

**MINUTES**  
**REGULAR MEETING OF THE BOARD OF DIRECTORS**  
**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT,**  
**IN THE COUNTY OF LINN, STATE OF IOWA**  
**VIA ZOOM MEETING & LIVESTREAMED ON YouTube**  
<https://www.youtube.com/EngageCRschools/>

Monday, December 14, 2020 @ 4:30 p.m.

**ATTENDANCE**

Nancy Humbles, President; Directors Gary Anhalt, Jennifer Borcharding, Cindy Garlock, Dexter Merschbrock, Jennifer Neumann, and David Tominsky. Absent: None.

Also, present: Noreen Bush, Laurel Day, Jon Galbraith, Nicole Kooiker, Jeff Lucas, Sherry Luskey, Dave Nicholson, Linda Noggle, and Colleen Scholer.

Technical assistance provided by Justin Schaefer.

President Humbles called the meeting to order at 4:30 p.m.

**APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, December 14, 2020 Board of Education Meeting be approved as set forth, and that each item is considered ready for discussion.

Upon motion by Director David Tominsky and second by Director Cindy Garlock, the Board approved the agenda of Monday, December 14, 2020 Board of Education Meeting and that each item is considered ready for discussion and/or action.

Record of the roll call vote was: Ayes: Directors Anhalt, Borcharding, Garlock, Humbles, Merschbrock, Neumann and Tominsky. Nays: None.

**BOARD GOVERNANCE**

**BA-21-158      Closed Session - To Discuss the Purchase of Real Estate  
(Noreen Bush/David Nicholson)**

It was recommended that the Board of Education meet in Closed Session on Monday, December 14, 2020, for the purpose of discussing the purchase of real estate per Section 21.5(1)(j) of the Code of Iowa.

Director David Tominsky moved: "I move that the Board of Education hold a Closed Session on Monday, December 14, 2020 to Discuss the Purchase of Real Estate in a Closed Session as provided in Section 21.5(1)(i) of the Iowa Code. Director Jennifer Neumann seconded the motion.

Record of the roll call vote was: Ayes: Directors Anhalt, Borcharding, Garlock, Humbles, Merschbrock, Neumann, and Tominsky. Nays: None.

The Board of Education went into Closed Session at 4:31 PM  
The Board of Education adjourned the Closed Session at 5:17 PM

Recess at 5:17 PM  
Reconvene at 5:30 PM

### SUPERINTENDENT'S REPORT

Superintendent Bush congratulated our Mock Trial teams (students, coaches, parents, and community members) who recently competed in the Middle School State Mock Trial competition; and 29 of our High School Student athletes from Volleyball, Swimming, and Diving, who were named to the 2020 Mississippi Valley Conference All-Division.

### BOARD REPORTS

Director Garlock thanked fellow Board Members who were able to attend the recent legislative meetings with our area legislators and outlined next steps.

Director Anhalt provided a brief overview of the Revenue Sharing Conference that he attended.

### COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Fisher, Brad, 1734 Bobcat Dr NW, Cedar Rapids, IA, Remote Learning for IEP students

Johnson, Tania, 3816 Riverside Dr NE, Cedar Rapids, IA, Early Retirement and Return to Learn

### CONSENT AGENDA

#### **BA-21-000/08 Minutes – Annual and Regular Board Meetings on Monday, November 9, 2020 and Special Board Work Session on Monday, November 16, 2020 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Annual & Regular Board Meetings held on Monday, November 9, 2020 and Special Board Work Session held on Monday, November 16, 2020.

#### **BA-21-001/06 Approval of Claims Report – October 2020 (David Nicholson)**

It was recommended that the Board of Education approve the Claims Report and Ratify the List of Paid Bills and Payrolls for the period ending October 31, 2020.

#### **BA-21-003/03 Budget Summary Report – October 2020 (David Nicholson)**

It was recommended that the Board of Education approve the Budget Summary Report for the month ended October 31, 2020.

#### **BA-21-004/06 Statement of Receipts, Disbursements, and Cash Balances Report – October 2020 (David Nicholson)**

It was recommended that the Board of Education approve the Statement of Receipts, Disbursements, and Cash Balances Report for the month of October 2020.

#### **BA-21-005/06 Investments Report – October 2020 (David Nicholson)**

The Investments Report summarized investment transactions for the month of October 2020. Investments purchased during the month totaled \$18,506,208.94, and investments redeemed during the month totaled \$1,192,500.00. The current interest rate for US Bank is 0.05%, in comparison to 1.75% at US Bank in October 2019. The interest rate for Iowa Schools Joint Investment Trust (ISJIT) for October 2020 was 0.05%, in comparison to 1.757% in October 2019. Information Item.

#### **BA-21-006/03 Food and Nutrition Fund Participation Report (Suzy Ketelsen)**

It was recommended that the Board of Education approve the Food and Nutrition Fund – Participation report for the month ending October 31, 2020.

**BA-21-007/04 Unspent Balance Report – October 2020 (David Nicholson)**

The Unspent Balance Report is designed to inform the Board of Education on the status of CRCSD's General Fund authorized reserves - the Unspent Balance. An analysis of staffing and all other budgetary changes that impact the Unspent Balance as of month ended October 2020 was summarized for your review. Information Item.

**BA-21-008/07 Open Enrollment – Denial 2020-2021 School Year (John Rice)**

It was recommended that the Board of Education approve the Open Enrollment-Denial of the student(s) commencing with the 2020-2021 School Year.

**BA-21-009/08 Personnel Report (Linda Noggle)****APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Fowler, Matt	\$4,179.00	MN Bowling HD WM Bowling HD Jefferson	11/9/2020
Garner, David	\$5,980.00	MN Basketball Asst. Washington	11/17/2020
Herman, Conner	\$5,401.00	Wrestling Asst. Kennedy	11/4/2020
Kubovec, Garrett	\$5,401.00	Wrestling Asst. Kennedy	11/9/2020
Northern, Ashton	\$5,594.00	WM Basketball Asst. Jefferson	11/30/2020
Wright, Henry	\$3,376.00	Debate/Speech Asst. Washington	12/7/2020

**GRANTING LEAVE OF ABSENCE - SALARIED STAFF**

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Donahue, Molly	Personal	Behavior Disorder Wilson	1/11/2021
Gjerde, Eric	Personal	Multicategorical Jefferson	1/11/2021

**CHANGE OF GRADE/POSITION - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Larson, Tressa	\$62,550.00	Science Washington	7/1/2020
Outterson-Murphy, Sarah	\$70,900.00	Language Arts Jefferson	7/1/2020

**RESIGNATIONS - SALARIED STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Gehrls, Chris	Personal	MN Basketball Asst. Kennedy	11/19/2020
Rimrodt, Jason	Personal	Drama Tech. Roosevelt	12/1/2020
Stanek, Patrick	Personal	MN Track MS Wilson	11/6/2020

**RETIREMENT - SALARIED STAFF**

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
White, Jeff	Multicategorical Washington	6/2/2021

**APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderson, Brianna	\$14.14	Paraprofessional Taft	11/16/2020
Arrington, Maurice	\$14.18	Bus Attendant ELSC	12/14/2020
Bair Waddell, Jacey	\$14.14	Paraprofessional Washington	11/30/2020
Boyle, Cora	\$14.14	Paraprofessional Viola Gibson	11/16/2020
Bradley, Crystal	\$14.18	Bus Attendant ELSC	11/30/2020

Cavanaugh, Dylan	\$14.14	Paraprofessional Franklin	12/7/2020
Doolin, Brandy	\$14.18	Bus Attendant ELSC	11/30/2020
Dvorak, Madeline	\$12.20	Paraprofessional Taft	11/30/2020
Fitzgerald, Michael	\$14.18	Bus Attendant ELSC	11/9/2020
Gillen, Susan	\$14.18	Bus Attendant ELSC	11/23/2020
Glover, Trinity	\$14.18	Bus Attendant ELSC	11/16/2020
Gullett, Jennifer	\$11.74	Child Care Professional Collins Aerospace	11/23/2020
Harper, Celeste	\$15.03	Secondary Cook Franklin	12/7/2020
Herb, Sondra	\$18.71	Bus Driver ELSC	11/30/2020
Levins, Bonita	\$12.45	Paraprofessional Hiawatha	11/9/2020
Mullin, Brooke	\$28.86	Transition/Atten. Spec. Garfield	11/23/2020
Musker, Andrea	\$14.14	Paraprofessional Nixon	11/9/2020
Nassif, Michael	\$23.47	Field Support Spec. ELSC	11/9/2020
Ozbun, Jesse	\$12.20	Campus Security Washington	12/14/2020

Patterson, Ashley	\$12.20	Paraprofessional Franklin	12/14/2020
Powell, Christine	\$16.74	Custodian II Floater ELSC	11/16/2020
Preston, Kendra	\$14.14	Paraprofessional Hiawatha	11/16/2020
Ramirez, Marisol	\$15.03	Secondary Cook Wilson	11/30/2020
Robertson, Sarah	\$12.20	Paraprofessional Jefferson	12/7/2020
Schlabs, Shannon	\$15.89	Secretary ELSC	12/14/2020
Seidencranz, Brian	\$15.03	Secondary Cook Taft	11/9/2020
Sims, Ronald	\$12.20	Campus Security Washington	12/14/2020
Smestad, Kaileigh	\$11.74	Child Care Professional Collins Aerospace	11/23/2020
Taylor, Shayla	\$12.20	Paraprofessional Taft	11/23/2020
Thapa, Dhan	\$14.18	Bus Attendant ELSC	11/23/2020
Wadden, Cheryl	\$12.20	Paraprofessional Van Buren	11/16/2020

**CHANGE OF GRADE/ POSITION - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Berger, Scott	\$22.12	Auto Mechanic Senior ELSC	11/12/2020

Cliff, Sarah	\$15.89	Managers Secretary ELSC	11/16/2020
Dusil, Michael	\$18.08	Custodian II Washington	11/30/2020
Jansen, Kari	\$15.03	Elem. Asst. Manager Jackson	11/23/2020
Kaltenbach, Mary	\$20.53	Paraprofessional Taft	11/2/2020

**RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Bronemann, Shalay	Personal	Child Care Professional Collins Aerospace	11/25/2020
Cavil, Ja'Don	Personal	Bus Attendant ELSC	11/2/2020
Floyd, Samantha	Personal	Bus Attendant ELSC	11/6/2020
Fricke, William	Personal	Bus Attendant ELSC	11/19/2020
Funk, Matthew	Personal	Bus Attendant ELSC	10/23/2020
Gaines, Trenton	Personal	Paraprofessional Washington	11/10/2020
Harmon, Latasha	Personal	Paraprofessional Truman	11/10/2020
Iram, Fouzia	Personal	Cashier Nixon	11/9/2020
Johnston, Olivia	Personal	Paraprofessional Grant	11/17/2020

Jones, Paris	Personal	Paraprofessional Washington	11/10/2020
LeClere, Mary	Personal	Custodian Grant Wood	11/27/2020
Levins, Bonita	Personal	Paraprofessional Hiawatha	11/19/2020
Rimrodt, Jason	Personal	Paraprofessional Washington	12/1/2020

It was recommended that the Board of Education approve the Personnel Report

**BA-21-012/02 Policy Manual – Approval - Polices 508 “Voluntary Retirement Incentive Program – Licensed Teaching Staff”, 509 “Voluntary Retirement Incentive Program Administrative Staff”, 510 “Voluntary Retirement Incentive Program – Support Staff, and 511 “Voluntary Retirement Incentive Program – All Staff” (Noreen Bush/Laurel Day)**

It was recommended that the Board of Education approve Polices 508 “Voluntary Retirement Incentive Program – Licensed Teaching Staff”, 509 “Voluntary Retirement Incentive Program Administrative Staff”, 510 “Voluntary Retirement Incentive Program – Support Staff, and 511 “Voluntary Retirement Incentive Program – All Staff” of the District Policy Manual as recommended by the Superintendent.

**BA-21-124/02 Stipulation of Substitute Teacher Pay - 2020-2021 School Year (Linda Noggle)**

It was recommended the Board of Education approve the Stipulation of Substitute Teacher Pay for the 2020-2021 School Year.

**BA-21-159 Approval - Wilson Middle School - Gym Floor Refinishing Project - Change Order Number One (Chris Gates)**

It was recommended that the Board of Education approve Change Order Number One to H2I for the Wilson Middle School - Gym Floor Refinishing Project.

**BA-21-160 Resolution - Permanent Easement - Hoover Elementary School with Interstate Power & Light Company (Jon Galbraith)**

It was recommended that the Board of Education approve the Resolution for the Permanent Easement at Hoover Elementary School with the Interstate Power & Light Company.

**BA-21-161 Final Approval – Jefferson High School - Masonry Project – Certificate of Substantial Completion (Chris Gates)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District - Jefferson High School - Masonry Project.

**BA-21-162 Tabulation – Musical Instruments - 2020-2021 School Year (Tom Day/Beth Davies)**

It was recommended that the Board of Education approve the Tabulation - Musical Instruments for the 2020-2021 School Year.

**BA-21-163 Amended Agreement – Cedar Rapids Community School District and ASCD – 2020-2023 School Years (Nicole Kooiker)**

It was recommended that the Board of Education approve the Amended Agreement between the Cedar Rapids Community School District and ASCD for the 2020-2023 School Years.

**BA-21-164 Resolution - Sale of Piece of Property and Temporary Grading Easement – Metro High School (Jon Galbraith)**

It was recommended that the Board of Education approve the Resolution for the Sale of Property and Temporary Grading Easement at Metro High School.

**BA-21-165 Approval – New Elementary School at Coolidge Elementary School Site Project - Change Order Number Four (Jon Galbraith)**

It was recommended that the Board of Education approve Change Order Number Four to Garling Construction for the New Elementary School at Coolidge Elementary School Site.

**BA-21-166 Final Approval – Taft Middle School - Masonry Project – Certificate of Substantial Completion (Chris Gates)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Taft Middle School - Masonry Project.

**BA-21-167 Final Approval – Metro High School - Masonry Project – Certificate of Substantial Completion (Chris Gates)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Metro High School - Masonry Project.

**BA-21-168 Final Approval – Harding Middle School Masonry Project – Certificate of Substantial Completion (Chris Gates)**

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Harding Middle School - Masonry Project.

**BA-21-169 Approval – Kennedy High School - Fire Alarm Upgrade Project – Change Order Number Two (Chris Gates)**

It was recommended that the Board of Education approve Change Order Number Two to Streff Electric, Inc. Construction for the Kennedy High School - Fire Alarm Upgrade Project.

- BA-21-170 Agreement – Cedar Rapids Community School District and TransfrVR – 2020- 2021 School Year (John Rice/Tara Troester)**
- It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and TransfrVR for the 2020-2021 School Year.
- BA-21-171 Final Approval – Jefferson High School - Locker Replacement Project – Certificate of Substantial Completion (Rich Reysack)**
- It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Jefferson High School - Locker Replacement Project.
- BA-21-172 Final Approval – Kennedy High School - ADA Elevator Project – Certificate of Substantial Completion (Chris Gates)**
- It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Kennedy High School - ADA Elevator Project.
- BA-21-173 Chapter 12 Exemption Request – Physical Education (John Rice)**
- It was recommended that the Board of Education approve the General Accreditation Standards 281 – IAC **Chapter 12 Exemption Request** for Jefferson High School, Kennedy High School, and Washington High School to condense all the required physical education minutes into one semester.
- BA-21-174 Preliminary Approval – New Elementary School at Jackson Elementary School Site Project (David Nicholson/Jon Galbraith)**
- It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the New Elementary School at Jackson Elementary School Site.
- BA-21-175 Approval – Metro High School - Asphalt Repairs Project - Change Order Number One (Rich Reysack)**
- It was recommended that the Board of Education approve Change Order Number One to Pate Asphalt Systems for the Metro High School - Asphalt Repair Project - Change Order Number One.
- BA-21-176 Preliminary Approval – New Elementary School at Jackson Elementary School Site Project- Food Service Equipment (David Nicholson/Jon Galbraith)**
- It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the New Elementary School at Jackson Elementary School Site – Food Service Equipment.
- BA-21-177 Final Approval – Kennedy High School - Walk-In Cooler Project – Certificate of Substantial Completion (Rich Reysack)**
- It was recommended that the Board of Education approve the Certificate of Substantial Completion and approve payment of the retainage pay application for the Cedar Rapids Community School District – Kennedy High School - Walk-In Cooler Project.

**BA-21-178 Agreement – Cedar Rapids Community School District and Rick Nolan – Cash Rent Farm Lease (David Nicholson)**

It was recommended that the Board of Education approve the on-going Agreement between Cedar Rapids Community School District and Rick Nolan - Cash Rent Farm Lease.

**BA-21-179 Resolution – Bank Naming Depositories (David Nicholson)**

It was recommended that the Board of Education approve the Resolution Bank Naming Depositories.

**BA-21-180 School Improvement Advisory Committee Membership – 2020-2021 School Year (Nicole Kooiker)**

It was recommended that the Board of Education approve the School Improvement Advisory Committee Membership for the 2020-2021 School Year.

Upon motion by Director Gary Anhalt and second by Director Cindy Garlock, the Board approved the Consent Agenda.

Record of the roll call vote for Consent Agenda items **BA-21-000/08, BA-21-001/06, BA-21-003/03, BA-21-004/06, BA-21-006/03, BA-21-008/07, BA-21-009/08, BA-21-012/02, BA-21-124/02, BA-21-159, BA-21-160, BA-21-161, BA-21-162, BA-21-163, BA-21-164, BA-21-165, BA-21-166, BA-21-167, BA-21-168, BA-21-169, BA-21-170, BA-21-171, BA-21-173, BA-21-174, BA-21-175, BA-21-176, BA-21-177, BA-21-178, BA-21-179, and BA-21-180** was: Ayes: Directors Anhalt, Borcharding, Garlock, Humbles, Merschbrock, Neumann and Tominsky. Nays: None.

**ADMINISTRATION**

**BA-21-181 Cedar Rapids Community Schools Foundation – Update (Laurel Day)**

Dr. Chris Tyler, President of the Board of Trustees, Cedar Rapids Community Schools Foundation, presented an annual progress report on behalf of the Foundation’s Board. Information Item.

**BA-21-182 Resolution - Authorize and Provide Issuance and Secure the Payment of School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds and Authorizing the Execution and Delivery of Documents (David Nicholson)**

It was recommended that the Board of Education approve the Resolution Authorizing and Providing for the issuance and Securing the Payment of School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds and Authorizing the Execution and Delivery of Documents.

Director Jennifer Neumann moved: “I move that Board approve the Resolution- Authorize and Provide Issuance and Secure the payment of School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds and Authorizing the Execution and delivery of documents.” Director David Tominsky seconded the motion.

Record of the roll call vote was: Ayes: Directors Anhalt, Borcharding, Garlock, Humbles, Merschbrock, Neumann, and Tominsky. Nays: None.

**LEARNING AND LEADERSHIP**

**BA-21-183 School Calendar - Drafts - 2021-2022 and 2022-2023 School Years  
(Noreen Bush/Nicole Kooiker)**

The administration shared the drafts of the 2021-2022 and 2022-2023 School Calendars with the Board of Education. Pending the outcome of the Board discussion, a Public Hearing with a final calendar recommendation from the Superintendent will be presented and held during the Monday, January 11, 2021 Board of Education Meeting. Information Item.

**BA-21-184 Website Redesign (Colleen Scholer/Jeff Lucas)**

The Communications and IT Departments provided an overview of the new Website Design development and included the RFP process, input gathered from key stakeholders, and the timeline which includes a launch date for the final site in June 2021. Information Item.

**ADMINISTRATION**

**BA-21-157/02 Pandemic and Return to Learn Plans (Nancy Humbles /Noreen Bush)**

The Administration and Board of Education discussed the current school-related decisions to the pandemic and Return to Learn Plans. Information Item.

**MOMENT OF SILENCE**

Sherry Luskey, Accounting Manager, provided a tribute in honor of CRCSD staff member, Rose Hiatt – Accounts Payable Specialist/Project Assistant in the accounting department, who recently passed away. A Moment of Silence was held in recognition of Rose’s service to the District and her family.

There being no further business, President Humbles adjourned the meeting at 6:43 PM.

By: Laurel A. Day, Board Secretary

Board of Education approved Record of Proceedings on January 11, 2021 and I hereby declare these minutes as part of the permanent record of the District.

By \_\_\_\_\_  
Nancy J. Humbles, Board President

ATTEST \_\_\_\_\_  
Laurel A. Day, Board Secretary