conducted is on Post Graduation, including whether students

were taking remedial courses prior to getting into college credit courses. As a way to measure progress she suggested putting together a one page dashboard or scorecard to measure progress and quickly see where the District is headed. The dashboard could include state indicators as well as other measures the district deems important. She shared numerous resources the District can take advantage of. She noted, if budget cuts were necessary, she would recommend not cutting from the elementary due to the new 3rd grade retention laws. Rather, she believed areas the district could consider reductions in include counselors, english, math, and physical education. She discussed various state and federal requirements, specifically Every Student Succeeds Act (ESSA) and how these are changing in the coming years, which will in turn affect operations within the district.

7. Old Business - None

8. New Business

A. Certified Budget

Johnson presented the recommended Certified Budget for 2016-2017.

Johnson stated the certified budget process has 2 major functions. It establishes the amount the district will have the authority to spend and also establishes the district's total property tax levy. The school budget is driven by the Supplemental State Aid, which is set by State Legislature, and by the student enrollment as of October of the previous year. The budget must be filed by April 15, 2016 with the County Auditor.

B. Approve 2016-2017 School Calendar

Motion by Nance, seconded by Knobloch to approve the 2016-2017 School Calendar.

Motion carried 7-0.

A. Budget Reduction Discussion Part II

Abrahamson discussed the processes (Tregoe/Audit) the District used to decide upon the proposed reductions. Johnson discussed the goal, \$832,855 in cuts, was developed as a task the Board gave the Administrative team, which was to cut the FY15 deficit of over \$700K in half for FY17. The current projections for FY17 show a deficit of \$1.2M. In order to reduce that to \$375K the District will need to cut over \$800K.

Abrahamson and Johnson then discussed the reduction ideas that came out of the

various processes and the totals of the savings.

Elementary Principals Kirby, Conway and Seney discussed that they do not recommend moving to 5 sections in grades K-4 due to the coming 3rd grade retention laws and the increase this will cause to class sizes. Questions were asked in regard to smaller class size, specifically where we would house students if we were to go 7 sections,.

Kevin Seney discussed the ability to eliminate a HS Business position and still provide the courses through IVCC. He does not recommend eliminating a counselor due to the high number of mental health and at risk students. He also does not recommend eliminating a HS English position due to the adoption of the new English curriculum and the capstone course that is being offered. Eliminating of a PE position is not recommended due to the current requirements and scheduling at the HS. He did not see the elimination of a Math position as feasible either. He noted some higher level courses have smaller class sizes but others have numbers in the mid to high 20s.

Hegg Dunne stated the District gets some saving from replacing teachers who moved to TLC and retiring teachers by replacing them with less experienced teachers. She also discussed the elimination of 0.5 FTE Choir position with the restructuring of the Technology Integrationist to help with (Project Lead the Way) PLTW.

Brown asked about the elimination of para-professional positions. Abrahamson stated we can probably count on about half of those savings, because often as school starts we have additional needs which require additional hirings. Questions were asked about the ideas from the Tregoe process. The Tregoe document was shared with the Board, and explained. J. Smith asked if employees on the list were communicated to previously. Abrahamson stated they were.

Carol Scott asked about the HS Business position courses moving to IVCC, and what the costs involved would be. Abrahamson and Seney answered, explaining the student does not pay any tuition, as the District covers those costs and then receives supplemental funding from the State for the dual enrollment.

Former business teacher Denny Conway advocated for the HS Business position.

Wanda White discussed her concern over the Food Service savings, and moving

to a Food Service Management Company (FSMC). Brown responded to her comments, noting it will be the FSMC's responsibility to make the nutrition fund profitable. She reiterated because nutrition fund is not able to cover all of its costs, the district is currently paying for things out of the general fund that should be coming out of the nutrition fund, and the district cannot continue to do this.

Jerry Hulsing discussed the HS business position and stated he does not believe the savings will be realized, but instead enrollments will drop in the early Business courses. He stated there are numerous students who go on to college to pursue careers in Business in part due to their ability to take Business courses in HS. He discussed the business internship program students participate in while in HS.

Dave Ford stated he believes Howells report did not address a few areas of concern such as the class size and the At Risk program counselor. He also asked about why Administration is not being looked at.

Lori Francis noted the likelihood that the small classes mentioned in Howell's report were credit recovery course funded by At Risk dollars, and therefore should not be factored into decisions regarding budget cut. She also asked about why Administrator positions were added in FY16 when budget cuts were being discussed. She is very much against cutting a counseling, english, or math position funded by At Risk funds.

HS student John Lof discussed the importance of the HS Business courses and the skills students gain, which he believed to be nearly impossible to get in a different setting. He stated he has had a great experience with the internship program and would like to see it stay.

Shannon Hinsa asked how students on trimesters can take courses at the colleges on a semester schedule. Seney stated students currently manage this.

Josh Ellis stated looking at the recommendations, many of the positions were hired in recent years. He noted budget cuts had been discussed for quite some time, and he felt that if more planning had been done to reduce staff through attrition these measures would not have to be taken.

Roger Henderson asked about the Project Lead the Way (PLTW) costs of the components of the program and the enrollment numbers. Todd stated the bulk of

the cost is the training of instructors, and then equipment. K. Seney added that this is our 3rd year of PLTW. He also noted these classes also fulfill college credit courses.

Heather Benning stated it looks like we're looking at bandaid solutions. She wanted to know the projected deficit for next year, stating she was worried we would be going through the same process again, with more bandaiding. She also asked what was discussed regarding the current open enrolled students. Johnson noted the projected deficit for FY17 was estimated at 1.2M. She also noted, in response to the question of open enrollment applications, that often families enroll out but don't actually follow through, and we have no way of knowing until the fall what students will do.

Kathy McVey discussed the open enrollments. She also discussed her unfavorable opinion of eliminating the HS Business position. She stated she does not believe it is a good idea to make student have their first Business course at a college level. Johnson explained the open enrollment guidelines as identified by the State.

Brown stated the Board every bit of money we spend we spend on something valuable, that is important to someone. She stated, "we try to look for the least bad effect." She also noted, speaking to the crowd, that "it would help to know where you believe we have opportunities to make cuts that have a lower effect."

Shane Jacobson asked about why the District is not looking at Administrative cuts. Knobloch stated that the Board discussed Administrative cuts in a finance meeting and because the District has advertised the position with a certain level of support, the Board was advised not to make cuts in this area for this year. Brown stated the number of administrators, and each does, directly impacts the responsibilities of Superintendent.

Teacher Margie Laehn asked about changing the structure of Administration to have 5 versus 9 Administrators, one for each building.

Another community member asked about how the Tregoe was weighted. Abrahamson discussed the objectives approved by the Board last year and how each item is scored.

Teacher Mike Hunter asked about cutting the Industrial Tech versus the HS Business position. Abrahamson stated he has had discussions with IVCC and they

could work something, but it is not something they currently offer.

Kayln Durr asked about the open enrollment and if conversations have occurred about why the families are leaving

Shane Jacobson says he believes the financial information was clearly presented and an issue clearly exists. He stated he sees all of these cuts need to be made in order to fully address the issue. He asked if there are major structural decisions that impact the finances, such as the trimester system, wondering what would cost more - trimesters or semesters.

Knobloch stated a structural issue the District is looking at that will address some of the financial issues is a building reconfiguration. Seney addressed the question of trimesters.

Dave Ford stated it needs to be well communicated that a facilities project would save costs for the District. He believes there are people who voted against the project but are now also disappointed with the cuts. He believes some of these cuts would not be necessary had the bond passed. Nance stated this is correct, noting with the bond we tried to foresee staffing structure changes and facility changes all in cost saving efforts, but now we are having to make more painful cuts. Brown noted the bond would have allowed discussions about they way positions would have been eliminated, rather than having to eliminate so harshly, which we are having to do now.

Shannon Hinsa addressed her concern of the HS Business program.

Staci Harms, teacher at Fairview stated they were involved in the Tregoe process, but due to the 3rd grade retention she believes most teachers are not in favor of reducing sections in the lower elementarys.

Mindy Kostow asked about the increase in the Superintendent pay. Brown stated the increase is factored in and it is something the Board believed was to happen in order to get the talent the Board is seeking.

Brown noted all board members were open to email and communication, and the evening's discussion was only the beginning of discussions, no decision would be made until later.

9. Board Discussion

J. Smith stated there was good discussion. Nance about the progress on the tennis courts. Abrahamson stated they have the cost down to approximately \$850K. He should have an update Monday. He will have an update on the restrooms early next week as well. Brown stated the Board will be bringing in two Superintendent candidates on the 14th and public will have the opportunity to meet and ask questions.

10. Board Talking Points

None

11. Adjournment

Motion by Redmond, seconded by Nance to adjourn the meeting. Motion carried 7-0.
Meeting adjourned at 9:15 p.m.

Board Calendar:

Board Work Session	5:00 p.m., March 10, 2016
Board Work Session	7:30 p.m., March 14, 2016
SIAC Meeting	5:00 p.m., March 16, 2016
Regular Board Meeting	6:00 p.m., March 30, 2016