

**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
REGULAR BOARD OF EDUCATION MEETING**

<https://www.youtube.com/EngageCRschools/>

Once in YouTube, click the appropriate LIVE video for audio access to the meeting.

Public Participation is available by preregistering @ [BOE 09.14.2020](mailto:BOE.09.14.2020)

by 12:00 PM on September 14, 2020.

The public may also submit their comments prior to and up until 4:00 PM of the scheduled meeting start time
to: Lday@crschools.us

Monday, September 14, 2020 @ 5:30 p.m.

A G E N D A

CALL TO ORDER (President Nancy Humbles)

APPROVAL OF AGENDA (President Nancy Humbles)2

SUPERINTENDENT’S REPORT / BOARD REPORTS

COMMUNICATIONS, DELEGATIONS, AND PETITIONS (President Nancy Humbles)

CONSENT AGENDA

BA-21-000/03	Minutes – Special Meeting/Work Session - August 31, 2020 (Laurel Day).....	2
BA-21-008/03	Open Enrollment - Denial 2020-21 School Year (John Rice)	3
BA-21-009/03	Personnel Report (Linda Noggle).....	6
BA-21-065	Amended Agreement – Unity Point St. Luke’s Hospital - 2020-21 School Year (Wendy Parker).....	16
BA-21-066	Agreement – U.S. Cellular Center/VenuWorks of Cedar Rapids, LLC – 2021 High School Graduations (Cynthia Phillips)	18
BA-21-067	Agreement – PBIS Rewards – Data Sharing & Use - 2020-21 School Year (Craig Barnum).....	20
BA-21-068	Final Approval – Cleveland & Harrison ES - Concrete Replacement Projects – Certificate of Substantial Completion (Rich Reysack)	25
BA-21-069	Final Approval – Franklin MS and Johnson STEAM Academy- Concrete Replacement Projects – Certificate of Substantial Completion (Rich Reysack).....	28
BA-21-070	Approval –New Elementary School at Coolidge ES Site Project – Change Order Number One (Jon Galbraith).....	31
BA-21-071	Final Approval – Viola Gibson ES - Restroom Remodel Project – Certificate of Substantial Completion (Chris Gates)	33
BA-21-072	Agreement – Transportation Personnel Sharing (David Nicholson).....	37

ADMINISTRATION

BA-21-073	ISL Renewal Plan Update (David Nicholson).....	44
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LEARNING AND LEADERSHIP

BA-21-043/04	Update - Return to Learn Plan/Post-Derecho (Noreen Bush/Nicole Kooiker)	55
BA-21-061/02	Anti-Racism – Overview from Town Hall Meetings (Noreen Bush/Justin Blietz)	56

SCHOOL BOARD CALENDAR 65

ADJOURNMENT - (President Nancy Humbles)

AGENDA

CALL TO ORDER – President Nancy Humbles

APPROVAL OF AGENDA – President Nancy Humbles

“I move that the agenda of Monday, September 14, 2020 Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action.”

MOTION/2ND/ROLL CALL

SUPERINTENDENT’S REPORT / BOARD REPORTS (Superintendent Bush/Board of Directors)

COMMUNICATIONS, DELEGATIONS, AND PETITIONS (President Nancy Humbles)

CONSENT AGENDA

BA-21-000/03 Minutes –Special Board Meeting/Work Session - Monday, August 31, 2020 (Laurel Day)

Exhibit: <http://www.cr.k12.ia.us/our-district/board-of-education/>

Action Item

Pertinent Fact(s):

It is the responsibility of the Board Secretary to keep the minutes of Board of Directors meetings as required by Iowa Code §§ 21.3 and Board Regulation 202.10. The minutes will be available for public inspection within two weeks of the Board meeting and forwarded to the appropriate newspaper for publication.

Recommendation:

It is recommended that the Board of Education approve the Minutes from the Special Board Meeting/Work Session held on Monday, August 31, 2020.

Board Meeting: Monday, September 14, 2020

CONSENT AGENDA

BA-21-008/03 Open Enrollment - Denial 2020-2021 School Year (John Rice)

Exhibit: BA-21-008/03.1-2

Action Item

Pertinent Fact(s):

1. Section 256.7(5), Chapter 17, of the Iowa Code "Open Enrollment," allows parents/guardian to enroll their children/child in a school district other than the resident district of the custodial parent/guardian. In order for parents/guardians to exercise this option, their request must be submitted by March 1 of the year preceding open enrollment. For kindergarten children the deadline for submitting an application for open enrollment is September 1 of the current school year.
2. Applications filed after the deadline will not be approved unless the reason for late filing qualifies for "good cause"; "good cause" means a change in the status of a child's resident district for any of the following reasons:
 - A. Family moved to a new district of residence
 - B. Change in the marital status of the student's parents resulting in new resident district
 - C. Placement of the student into foster care resulting in new resident district
 - D. Adoption resulting in new resident district
 - E. Participation in a foreign exchange program
 - F. Participation in a substance abuse or mental health treatment program resulting in new resident district
 - G. Failure of negotiations for reorganization or rejection of proposed reorganization plan*
 - H. Failure of negotiations for whole grade sharing or rejection of whole grade sharing agreement*
 - I. Loss of accreditation or revocation of a charter school contract*

*If "good cause" is related to change in status of child's resident district, the open enrollment request must be filed within **45** days of last board action or within **30** days of certification of an election, whichever is applicable.

3. Request may be denied if:
 - A. The student has been suspended or expelled by a district and has not been reinstated as a student in that district
 - B. Insufficient classroom space exists
 - C. Minority/non-minority pupil ratios would be adversely affected
 - D. An appropriate instructional program is not available
 - E. The applicant missed the prescribed deadline and the request does not qualify for "good cause"
4. If the denial is based on a desegregation plan and/or any other reasons, it may be appealed to the Linn County District Court and cannot be appealed to the State Board of Education. An appeal must be postmarked within 30 days of the Board decision.

Recommendation:

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

Board Meeting: Monday, September 14, 2020

**OPEN ENROLLMENT DENIALS
2020-2021 SCHOOL YEAR**

EXIT Denial

<u>Parent</u>	<u>Student</u>	<u>Grade</u>	<u>Resident District</u>	<u>Requested District</u>
R. Abram	S. Abram	1	Cedar Rapids Community School District	Alburnett Community School District
Reason: Application filed late				
A. & D. Wyatt	T. Wyatt	9	Cedar Rapids Community School District	Alburnett Community School District
Reason: Does not meet criteria for pervasive harassment				
D. Sam & R. Derby	I. Garvin	2	Cedar Rapids Community School District	Central City Community School District
Reason: Application filed late				
D. Wigg	B. Wigg	3	Cedar Rapids Community School District	Clayton Ridge School District
Reason: Application filed late				
K. Goodwin	N. Franco	12	Cedar Rapids Community School District	Clayton Ridge School District
Reason: Application filed late				
T. Zeien	P. Burns*	6	Jesup Community School District	Clayton Ridge School District
Reason: Application filed late			*Student is open enrolled into Cedar Rapids CSD	

**OPEN ENROLLMENT DENIALS
2020-2021 SCHOOL YEAR**

EXIT Denial

<u>Parent</u>	<u>Student</u>	<u>Grade</u>	<u>Resident District</u>	<u>Requested District</u>
G. Rossman-Siegele	X. Rossman-Siegele	12	Cedar Rapids Community School District	Linn Mar Community School District
Reason: Application filed late				
M. & K. Woerner	V. Woerner	6	Cedar Rapids Community School District	Linn Mar Community School District
Reason: Application filed late				
K. Kremenak	A. Lombardi	7	Cedar Rapids Community School District	Marion Independent School District
Reason: Application filed late				
J. & L. Bean	J. Bean	6	Cedar Rapids Community School District	Marion Independent School District
Reason: Application filed late				
J. & L. Bean	J. Bean	2	Cedar Rapids Community School District	Marion Independent School District
Reason: Application filed late				

**TOTALS: 2 Alburnett
1 Central City
3 Clayton Ridge
2 Linn Mar
3 Marion Ind**

CONSENT AGENDA

BA-21-009/03 Personnel Report (Linda Noggle)

Exhibit: BA-21-009/03.1-9

Action Item Roll Call

Recommendation:

It is recommended that the Board of Education approve the Personnel Report.

BA-21-009/03 Personnel Report (Linda Noggle)

APPOINTMENTS - SALARIED STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Crow, Amber	\$57,800.00 (pro-rated)	Strat II Jefferson	2020-2021 School Year
Hasan, Frannie	\$52,600.00	2nd Grade Viola Gibson	9/8/2020
K'Heureux, Kira (correction)	\$1,639.50	Cross Country Asst. Kennedy	2020-2021 School Year
Overlie, Gregory	\$57,250.00	4th Grade Viola Gibson	9/10/2020
Pladna, Kim	\$45,343.00	Eng. Specialist Kennedy	9/8/2020
Siebring, Lillian	\$45,850.00	3rd Grade Jackson	9/3/2020

GRANTING LEAVE OF ABSENCE - SALARIED STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderson, Leigh	Personal	Media Specialist Hiawatha/Viola Gibson	8/18/2020

RESIGNATIONS - SALARIED STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Early, Rebecca	Personal	Behavior Focus Harrison Connections	9/2/2020
Meyer, Kimberly	Personal	Multicategorical Taft	9/4/2020
Schendel, Todd	Personal	Vocal Music (0.7 FTE) Hoover	8/26/2020

APPOINTMENTS - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Dunahugh, Julie	\$15.12	Health Secretary Wilson	9/8/2020
James, Howard	\$18.71	Bus Driver ELSC	9/8/2020
Krezek, Kevin	\$18.71	Bus Driver ELSC	9/8/2020
McVay, Faith	\$15.12	Health Secretary Cleveland	9/14/2020
Morrissey, Kristan (revision from 8/31/2020 meeting)	\$13.62	Paraprofessional Kenwood	9/14/2020
Nassif, Jillian	\$15.12	Health Secretary Washington	9/8/2020
Phares, Terrance	\$18.71	Bus Driver ELSC	9/8/2020
Trachta, Madeline	\$14.43	Clerk Typist (10 mon) Washington	9/8/2020
Wiley, Misty	\$13.30	Paraprofessional Kenwood	9/14/2020
Wolfe, Barbara	\$16.99	Van Driver ELSC	9/8/2020

GRANTING LEAVES OF ABSENCE - HOURLY STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderegg, Clinton	Personal	Paraprofessional Kennedy	8/21/2020
Lehmann, Karen	Personal	Paraprofessional Van Buren	8/21/2020
Rodriguez, Cynthia	Personal	Paraprofessional Pierce	8/31/2020

Shipp, Jennifer	Personal	Paraprofessional Viola Gibson	8/31/2020
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CHANGE OF GRADE / POSITION - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Bergstad, Britney	\$13.68	Paraprofessional Kennedy	8/21/2020
Busch, Katie	\$20.04	Paraprofessional Jefferson	8/21/2020
Eckelberry, Blake	\$31.52	Network Specialist ELSC	10/1/2020
Miller, Chad	\$14.86	Paraprofessional ELSC	8/21/2020
Roling, Jill	\$16.05	Paraprofessional Hiawatha	8/21/2020
Wullner, Amber	\$12.75	Paraprofessional Viola Gibson	8/21/2020

RESIGNATIONS - HOURLY STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Beard, Diane	Personal	Paraprofessional Erskine	8/10/2020
Booth, Hercile	Personal	Bus Attendant ELSC	8/31/2020
Chapman, Tony	Personal	Paraprofessional Grant	8/28/2020
Clark, Kiana	Personal	Paraprofessional Roosevelt	8/31/2020
Danley, Julie	Personal	Cashier Madison	9/3/2020

Harris, Brenda	Personal	Elem. Asst. Manager Hiawatha	8/31/2020
Ivy, LaMonttre	Personal	Paraprofessional McKinley	9/8/2020
McGaffee, Kris	Personal	Childcare Collins Aerospace	9/18/2020
Reed, Crystal	Personal	Paraprofessional Taylor	8/26/2020
Sagon, Caitlyn	Personal	Food Service Asst. Madison	9/8/2020
Taylor, Marylan	Personal	Bus Driver ELSC	8/28/2020
Thomas, Leslie	Personal	Paraprofessional Van Buren	9/1/2020
Wright, Stacey	Personal	Elem. Manager Polk	8/9/2020
Young, Kelan	Personal	Paraprofessional Garfield	7/1/2020

RETIREMENTS - HOURLY STAFF

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Anderegg, Allen		Paraprofessional Bertram	8/20/2020
Holloway, David		Bus Attendant ELSC	8/21/2020
Holloway, Elizabeth		Bus Attendant ELSC	8/21/2020

SHORT TERM CONTRACTS

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
King, Mary	\$9,450.00	Graphic Designer ELSC	7/9/2020

2020-2021 Level Changes – September 14th Board Agenda

LAST NAME	FIRST NAME	FTE	OLD LEVEL	OLD BASE	OLD FTE BASE	NEW LEVEL	NEW FULL BASE	NEW FTE BASE	FTE COST	CODE
Ainsworth	Kimberly	1.0	BA	\$53,839	\$53,839	BA+12	\$56,262	\$56,262	\$2,423	1
Anderson	Melissa	1.0	BA+24	\$52,768	\$52,768	MA	\$55,406	\$55,406	\$2,638	2
Annis	Kerri	1.0	MA+15	\$72,913	\$72,913	MA+30	\$76,559	\$76,559	\$3,646	1
Atanasoff	Amie	1.0	BA+24	\$61,774	\$61,774	BA+36	\$63,009	\$63,009	\$1,235	1
Bakkum	Chad	1.0	MA+15	\$67,903	\$67,903	MA+30	\$71,298	\$71,298	\$3,395	1
Beach	Nicholis	1.0	BA+12	\$57,461	\$57,461	BA+24	\$60,047	\$60,047	\$2,586	1
Beach	Nicholis	1.0	BA+24	\$60,047	\$60,047	MA	\$63,049	\$63,049	\$3,002	2
Becker	Caitlin	1.0	MA	\$63,817	\$63,817	MA+15	\$67,008	\$67,008	\$3,191	1
Bemer	Anna	1.0	MA+60	\$77,386	\$77,386	MA+75	\$79,708	\$79,708	\$2,322	1
Bendlage	Alexander	1.0	BA	\$51,048	\$51,048	BA+12	\$53,345	\$53,345	\$2,297	1
Bennett	Satin	1.0	BA+24	\$52,597	\$52,597	BA+36	\$53,649	\$53,649	\$1,052	1
Bernards	Richard	1.0	MA	\$56,972	\$56,972	MA+15	\$59,821	\$59,821	\$2,849	1
Betts	Beth	1.0	MA+30	\$73,811	\$73,811	MA+45	\$77,502	\$77,502	\$3,691	1
Boeckenstedt	Katie	1.0	MA	\$64,673	\$64,673	MA+15	\$67,907	\$67,907	\$3,234	1
Bolelyn	Lindsey	1.0	MA+75	\$81,725	\$81,725	MA+90	\$84,177	\$84,177	\$2,452	1
Boyer	Amanda	1.0	BA+12	\$57,462	\$57,462	BA+24	\$60,048	\$60,048	\$2,586	1
Brems	Matthew	1.0	MA+15	\$64,790	\$64,790	MA+30	\$68,030	\$68,030	\$3,240	1
Brobston	Melissa	0.5	MA	\$66,856	\$33,428	MA+15	\$70,199	\$35,099	\$3,343	1
Broghammer	Rachel	0.5	MA	\$63,570	\$31,785	MA+15	\$66,749	\$33,374	\$3,179	1
Bruce	Kristina	0.675	MA+45	\$71,965	\$48,576	MA+60	\$74,124	\$50,034	\$2,159	1
Buelow	Carrie	1.0	MA+15	\$72,281	\$72,281	MA+30	\$75,895	\$75,895	\$3,614	1
Buser	Christina	1.0	BA	\$48,424	\$48,424	BA+12	\$50,603	\$50,603	\$2,179	1
Buser	Christina	1.0	BA+12	\$50,603	\$50,603	BA+24	\$52,880	\$52,880	\$2,277	1
Buser	Christina	1.0	BA+24	\$52,880	\$52,880	MA	\$55,524	\$55,524	\$2,644	2
Busta	Michael	1.0	MA+45	\$77,266	\$77,266	MA+60	\$79,584	\$79,584	\$2,318	1
Carney	Lynn	1.0	BA+24	\$77,043	\$77,043	BA+36	\$78,584	\$78,584	\$1,541	1
Carolin	Daniel	1.0	MA+75	\$90,168	\$90,168	MA+90	\$92,873	\$92,873	\$2,705	1
Carradus	Michelle	1.0	MA+30	\$81,735	\$81,735	MA+45	\$85,822	\$85,822	\$4,087	1
Charipar	Donna	1.0	MA+75	\$84,751	\$84,751	MA+90	\$87,294	\$87,294	\$2,543	1
Coteman	Terrri	1.0	MA+60	\$79,525	\$79,525	MA+75	\$81,911	\$81,911	\$2,386	1
Collingsworth	Sarah	1.0	BA+24	\$57,121	\$57,121	BA+36	\$58,263	\$58,263	\$1,142	1
Cooling	Karen	1.0	BA+24	\$62,102	\$62,102	MA	\$65,207	\$65,207	\$3,105	2
Cooper	Jennifer	1.0	BA+24	\$69,849	\$69,849	BA+36	\$71,246	\$71,246	\$1,397	1
Current	Jessica	1.0	BA	\$51,503	\$51,503	BA+12	\$53,821	\$53,821	\$2,318	1
Davis	Laurel	1.0	BA	\$51,800	\$51,800	BA+12	\$54,131	\$54,131	\$2,331	1
Decker	Joel	1.0	MA+15	\$68,886	\$68,886	MA+30	\$72,330	\$72,330	\$3,444	1
Decker	Kristy	1.0	MA+60	\$78,462	\$78,462	MA+75	\$80,816	\$80,816	\$2,354	1
Dierks	Mark	1.0	MA+15	\$73,873	\$73,873	MA+30	\$77,567	\$77,567	\$3,694	1
Donels	Tracy	1.0	MA+30	\$71,025	\$71,025	MA+45	\$74,576	\$74,576	\$3,551	1
Dorman	Jessica	1.0	BA	\$56,229	\$56,229	BA+12	\$58,759	\$58,759	\$2,530	1
Driskell	Thad	1.0	MA+15	\$75,550	\$75,550	MA+30	\$79,328	\$79,328	\$3,778	1
Dvorak	Deborah	1.0	MA+15	\$70,920	\$70,920	MA+30	\$74,466	\$74,466	\$3,546	1
Edkin	Emily	1.0	BA+36	\$53,799	\$53,799	MA	\$55,413	\$55,413	\$1,614	2
Ehrle	Suzette	1.0	BA+24	\$65,840	\$65,840	BA+36	\$67,157	\$67,157	\$1,317	1
Eichhorn	Katie	1.0	MA	\$63,570	\$63,570	MA+15	\$66,749	\$66,749	\$3,179	1
Eiles	Karen	1.0	MA+30	\$73,686	\$73,686	MA+45	\$77,370	\$77,370	\$3,684	1
Ennis	Erin	1.0	MA+15	\$80,685	\$80,685	MA+30	\$84,719	\$84,719	\$4,034	1

2020-2021 Level Changes – September 14th Board Agenda

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>FTE</u>	<u>OLD LEVEL</u>	<u>OLD BASE</u>	<u>OLD FTE BASE</u>	<u>NEW LEVEL</u>	<u>NEW FULL BASE</u>	<u>NEW FTE BASE</u>	<u>FTE COST</u>	<u>CODE</u>
Erickson	Lauren	1.0	BA	\$50,028	\$50,028	BA+12	\$52,279	\$52,279	\$2,251	1
Erickson	Alisha	1.0	MA+60	\$74,601	\$74,601	MA+75	\$76,839	\$76,839	\$2,238	1
Evans	Lois	1.0	BA+24	\$58,565	\$58,565	BA+36	\$59,736	\$59,736	\$1,171	1
Evans	Adrian	1.0	MA+15	\$76,778	\$76,778	MA+30	\$80,617	\$80,617	\$3,839	1
Faust	Rachel	1.0	MA+15	\$66,831	\$66,831	MA+30	\$70,173	\$70,173	\$3,342	1
Finn	Kaitlin	1.0	MA+15	\$65,201	\$65,201	MA+30	\$68,461	\$68,461	\$3,260	1
Foster	Amy	1.0	MA	\$65,350	\$65,350	MA+15	\$68,618	\$68,618	\$3,268	1
Friedman	Cynthia	1.0	MA+60	\$77,283	\$77,283	MA+75	\$79,601	\$79,601	\$2,318	1
Fuller	Travis	1.0	BA+36	\$65,178	\$65,178	BA+48	\$66,482	\$66,482	\$1,304	1
Furlong	Karissa	1.0	BA	\$48,424	\$48,424	BA+12	\$50,603	\$50,603	\$2,179	1
Gardner	Alison	1.0	MA+15	\$71,043	\$71,043	MA+30	\$74,595	\$74,595	\$3,552	1
Gardner Jr	Charles	1.0	MA+15	\$66,651	\$66,651	MA+30	\$69,984	\$69,984	\$3,333	1
Girdner	Cherrie	1.0	MA	\$62,430	\$62,430	MA+15	\$65,552	\$65,552	\$3,122	1
Goodmundson	Katy	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
Grabe	Andrea	1.0	BA+12	\$51,610	\$51,610	BA+24	\$53,932	\$53,932	\$2,322	1
Grose	Benjamin	1.0	BA+24	\$51,300	\$51,300	MA	\$53,865	\$53,865	\$2,565	2
Habhab	Victoria	1.0	BA+24	\$58,411	\$58,411	BA+36	\$59,579	\$59,579	\$1,168	1
Hagen	Jari	1.0	MA+15	\$68,024	\$68,024	MA+30	\$71,425	\$71,425	\$3,401	1
Hamilton	Sarah	0.8	MA+15	\$70,402	\$56,322	MA+30	\$73,922	\$59,138	\$3,520	1
Hampton	Jennykaye	1.0	BA+24	\$61,989	\$61,989	MA	\$65,088	\$65,088	\$3,099	2
Harger	Lorena	1.0	BA+36	\$57,601	\$57,601	MA	\$59,329	\$59,329	\$1,728	2
Hauser	Lanette	1.0	PhD	\$91,866	\$91,866	PhD+15	\$96,459	\$96,459	\$4,593	1
Hill	Trudy	1.0	BA+12	\$50,548	\$50,548	BA+24	\$52,823	\$52,823	\$2,275	1
Hilton	Mark	1.0	MA	\$57,979	\$57,979	MA+15	\$60,878	\$60,878	\$2,899	1
Hollander	Collin	1.0	MA	\$57,186	\$57,186	MA+15	\$60,045	\$60,045	\$2,859	1
Hook	Rachel	1.0	BA	\$46,660	\$46,660	BA+12	\$48,760	\$48,760	\$2,100	1
Hruby	Robert	1.0	BA	\$49,440	\$49,440	BA+12	\$51,665	\$51,665	\$2,225	1
Hruby	Robert	1.0	BA+12	\$51,665	\$51,665	BA+24	\$53,990	\$53,990	\$2,325	1
Hruby	Robert	1.0	BA+24	\$53,990	\$53,990	MA	\$56,690	\$56,690	\$2,700	2
Hutcheson	Cindy	1.0	MA+60	\$87,329	\$87,329	MA+75	\$89,949	\$89,949	\$2,620	1
Hynek	Dennis	1.0	MA+45	\$83,732	\$83,732	MA+60	\$86,244	\$86,244	\$2,512	1
Israel	Sarah	1.0	BA	\$50,028	\$50,028	BA+12	\$52,279	\$52,279	\$2,251	1
Kamhawy	Azza	1.0	BA+36	\$74,723	\$74,723	BA+48	\$76,217	\$76,217	\$1,494	1
Kasperek	Allison	1.0	BA+12	\$60,722	\$60,722	BA+24	\$63,454	\$63,454	\$2,732	1
Kelley	Morgan	1.0	MA	\$58,610	\$58,610	MA+15	\$61,541	\$61,541	\$2,931	1
Kerska	Tawnie	1.0	MA+15	\$67,651	\$67,651	MA+30	\$71,034	\$71,034	\$3,383	1
Kiefer-Bierman	Molly	1.0	MA+15	\$70,472	\$70,472	MA+30	\$73,996	\$73,996	\$3,524	1
Kinkeade	Angela	1.0	BA+24	\$56,554	\$56,554	BA+36	\$57,685	\$57,685	\$1,131	1
Kinney	Shalyn	1.0	BA	\$46,660	\$46,660	BA+12	\$48,760	\$48,760	\$2,100	1
Kitzmiller	Jenny	1.0	BA+12	\$50,549	\$50,549	BA+24	\$52,824	\$52,824	\$2,275	1
Klaas-Duthler	Suzanne	1.0	BA+12	\$61,721	\$61,721	BA+24	\$64,498	\$64,498	\$2,777	1
Kopecky	Sherrie	1.0	MA+60	\$93,692	\$93,692	MA+75	\$96,503	\$96,503	\$2,811	1
Krogmann	Ashley	1.0	BA+24	\$51,301	\$51,301	MA	\$53,866	\$53,866	\$2,565	2
Krystofiak	Ronda	1.0	MA+15	\$62,303	\$62,303	MA+30	\$65,418	\$65,418	\$3,115	1
Kucuk	Melek	1.0	MA	\$56,972	\$56,972	MA+15	\$59,821	\$59,821	\$2,849	1
Kwilose	Cheryl	1.0	MA	\$68,402	\$68,402	MA+15	\$71,822	\$71,822	\$3,420	1
Larson	Karmen	1.0	MA+75	\$91,843	\$91,843	MA+90	\$94,598	\$94,598	\$2,755	1

2020-2021 Level Changes – September 14th Board Agenda

<u>LAST NAME</u>	<u>FIRST NAME</u>	<u>FTE</u>	<u>OLD LEVEL</u>	<u>OLD BASE</u>	<u>OLD FTE BASE</u>	<u>NEW LEVEL</u>	<u>NEW FULL BASE</u>	<u>NEW FTE BASE</u>	<u>FTE COST</u>	<u>CODE</u>
Lauer	Kecia	1.0	BA+24	\$67,066	\$67,066	BA+36	\$68,407	\$68,407	\$1,341	1
Lawler	Gretchen	1.0	MA+45	\$78,271	\$78,271	MA+60	\$80,619	\$80,619	\$2,348	1
LeClere	Nicholas	1.0	BA+36	\$56,559	\$56,559	MA	\$58,256	\$58,256	\$1,697	2
Lindo	Tasha	0.3	MA	\$63,114	\$18,934	MA+15	\$66,270	\$19,881	\$3,156	1
Machart	Sheila	1.0	MA+45	\$81,473	\$81,473	MA+60	\$83,917	\$83,917	\$2,444	1
Maiers	Annjanette	1.0	BA+24	\$61,626	\$61,626	BA+36	\$62,859	\$62,859	\$1,233	1
Male	Erica	1.0	BA+24	\$61,842	\$61,842	MA	\$64,934	\$64,934	\$3,092	2
Manjooran	Laura	1.0	MA	\$58,355	\$58,355	MA+15	\$61,273	\$61,273	\$2,918	1
Martensen	Mary	1.0	MA+75	\$88,322	\$88,322	MA+90	\$90,972	\$90,972	\$2,650	1
Martin	Kayla	1.0	BA+36	\$63,566	\$63,566	MA	\$65,473	\$65,473	\$1,907	2
Maus	Danielle	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
McAndrew	Sara	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
McBride	Sara	1.0	MA+60	\$72,192	\$72,192	MA+75	\$74,358	\$74,358	\$2,166	1
McLaughlin	Kara	1.0	BA+24	\$51,300	\$51,300	MA	\$53,865	\$53,865	\$2,565	2
McMahon	Kelly	1.0	MA+15	\$69,617	\$69,617	MA+30	\$73,098	\$73,098	\$3,481	1
Meier	Madison	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
Melchert	Denise	1.0	MA+75	\$103,348	\$103,348	MA+90	\$106,448	\$106,448	\$3,100	1
Merrill	Mary	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
Merritt	Kristina	1.0	MA+15	\$65,461	\$65,461	MA+30	\$68,734	\$68,734	\$3,273	1
Miller	Natalie	1.0	BA+12	\$50,548	\$50,548	BA+24	\$52,823	\$52,823	\$2,275	1
Miller	Natalie	1.0	BA+24	\$52,823	\$52,823	MA	\$55,464	\$55,464	\$2,641	2
Miller	Gary	1.0	MA	\$64,466	\$64,466	MA+15	\$67,689	\$67,689	\$3,223	1
Moleski	Glenda	1.0	MA+30	\$72,457	\$72,457	MA+45	\$76,080	\$76,080	\$3,623	1
Monsef	Anahita	1.0	MA+60	\$76,113	\$76,113	MA+75	\$78,396	\$78,396	\$2,283	1
Mosbeck	Dania	1.0	BA+12	\$50,010	\$50,010	BA+24	\$52,260	\$52,260	\$2,250	1
Motis	Dawn	1.0	MA+30	\$77,876	\$77,876	MA+45	\$81,770	\$81,770	\$3,894	1
Murray	Laura	1.0	MA+45	\$73,407	\$73,407	MA+60	\$75,609	\$75,609	\$2,202	1
Musil	Elissa	1.0	BA+36	\$53,625	\$53,625	MA	\$55,234	\$55,234	\$1,609	2
Nederhiser	Patricia	1.0	MA+15	\$70,074	\$70,074	MA+30	\$73,578	\$73,578	\$3,504	1
Neilly	Jennifer	1.0	MA+15	\$68,178	\$68,178	MA+30	\$71,587	\$71,587	\$3,409	1
Neilly	Sean	1.0	MA+60	\$82,973	\$82,973	MA+75	\$85,462	\$85,462	\$2,489	1
Nelson	Traci	1.0	BA+24	\$61,737	\$61,737	BA+36	\$62,972	\$62,972	\$1,235	1
Newell	Amy	1.0	BA	\$47,080	\$47,080	BA+12	\$49,199	\$49,199	\$2,119	1
Norton	Josie	1.0	BA+24	\$64,468	\$64,468	BA+36	\$65,757	\$65,757	\$1,289	1
Norton	Amy	1.0	MA	\$64,388	\$64,388	MA+15	\$67,607	\$67,607	\$3,219	1
Norton	Wilbert	1.0	MA	\$64,914	\$64,914	MA+15	\$68,160	\$68,160	\$3,246	1
Osen-Foss	Jennifer	1.0	MA	\$61,110	\$61,110	MA+15	\$64,166	\$64,166	\$3,056	1
Ostwinkle	Pamela	1.0	BA+24	\$56,430	\$56,430	BA+36	\$57,559	\$57,559	\$1,129	1
Owen	Amy	1.0	MA	\$67,605	\$67,605	MA+15	\$70,985	\$70,985	\$3,380	1
Parsons	Lauren	1.0	BA	\$47,080	\$47,080	BA+12	\$49,199	\$49,199	\$2,119	1
Petersen	Meredith	1.0	MA+75	\$71,940	\$71,940	MA+90	\$74,098	\$74,098	\$2,158	1
Phillips	Ryan	1.0	MA+30	\$59,609	\$59,609	MA+45	\$62,589	\$62,589	\$2,980	1
Pilkington	Kimberly	1.0	BA	\$50,028	\$50,028	BA+12	\$52,279	\$52,279	\$2,251	1
Pionke	Rebecca	1.0	MA+30	\$68,639	\$68,639	MA+45	\$72,071	\$72,071	\$3,432	1
Playle	Andrea	1.0	MA	\$54,263	\$54,263	MA+15	\$56,976	\$56,976	\$2,713	1
Pyle	Kylee	1.0	BA+12	\$52,224	\$52,224	BA+24	\$54,574	\$54,574	\$2,350	1
Pyle	Kylee	1.0	BA+24	\$54,574	\$54,574	MA	\$57,303	\$57,303	\$2,729	2
Ranard	Eve	1.0	BA+12	\$62,237	\$62,237	BA+24	\$65,038	\$65,038	\$2,801	1
Randall	Ashley	1.0	BA	\$56,535	\$56,535	BA+12	\$59,079	\$59,079	\$2,544	1
Reinert	Bree	1.0	BA	\$48,424	\$48,424	BA+12	\$50,603	\$50,603	\$2,179	1
Romano	Victoria	1.0	MA	\$58,610	\$58,610	MA+15	\$61,541	\$61,541	\$2,931	1
Romano	Victoria	1.0	MA+15	\$61,541	\$61,541	MA+30	\$64,618	\$64,618	\$3,077	1
Rubocki	Sara	1.0	MA+30	\$73,628	\$73,628	MA+45	\$77,309	\$77,309	\$3,681	1

2020-2021 Level Changes – September 14th Board Agenda

LAST NAME	FIRST NAME	FTE	OLD LEVEL	OLD BASE	OLD FTE BASE	NEW LEVEL	NEW FULL BASE	NEW FTE BASE	FTE COST	CODE
Ruchotzke	Vera	1.0	MA+15	\$72,018	\$72,018	MA+30	\$75,619	\$75,619	\$3,601	1
Rush	Ashlee	1.0	BA+12	\$49,143	\$49,143	BA+24	\$51,354	\$51,354	\$2,211	1
Rush	Ashlee	1.0	BA+24	\$51,354	\$51,354	MA	\$53,922	\$53,922	\$2,568	2
Russ	Kristy	1.0	MA+15	\$70,276	\$70,276	MA+30	\$73,790	\$73,790	\$3,514	1
Ryan	Katherine	1.0	BA+48	\$63,638	\$63,638	MA	\$64,274	\$64,274	\$636	2
Schares	Francy	1.0	BA+24	\$65,545	\$65,545	BA+36	\$66,856	\$66,856	\$1,311	1
Scheckel	Jill	1.0	MA+45	\$76,910	\$76,910	MA+60	\$79,217	\$79,217	\$2,307	1
Scherrman	Frank	1.0	MA	\$68,389	\$68,389	MA+15	\$71,808	\$71,808	\$3,419	1
Schloss	Teresa	1.0	MA+15	\$65,634	\$65,634	MA+30	\$68,916	\$68,916	\$3,282	1
Schmadeke	Kara	1.0	PhD+120	\$133,455	\$133,455	PhD+135	\$140,128	\$140,128	\$6,673	1
Schmidt	Kelly	1.0	BA+12	\$48,881	\$48,881	BA+24	\$51,081	\$51,081	\$2,200	1
Schulte	Kathy	1.0	MA+30	\$74,090	\$74,090	MA+45	\$77,795	\$77,795	\$3,705	1
Schuring	Linda	1.0	MA+15	\$66,449	\$66,449	MA+30	\$69,771	\$69,771	\$3,322	1
Sebastian	Amber	1.0	BA+24	\$61,131	\$61,131	MA	\$64,188	\$64,188	\$3,057	2
Sebring	Jamie	1.0	PhD	\$80,648	\$80,648	PhD+15	\$84,680	\$84,680	\$4,032	1
Seeley	Rebecca	1.0	BA	\$56,535	\$56,535	BA+12	\$59,079	\$59,079	\$2,544	1
Sloma	Joseph	1.0	MA	\$57,979	\$57,979	MA+15	\$60,878	\$60,878	\$2,899	1
Sommers	Nicole	1.0	BA+12	\$59,110	\$59,110	BA+24	\$61,770	\$61,770	\$2,660	1
Stapleton	Kathryn	1.0	MA	\$67,891	\$67,891	MA+15	\$71,286	\$71,286	\$3,395	1
Stark	Susan	1.0	MA+15	\$70,887	\$70,887	MA+30	\$74,431	\$74,431	\$3,544	1
Teubel	Paula	1.0	MA	\$65,098	\$65,098	MA+15	\$68,353	\$68,353	\$3,255	1
Thompson	Carrie	1.0	BA+24	\$69,810	\$69,810	BA+36	\$71,206	\$71,206	\$1,396	1
Thusty-Marsh	Cheryl	1.0	BA+36	\$65,331	\$65,331	BA+48	\$66,638	\$66,638	\$1,307	1
Tolly	Steven	1.0	BA+12	\$56,360	\$56,360	BA+24	\$58,896	\$58,896	\$2,536	1
Trout	Andrew	1.0	MA+45	\$71,098	\$71,098	MA+60	\$73,231	\$73,231	\$2,133	1
Wandler	Jennifer	1.0	MA	\$67,551	\$67,551	MA+15	\$70,929	\$70,929	\$3,378	1
Wawro	Tammy	1.0	PhD	\$123,608	\$123,608	PhD+15	\$129,788	\$129,788	\$6,180	1
Welsh	Lisa	1.0	BA+36	\$76,371	\$76,371	BA+48	\$77,898	\$77,898	\$1,527	1
Werling	Krista	1.0	BA+24	\$52,768	\$52,768	MA	\$55,406	\$55,406	\$2,638	2
Wiedenman	Ellen	1.0	MA+60	\$77,175	\$77,175	MA+75	\$79,490	\$79,490	\$2,315	1
Wilcox	Kari	1.0	BA	\$46,829	\$46,829	BA+12	\$48,936	\$48,936	\$2,107	1
Williams	Amber	1.0	MA+15	\$62,651	\$62,651	MA+30	\$65,784	\$65,784	\$3,133	1
Winter	Patrick	1.0	BA+24	\$52,260	\$52,260	MA	\$54,873	\$54,873	\$2,613	2
Wistrick	Jill	1.0	MA	\$67,963	\$67,963	MA+15	\$71,361	\$71,361	\$3,398	1
Wolfe	Kristin	1.0	MA+45	\$82,371	\$82,371	MA+60	\$84,842	\$84,842	\$2,471	1
Wrage	Nolan	1.0	MA+60	\$76,412	\$76,412	MA+75	\$78,704	\$78,704	\$2,292	1
Wright	Sara	1.0	BA+24	\$52,768	\$52,768	MA	\$55,406	\$55,406	\$2,638	2
Wright	Kira	1.0	MA	\$64,479	\$64,479	MA+15	\$67,703	\$67,703	\$3,224	1
Young	Jordan	1.0	BA+24	\$57,112	\$57,112	MA	\$59,968	\$59,968	\$2,856	2
Yunek	Lisel	1.0	MA	\$61,151	\$61,151	MA+15	\$64,209	\$64,209	\$3,058	1
Ziegler	Storm	1.0	BA+36	\$67,387	\$67,387	BA+48	\$68,735	\$68,735	\$1,348	1
Zwack	Shannon	1.0	MA+15	\$72,952	\$72,952	MA+30	\$76,600	\$76,600	\$3,648	1
				\$12,325,967	\$12,179,105		\$12,837,621	\$12,683,884	\$511,654	

- 1. Additional graduate or in-service credit
- 2. Completion of advanced degree
- 3. National Board Certification 5% increase
- 4. Certification Exam for School Nurses 1% increase

CONSENT AGENDA

BA-21-065 **Amended Agreement - Cedar Rapids Community School District and Unity Point St. Luke's Hospital- 2020-2021 School Year (Wendy Parker)**

Exhibit: BA-21-065.1

Action Item

Pertinent Fact(s):

1. The Amendment is to remove Part I, F. and Part II, C. CRCSD will not charge an administrative fee associated with billing other districts, and St. Luke's Hospital will not assume deficit costs.
2. The Agreement provides for educational services to young people while they are in temporary residential care in the psychiatric unit at St. Luke's Hospital.
3. Two district teachers and two paraprofessionals work in an elementary child unit and secondary adolescent unit respectively within the locked area at the hospital. Children who are patients in the units attend school for half of each day until they are discharged.
4. St. Luke's Hospital provides the classroom space and hospital support services as a part of the Agreement.

Recommendation:

It is recommended that the Board of Education approve the Amended Agreement between the Cedar Rapids Community School District and Unity Point St. Luke's Hospital for the 2020-2021 School Year.

**AMENDED AGREEMENT BETWEEN
THE CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
AND UNITY POINT ST. LUKE'S HOSPITAL**

This agreement is entered into by and between Cedar Rapids Community School District and Unity Point St. Luke's Hospital pursuant to the provisions of Senate File 2320.

Services to be provided under this agreement shall begin on September 21, 2020 and continue through the end of the 20-21 school year (at this time noted as June 1, 2021) as described.

- I. Cedar Rapids Community School District shall:
 - A. provide and supervise appropriately licensed staff for the classrooms within the Child and Adolescent Psychiatric Unit of Unity Point St. Luke's Hospital;
 - B. provide appropriate instructional materials and technology to support student needs;
 - C. maintain appropriate educational and billing data on students served in the educational classes;
 - D. bill districts for educational services provided to non-resident students on a bi-monthly basis;
 - E. apply fees collected on non-resident students served in the unit to the District cost of operating the classes;
 - F. assist Unity Point St. Luke's Hospital in compliance with the federal HIPAA (Health Insurance Portability Accountability Act) regulations.

- II. Unity Point Hospital shall:
 - A. provide appropriate educational and billing data to Cedar Rapids Community School District;
 - B. provide space for the classes.

This agreement may be adjusted or terminated by mutual agreement due to funding or other problematic reasons.

Cedar Rapids Community School District Authorized Representative

September 14, 2020

Date

Unity Point St. Luke's Hospital Authorized Representative

Date

CONSENT AGENDA

BA-21-066 **Agreement – Cedar Rapids Community School District and U.S. Cellular Center/VenuWorks of Cedar Rapids, LLC. – 2021 High School Graduations (Cynthia Phillips)**

Exhibit: BA-21-066.1

Action Item

Pertinent Fact(s):

This is an annual Agreement between the District and U.S. Cellular Center for the use of the arena for our High School Graduations, May 27-29, 2021. The Agreement provides that the District will reimburse the U.S. Cellular Center for the use of the facility during the indicated timeframe.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and the U.S. Cellular Center for the 2021 High School Graduation.

Cedar Rapids Schools Graduation

05/27/21 - 05/29/21

Licensee acknowledges that the COVID-19 pandemic is an ongoing and unpredictable public health emergency, which could impact the licensed premises. Should unforeseen impacts of the COVID-19 pandemic prevent Operator from performing its obligations under this agreement, the Licensee's obligation to pay the license fee and to perform other obligations under this agreement shall be excused and the Licensee's sole remedy shall be a refund of the license fee. The Licensee thus assumes all risks of such impacts in entering this agreement and hereby releases and waives any claims against the Operator for any losses, costs, or incidental and consequential damages sustained or incurred by the Licensee as a result of COVID-19 related closures or delays. Decisions as to whether licensed premises are available with respect to health and COVID-19 issues are up to the sole discretion of the Operator.

By: _____
(VENUE)

Date: _____

By: _____
(CLIENT)

Date: September 14, 2020

CONSENT AGENDA

BA-21-067 Agreement - Cedar Rapids Community School District and PBIS Rewards - for Data Sharing and Use - 2020-2021 School Year (Craig Barnum)

Exhibit: BA-21-067.1-4

Action Item

Pertinent Fact(s):

The Board is asked to consider the approval of the Data Sharing Agreement for Cedar Rapids Community Schools to provide PBIS Rewards with pertinent student data to begin use of the PBIS Rewards system. This tool is used as a student recognition tracking tool that supports Nixon Elementary School's desire to track and encourage positive student behavior.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and PBIS Rewards for Data Sharing and Use during the 2020-2021 School Year.

DATA SHARING AND USE AGREEMENT

This Data Sharing and Use Agreement (Agreement) is entered into on the date last signed below by and between the Cedar Rapids Community School District (Provider), having as its principal place of business 2500 Edgewood Road NW, Cedar Rapids, Iowa and Motivating Systems, LLC dba PBIS Rewards (Recipient), having as its principal place of business 223 NW 2nd St. STE 300, Evansville, IN 47708 for the purposes set forth hereinafter. This Agreement will be in force from the date last signed below through and including 6/30/2021.

WHEREAS, Provider maintains certain data collected from various sources.

WHEREAS, Recipient wishes to receive a copy of certain data (Restricted Data).

NOW, THEREFORE, in consideration of the promises made herein and other good and valuable consideration, the receipt and sufficiency of which is hereby acknowledged, the parties agree as follows:

I. SCOPE AND PURPOSE

The Data requested by Recipient (defined in Section II below) is protected under the Family Educational Rights and Privacy Act of 1974 (FERPA). As such, Provider is sharing Data under the FERPA school official exception (CFR 99.31(a)(1)(i)(B)). Under this exception, the signing party is considered both a school official and to have a legitimate educational interest in the data as stated in the District's annual FERPA notification to parents and eligible students.

- a. This Agreement sets forth the terms and conditions pursuant to which Provider will disclose Restricted Data to Recipient, as well as the purposes for which Restricted Data may be used and the restrictions pertaining to Recipients use of Restricted Data.
- b. Provider agrees to provide to Recipient the Restricted Data designated in Section II.
- c. Recipient agrees to use said Restricted Data solely for the purpose described below and consistent with Recipient's obligations as set forth in Section III.
 - **Purpose:** The purpose of sharing this data will be to continue usage of the PBIS Rewards system. This tool is used as a student recognition tracking tool that supports Nixon Elementary Schools desire to track and encourage positive student behavior.

II. RESTRICTED DATA

- a. For purposes of this Agreement, the following is designated as Restricted Data to be provided to Recipient:
 - 20-21 Nixon Elementary student data including: Name (last and first), ID (student number), Gender, Grade
- b. Restricted Data provided to Recipient will still be under the direct control of Provider. As such Provider can make any request of aforementioned Restricted Data at any future date (i.e. wholesale revision, deletion, return, etc.).
- c. The above data will be maintained in the PBIS Rewards system on any child who was active at Nixon Elementary School at any point in the 2020-21 school year.

III. RECIPIENT'S OBLIGATIONS

- a. Recipient agrees to the following with respect to its use and management of the Restricted Data:
 - Recipient agrees to use Restricted Data only for the purposes set forth in Section I above. Specifically, use of this Data for marketing purposes is strictly prohibited under School Official Exception.

- Recipient agrees to ensure that any agent (including subcontractors) to whom it provides Restricted Data for purposes of collaborating agrees to the same conditions and restrictions that apply through this Agreement to the Recipient with respect to Restricted Data. Recipient will not otherwise disclose in any fashion Restricted Data to any person or entity.
- Recipient agrees to use Restricted Data only to the extent necessary to facilitate completion of the scope and purpose outlined in Section I. Any use beyond this scope and purpose is limited to statistical summary information and Recipient agrees not to identify or attempt to identify any individuals or families whose information may be represented in Restricted Data. If such an identification occurs inadvertently, Recipient will immediately report this event to Provider. Recipient agrees to mitigate, to the extent feasible, any harmful effect known to Recipient as a result of such inadvertent identification, including, but not limited to, holding the Provider harmless and indemnifying the Provider.
- Recipient will make no attempt to sell Restricted Data or to link it with any other dataset, unless such activity receives prior written approval from an authorized representative of Provider.
- Recipient agrees to designate an individual as its custodian of Restricted Data on its behalf, who will be personally responsible for the observance of all conditions for use and secure maintenance of Restricted Data. Recipient will identify its custodian to Provider and will notify Provider of any change of custodianship. The identified custodian's name or position is listed here: Chandra Singleton

IV. DATA SECURITY

- a. Recipient agrees to use appropriate safeguards to prevent use or disclosure of Restricted Data other than as provided for by this Agreement.

V. DATA DESTRUCTION

- a. Recipient agrees to destroy Restricted Data within thirty (30) days of the completion of the Recipient's intended use of the Restricted Data and will attest in writing to such return or destruction within that time. Methods for destruction are listed in the points that follow.
- b. If Recipient has created files using Restricted Data, those files will be returned to the Cedar Rapids Community School District within thirty (30) days of the completion of the Recipient's intended use of the Restricted Data. The District will archive the file in case it is needed for future replication or evaluation of findings.
- c. Recipient agrees to destroy all personally identifiable information as it pertains to the requested data – including any copies of the information that may reside in system backups, temporary files, or other storage media.
- d. **Physical Data**
 - Recipient agrees to use secure means to render all physical paper copies of Restricted Data safe for disposal or recycling (via shredding, pulverizing, incinerating, etc.).
 - Recipient agrees to destroy all CDs, DVDs, and magneto-optical disks containing the Restricted Data by pulverizing, cross-cut shredding, or burning.
- e. **Electronic Data**
 - Recipient agrees to use appropriate data deletion methods to ensure destroyed Restricted Data cannot be recovered.
 - If possible, Recipient agrees to work with their IT Professional to ensure proper deletion of records consistent with technology best practice standards.

VI. DATA BREACHES

- a. Data breaches will be defined as an unauthorized acquisition of computerized data, or other form that was transferred from computerized form that compromises the security, confidentiality, or integrity of personal information maintained by Recipient.

- b. Recipient agrees to provide written notice to Provider of any use or disclosure of Restricted Data not provided for by this Agreement of which Recipient becomes aware within five (5) business days of its discovery.
- c. Recipient agrees to provide notices to affected individuals in the most expeditious time possible and without unreasonable delay. For breaches that require notification to more than 500 individuals, written notice must also be given to the director of the consumer protection division of the office of the attorney general within 5 business days after giving notice of the breach to any consumer.

VII. TERM AND TERMINATION

- a. This Agreement will become effective on the last date signed below and will continue for so long as Recipient has Restricted Data.

VIII. CONTRACT BREACHES

- a. Upon material breach or violation of this Agreement by Recipient, if Recipient does not cure such breach or violation within twenty (20) business days of notice thereof from Provider, Provider may terminate this Agreement and request that Recipient destroy or return all Restricted Data provided by Provider to Recipient and by Recipient to any of its agents or subcontractors. If so requested by Provider, Recipient will ensure that all originals and copies of Restricted Data, on all media and as held by either Recipient or its agents or subcontractors, will be either returned to Provider or destroyed as requested within twenty (20) business days of termination of this Agreement and will attest in writing to such return or destruction within that time. In addition, in the event of breach or violation, regardless of whether the breach or violation results in termination, Provider may, in its sole discretion, take one or more of the following actions:
 - Prohibit Recipient from obtaining future access to Provider's data files and data elements,
 - Use any and all remedies as may be available to it under law, including seeking injunctive relief, to prevent unauthorized use or disclosure of Restricted Data by Recipient, and/or
 - Require Recipient to submit a corrective plan with steps designed to prevent any future unauthorized disclosures or uses.

IX. GENERAL

- a. The parties agree to amend this Agreement from time to time as necessary by mutual agreement to comply with all applicable federal and state requirements regarding privacy and confidentiality of Restricted Data.
- b. Any ambiguity in this Agreement shall be resolved to permit Provider to comply with all applicable federal and state requirements regarding privacy and confidentiality of Restricted Data.
- c. The waiver by either party of a breach or violation of any provision of this Agreement shall not operate as, or be construed to be, a waiver of any subsequent breach of the same or any other provision hereof and shall not affect the right of either party to require performance at a later time.
- d. Neither party may assign this Agreement without prior written consent of the other party. This Agreement will be binding upon and will be for the benefit of the parties hereto and their respective successors and assigns.

X. CONTACT PERSONS

- a. The Contact Persons shall serve until the expiration of the Agreement or the designation of a substitute Contact Person. During the term of this Agreement, each Contact Person shall be available to meet, as otherwise mutually agreed, to plan the services being provided under the Agreement. The Contact Persons are as follows:

<u>PROVIDER:</u>	<u>RECIPIENTS:</u>
Cedar Rapids Community School District Care of Heather Marner 2500 Edgewood Road NW Cedar Rapids, Iowa 52405	PBIS Rewards 223 NW 2nd St. STE 300 J26 Evansville, IN 47708

PROVIDER:

Cedar Rapids Community School District

By: _____
Board Secretary

Date: September 14, 2020

RECIPIENTS:

By: 
Steve Garrett

Date: 9/2/2020

CONSENT AGENDA

BA-21-068 Final Approval - Cleveland Elementary School and Harrison Elementary School - Concrete Replacement Projects - Certificate of Substantial Completion (Rich Reysack)

Exhibit: BA-21-068.1-2

Action Item

Pertinent Fact(s):

The project was completed for the contract price of \$39,790 and the funding was provided by the Physical Plant and Equipment Levy Fund (PPEL). The project was substantially completed on September 8, 2020.

Recommendation:

It is 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 - Cleveland Elementary School and Harrison Elementary School- Concrete Replacement Projects.



CERTIFICATE OF SUBSTANTIAL COMPLETION

PROJECT: Cleveland Elementary School and Harrison Elementary School Concrete Replacement Project 2020

CONTRACTOR: Olmstead Construction Inc

TO (OWNER):

Cedar Rapids Community Schools
District, In the County of Linn,
State of Iowa
Educational Leadership & Support Center
2500 Edgewood Rd NW
Cedar Rapids, Iowa 52405-1015

CONTRACT FOR: \$39,790
CHANGE ORDERS: \$ 0.00
CONTRACT TOTAL \$39,790

CONTRACT DATE: February 13th, 2020

PROJECT OR DESIGNATED PORTION SHALL INCLUDE:

Concrete repairs and concrete replacement

The work performed under this contract has been reviewed and found to be substantially complete except as stated below.

No Exceptions

The date of substantial completion shall be the date that the Cedar Rapids Community School Board of Education accepts the project by formal Board action.

Contractor

Matt Cline

Name

8-10-20

Date

Project Supervisor

Bruce E. Ruffel

Name

9-8-2020

Date

Formal board action taken on September 14, 2020 accepted the project.

Board of Education Secretary _____ Date September 14, 2020

Olmstead Construction Inc.
651 58th Ave Ct SW
Cedar Rapids, IA 52404
(319) 362-4234

Cedar Rapids Community Schools
ESC Annex
Accounting Department
PO Box 879
Cedar Rapids, IA 52406-0879

INVOICE ID: 201102
DRAW ID: 2011000002
DATE: August 17, 2020

CONTRACT ID: 20-110
PO # 0026013
LOCATION:

CUSTOMER ID: CRS001

Item Id	Description	Contract Amount	Completed To Date	Retainage	Less Previous Billings	Total This Invoice Less Retainage
1	Cleveland School	12,985.00	12,985.00		12,985.00	649.25
2	Harrison School	26,805.00	26,805.00		26,805.00	1,340.25
Total		39,790.00	39,790.00		39,790.00	1,989.50

Invoice Sub-total 0.00

Retainage Billed 1,989.50

Amount due this Invoice \$1,989.50

Contract Summary

Original amount	Approved changes	Revised amount	Invoiced amount	Remaining amount	Billed percent	Retainage balance
39,790.00	0.00	39,790.00	39,790.00	0.00	100.00 %	0.00

CONSENT AGENDA

BA-21-069 Final Approval –Franklin Middle School and Johnson STEAM Academy - Concrete Replacement Projects--Certificate of Substantial Completion (Rich Reysack)

Exhibit: BA-21-069.1-2

Action Item

Pertinent Fact(s):

The project was completed for the contract price of \$35,325, plus net change orders in the amount of \$3,645, for a completed project cost of \$38,970 and the funding was provided by the Physical Plant and Equipment Levy Fund (PPEL). The project was substantially completed on September 8, 2020.

Recommendation:

It is 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 –Franklin Middle School and Johnston STEAM Academy- Concrete Replacement Projects.



CERTIFICATE OF SUBSTANTIAL COMPLETION

PROJECT: Franklin Middle School and Johnson STEAM Academy Concrete Replacement Project 2020

CONTRACTOR: Olmstead Construction Inc

TO (OWNER):

Cedar Rapids Community Schools
District, In the County of Linn,
State of Iowa
Educational Leadership & Support Center
2500 Edgewood Rd NW
Cedar Rapids, Iowa 52405-1015

CONTRACT FOR: \$35,325.00
CHANGE ORDERS: \$ 3,645.00
CONTRACT TOTAL \$38,970.00

CONTRACT DATE: February 13th, 2020

PROJECT OR DESIGNATED PORTION SHALL INCLUDE:

Concrete repairs and concrete replacement

The work performed under this contract has been reviewed and found to be substantially complete except as stated below.

No Exceptions

The date of substantial completion shall be the date that the Cedar Rapids Community School Board of Education accepts the project by formal Board action.

Contractor

Matthew
Name

8-10-20
Date

Project Supervisor

Paul E. B...
Name

9-9-2020
Date

Formal board action taken on September 14, 2020 accepted the project.

Board of Education Secretary _____ Date September 14, 2020

Olmstead Construction Inc.
651 58th Ave Ct SW
Cedar Rapids, IA 52404
(319) 362-4234

Cedar Rapids Community Schools
ESC Annex
Accounting Department
PO Box 879
Cedar Rapids, IA 52406-0879

INVOICE ID: 201083
DRAW ID: 2010800004
DATE: August 17, 2020

CONTRACT ID: 20-108
PO # 0026024
LOCATION:

CUSTOMER ID: CRS001

Item Id	Description	Contract Amount	Completed To Date	Retainage	Less Previous Billings	Total This Invoice Less Retainage
1	Franklin School	18,800.00	18,800.00		18,800.00	940.00
2	Johnson School	16,525.00	16,525.00		16,525.00	826.25
3	CO# 20108-01	3,645.00	3,645.00		3,645.00	182.25
Total		38,970.00	38,970.00		38,970.00	1,948.50

Invoice Sub-total 0.00

Retainage Billed 1,948.50

Amount due this Invoice \$1,948.50

Contract Summary

Original amount	Approved changes	Revised amount	Invoiced amount	Remaining amount	Billed percent	Retainage balance
38,970.00	0.00	38,970.00	38,970.00	0.00	100.00 %	0.00

CONSENT AGENDA

BA-21-070 **Approval - New Elementary School at Coolidge Elementary School Site Project – Change Order Number One (Jon Galbraith)**

Exhibit: BA-21-070.1

Action Item

Pertinent Fact(s):

1. Garling Construction is the contractor for this project with a contract amount of \$21,135,000.00 and the source of funding is the Secure an Advanced Vision for Education Fund (SAVE).
2. Garling Construction is requesting a change order in the amount of \$2,505.75, for a new contract amount of \$21,137,505.75.
 - CO 001 results from an error or omission in the plans and specs resulting in rerouting a subdrain.
 - CO 004 results from an owner's request resulting in the removal of magnetic hold opens at the gym door.
 - CO 007 results from an owner's request resulting in needing an additional marker board and flooring changes.
 - CO 008 results from an error or omission in the plans and specs resulting in a backfill material chase around the elevator shaft.

Recommendation:

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



AIA Document G701™ – 2017

Change Order

PROJECT: *(Name and address)*

19213000

6225 1st Ave NW
Cedar Rapids, IA 52405

CONTRACT INFORMATION:

Contract For: New Elementary at the
Coolidge Site
Date: April 13, 2020

CHANGE ORDER INFORMATION:

Change Order Number: 001

Date: September 3, 2020

OWNER: *(Name and address)*

Cedar Rapids Community School District
2500 Edgewood Road NW
Cedar Rapids, IA 52405

ARCHITECT: *(Name and address)*

OPN Architects
200 5th Ave. SE, Suite 201
Cedar Rapids, Iowa 52401

CONTRACTOR: *(Name and address)*

Garling Construction
5210 20th Ave SW
Cedar Rapids, IA 52404

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

CO 001 Re-Route Subdrain	\$685.98
CO 004 Remove Mag Holds at Gym Door	(\$490.65)
CO 007 Additional Marker Board and RF	\$1,878.59
CO 008 Granular Backfill Around Elevator Shaft	\$431.83
Total:	\$2,505.75

The original Contract Sum was	\$	<u>21,135,000.00</u>
The net change by previously authorized Change Orders	\$	<u>0.00</u>
The Contract Sum prior to this Change Order was	\$	<u>21,135,000.00</u>
The Contract Sum will be increased by this Change Order in the amount of	\$	<u>2,505.75</u>
The new Contract Sum including this Change Order will be	\$	<u>21,137,505.75</u>

The Contract Time will be unchanged by Zero (0) days.
The new date of Substantial Completion will be

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

OPN Architects

ARCHITECT *(Firm name)*



SIGNATURE

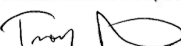
Chad Schumacher

PRINTED NAME AND TITLE

9-4-2020
DATE

Garling Construction

CONTRACTOR *(Firm name)*



SIGNATURE

Troy Pins - President

PRINTED NAME AND TITLE

9-8-20
DATE

Cedar Rapids Community School District

OWNER *(Firm name)*



SIGNATURE

Laurel Day - Board Secretary

PRINTED NAME AND TITLE

September 14, 2020
DATE

CONSENT AGENDA

BA-21-071 Final Approval -Viola Gibson Elementary - School Restroom Remodel Project - Certificate of Substantial Completion (Chris Gates)

Exhibit: BA-21-071.1-3

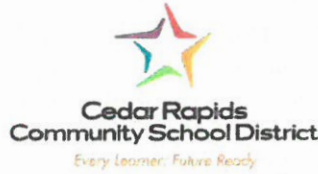
Action Item

Pertinent Fact(s):

The project was completed for the contract price of \$68,987 and the funding was provided by the Physical Plant and Equipment Levy Fund (PPEL). The project was substantially completed on August 5, 2020.

Recommendation:

It is 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 - Viola Gibson Elementary School - Restroom Remodel Project.



CERTIFICATE OF SUBSTANTIAL COMPLETION

PROJECT: Viola Gibson Restroom Remodel Project 2020

CONTRACTOR: Garling Construction Inc.

TO (OWNER):

Cedar Rapids Community Schools
District, In the County of Linn,
State of Iowa
Educational Leadership & Support Center
2500 Edgewood Rd NW
Cedar Rapids, Iowa 52405-1015

CONTRACT FOR: \$68,987
CHANGE ORDERS: \$ 0.00
CONTRACT TOTAL \$68,987

CONTRACT DATE: March 2, 2020

PROJECT OR DESIGNATED PORTION SHALL INCLUDE:

Remodel of the 1st and 2nd floor gang restrooms as indicated on the plans and specifications.

The work performed under this contract has been reviewed and found to be substantially complete except as stated below.

No Exceptions

The date of substantial completion shall be the date that the Cedar Rapids Community School Board of Education accepts the project by formal Board action.

Contractor
Tommy [Signature]
Name
8/6/20
Date

Project Supervisor
Chris [Signature]
Name
8.5.2020
Date

Formal board action taken on September 14, 2020 accepted the project.

Board of Education Secretary _____ Date September 14, 2020

APPLICATION AND CERTIFICATE FOR PAYMENT
AIA DOCUMENT G702

TO (OWNER): CEDAR RAPIDS SCHOOL DIST PROJECT: CRCSD Viola Gibson APPLICATION NO: 02
 INVOICE NO: 001246
 PROJECT NO: 04153
 ARCHITECT PROJECT NO:
 OWNER PO NO: 04153
 FROM: Kendall R Meyeraan ARCHITECT: CONTRACT DATE:
 (CONTRACTOR) Garling Construction, Inc. 1120 11th Street Belle Plaine, IA 52208 FROM: 6/1/2020
 CONTRACT FOR: General Construction TO: 7/20/2020

Distribution to:
 OWNER
 ARCHITECT
 LENDOR
 GENERAL CONTRACTOR
 CONSTRUCTION MANAGER
 OTHER

CONTRACTOR'S APPLICATION FOR PAYMENT

Application is made for Payment, as shown below, in connection with the Contract.
 Continuation Sheet, AIA Document G703, is attached.

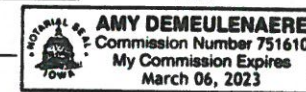
Change Orders approved in previous months by Owner		APPROVED	DEDUCTIONS
Total			
Approved this Month			
Number	Date Approved		
TOTALS			
Net change by Change Orders			

1. ORIGINAL CONTRACT SUM \$68,987.00
 2. Net change by Change Orders
 3. CONTRACT SUM TO DATE (Line 1 +- 2) \$68,987.00
 4. TOTAL COMPLETED & STORED TO DATE \$68,987.00
 (Column I on G703)
 5. RETAINAGE:
 a. 5.00% of Completed Work
 (Column F + G on G703)
 b. of Stored Material
 (Column H on G703)
 Total Retainage (Line 5a + 5b or Total in Column L of G703)
 6. TOTAL EARNED LESS RETAINAGE \$68,987.00
 (Line 4 less Line 5 Total)
 7. LESS PREVIOUS CERTIFICATES FOR PAYMENT
 (Line 6 from prior Certificate)..... \$65,537.65
 8. CURRENT PAYMENT DUE \$3,449.35
 9. BALANCE TO FINISH, PLUS RETAINAGE
 (Line 3 less Line 6)

The undersigned contractor certifies that to the best of the Contractor's knowledge, information and belief the Work covered by this Application for Payment has been completed in accordance with the Contract Documents, that all amounts have been paid by the Contractor for Work which previous Certificates for Payment were issued and payments received from the Owner, and that current payment shown herein is now due.

CONTRACTOR: Garling Construction, Inc.
 BY: *[Signature]* DATE: 7-20-20

State of: IA
 Subscribed and sworn to before me this 20th day of July, 2020
 Notary Public: *[Signature]*
 My Commission Expires: 3-6-23



ARCHITECTS CERTIFICATE FOR PAYMENT

In accordance with the Contract Documents, based on on-site observations and the data comprising the above application, the Architect certifies to the Owner that to the best of the Architect's knowledge, information and belief the Work has progressed as indicated, the quality of the Work is in accordance with the Contract Documents, and the Contractor is entitled to payment of the **AMOUNT CERTIFIED**.

AMOUNT CERTIFIED \$ 3,449.35
Sixty Eight Thousand Nine Hundred Eighty Seven Dollars and No Cents

(Attach explanation if amount certified differs from the amount applied for.)

ARCHITECT:
 By: _____ Date: _____
 This certificate is not negotiable. The AMOUNT CERTIFIED is payable only to the Contractor named herein. Issuance, payment and acceptance of payment are without prejudice to any rights of the Owner or Contractor under this Contract.

OK TO pay 31 Days after Board approval
Chris [Signature] 9-8-2020

CONTINUATION SHEET AIA DOCUMENT G703		PROJECT: 04153		REGULAR ITEMS			PAGE 2 of 2					
AIA Document G702, APPLICATION AND CERTIFICATE FOR PAYMENT, containing Contractor's signed Certification is attached.						APPLICATION NO: 01						
In tabulations below, amounts are stated to the nearest do						CONTRACT DATE:		INVOICE NO: 001246				
Use Column L on Contracts where variable retainage for lii						FROM: 5/1/2020		PROJECT NO: 04153				
						TO: 5/31/2020		ARCHITECT PROJECT NO:				
ITEM NO	DESCRIPTION OF WORK	BILLING CODES	SCHEDULED VALUE	PREVIOUS APPLICATION		COMPLETED THIS MONTH			TOTAL COMPLETE AND		BALANCE TO FINISH	
			AMOUNT	AMOUNT	PERCENT COMPLETE	WORK IN PLACE	STORED MATERIALS	PERCENT COMPLETE	AMOUNT	COMPLETE	BALANCE	RETAINAGE
1												
2	Division 1 - General Requirement											
3	Bonds / Insurance / Permits		663.00	663.00				100%	663.00	100%		
4	Management / Supervision / Admin.		9,678.00	9,678.00				100%	9,678.00	100%		
5	Temporary Utilities / Dumpster		1,683.00	1,683.00				100%	1,683.00	100%		
6	Clean-Up		684.00	684.00				100%	684.00	100%		
7	Division 2 - Sitework:											
8	Demolition		6,091.00	6,091.00				100%	6,091.00	100%		
9	Division 4 - Masonry:											
10	Unit Masonry / Masonry Veneer		18,775.00	18,775.00				100%	18,775.00	100%		
11	Division 7 - Thermal & Moist. Pro											
12	Joint Sealants		686.00	686.00				100%	686.00	100%		
13	Division 9 - Finishes:											
14	Acoustical Ceilings		6,239.00	6,269.00				100%	6,239.00	100%		
15	Painting		5,381.00	5,381.00				100%	5,381.00	100%		
16	Division 10 - Specialties:											
17	Toilet Compartments & Accessories		18,471.00	18,471.00				100%	18,471.00	100%		
18	Division 15 - Mechanical											
19	Miscellaneous Mechanical		636.00	363.00				100%	636.00	100%		
20												
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PAGE TOTALS			\$68,987.00	\$68,987.00	100%				\$68,987.00	100%		
REGULAR ITEM TOTALS			\$68,987.00	\$68,987.00	100%				\$68,987.00	100%		
CHANGE ORDERS												
GRAND TOTALS			\$68,987.00	\$68,987.00	100%				\$68,987.00	100%		

CONSENT AGENDA

BA-21-072 **Agreement – Cedar Rapids Community School District and Central City Community School District, Clear Creek Amana Community School District, and Mid-Prairie Community School District for Transportation Personnel Sharing (David Nicholson)**

Exhibit: BA-21-072.1-6

Action Item

Pertinent Fact(s):

1. Due to our delayed start date and per Iowa Code Section 280.15, we are able to accommodate requests from Central City, Clear Creek Amana, and Mid-Prairie School Districts to temporarily provide CRCSD Transportation staff to assist with transporting their students to and from school.
2. Currently we are providing 5 drivers to Clear Creek Amana, 1 driver to Central City and Mid-Prairie may not need our support.
3. The Agreements are in effect August 25, 2020 through September 18, 2020.

Recommendation:

It is recommended that the Board of Education approve the Agreements between the Cedar Rapids Community School District and Central City Community School District, Clear Creek Amana Community School District, and Mid-Prairie Community School District for Transportation Personnel Sharing.

SHARED PERSONNEL AGREEMENT BETWEEN
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT AND
CENTRAL CITY COMMUNITY SCHOOL DISTRICT

This Agreement made and entered into the 25th day of August, 2020, by and between the Cedar Rapids Community School District (Cedar Rapids) and the Central City Community School District (Central City):

WHEREAS, Cedar Rapids and Central City seek a cooperative arrangement to share the services of transportation personnel (Transportation Personnel); and

WHEREAS, Cedar Rapids and Central City are public school districts organized and existing under laws of the State of Iowa; and

WHEREAS, two or more public school districts may jointly employ and share the services of school personnel pursuant to Iowa Code section 280.15; and

WHEREAS, Cedar Rapids and Central City believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of transportation personnel which agreement will be to their mutual advantage.

NOW, THEREFORE, the Cedar Rapids Board of Directors and the Central City Board of Directors agree as follows:

1. Cedar Rapids shall be deemed the employer for purposes of rights and obligations under Iowa law and for purposes of compliance with federal and state laws relating to employment and employment benefits for the Transportation Personnel, subject to contributions by Central City pursuant to this agreement. The employment of the Transportation Personnel shall be governed by the policies, rules, regulations, and job descriptions of Cedar Rapids. The responsibility for the evaluation of the performance of the Transportation Personnel shall remain with Cedar Rapids, pursuant to its established procedures. Cedar Rapids' personnel policies and practices shall apply to and govern the Transportation Personnel's conduct and performance.
2. The Transportation Personnel will be shared by Cedar Rapids with Central City beginning with the execution of this agreement and ending no later than the start of school for Cedar Rapids or upon mutual agreement by both parties. The details of the assignment of the Transportation Personnel between Cedar Rapids and Central City will be determined by Cedar Rapids with input from Central City. The duties and responsibilities of the Transportation Personnel in each school district will be determined by each party's superintendent or designee.
3. Cedar Rapids' cost to employ the Transportation Personnel (including hourly wage, overtime, FICA and IPERS) as well as mileage and other transportation related costs shall be calculated on actual wages of time and half and 67 cents per mile and billed to Central City every two weeks, at the end of each payroll cycle. Central City will provide payment to Cedar Rapids of the amounts billed within thirty (30) days of receipt of a bill from Cedar Rapids.
4. Cedar Rapids and Central City each agree to indemnify and hold harmless the other from and against and all liability, damages, loss, costs, and reasonable attorney fees which arise out of any

claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party, including any acts or omissions committed by the Transportation Personnel while providing services for each party pursuant to this agreement.

5. This Agreement shall automatically terminate at the start of school for Cedar Rapids or upon mutual agreement by both parties.

6. This agreement contains the entire understanding between Cedar Rapids and Central City and cannot be amended except in writing signed by Cedar Rapids and Central City.

7. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective authorized representative of Cedar Rapids and Central City on the dates as hereinafter stated.

President, Board of Directors
Cedar Rapids Community School District



President, Board of Directors
Central City Community School District

September 14, 2020

Date

8/24/20

Date

SHARED PERSONNEL AGREEMENT BETWEEN
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT AND
CLEAR CREEK AMANA COMMUNITY SCHOOL DISTRICT

This Agreement made and entered into the 24th day of August, 2020, by and between the Cedar Rapids Community School District (Cedar Rapids) and the Clear Creek Amana Community School District (Clear Creek Amana):

WHEREAS, Cedar Rapids and Clear Creek Amana seek a cooperative arrangement to share the services of transportation personnel (Transportation Personnel); and

WHEREAS, Cedar Rapids and Clear Creek Amana are public school districts organized and existing under laws of the State of Iowa; and

WHEREAS, two or more public school districts may jointly employ and share the services of school personnel pursuant to Iowa Code section 280.15; and

WHEREAS, Cedar Rapids and Clear Creek Amana believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of transportation personnel which agreement will be to their mutual advantage.

NOW, THEREFORE, the Cedar Rapids Board of Directors and the Clear Creek Amana Board of Directors agree as follows:

1. Cedar Rapids shall be deemed the employer for purposes of rights and obligations under Iowa law and for purposes of compliance with federal and state laws relating to employment and employment benefits for the Transportation Personnel, subject to contributions by Clear Creek Amana pursuant to this agreement. The employment of the Transportation Personnel shall be governed by the policies, rules, regulations, and job descriptions of Cedar Rapids. The responsibility for the evaluation of the performance of the Transportation Personnel shall remain with Cedar Rapids, pursuant to its established procedures. Cedar Rapids' personnel policies and practices shall apply to and govern the Transportation Personnel's conduct and performance.
2. The Transportation Personnel will be shared by Cedar Rapids with Clear Creek Amana beginning with the execution of this agreement and ending no later than the start of school for Cedar Rapids or upon mutual agreement by both parties. The details of the assignment of the Transportation Personnel between Cedar Rapids and Clear Creek Amana will be determined by Cedar Rapids with input from Clear Creek Amana. The duties and responsibilities of the Transportation Personnel in each school district will be determined by each party's superintendent or designee.
3. Cedar Rapids' cost to employ the Transportation Personnel (including hourly wage, overtime, FICA and IPERS) as well as mileage and other transportation related costs shall be calculated on actual wages of time and half and 67 cents per mile and billed to Clear Creek Amana every two weeks, at the end of each payroll cycle. Clear Creek Amana will provide payment to Cedar Rapids of the amounts billed within thirty (30) days of receipt of a bill from Cedar Rapids.
4. Cedar Rapids and Clear Creek Amana each agree to indemnify and hold harmless the other from and against and all liability, damages, loss, costs, and reasonable attorney fees which arise out of any

claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party, including any acts or omissions committed by the Transportation Personnel while providing services for each party pursuant to this agreement.

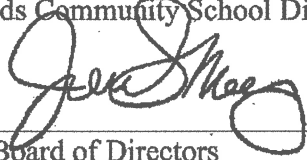
5. This Agreement shall automatically terminate at the start of school for Cedar Rapids or upon mutual agreement by both parties.

6. This agreement contains the entire understanding between Cedar Rapids and Clear Creek Amana and cannot be amended except in writing signed by Cedar Rapids and Clear Creek Amana.

7. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective authorized representative of Cedar Rapids and Clear Creek Amana on the dates as hereinafter stated.

President, Board of Directors
Cedar Rapids Community School District



President, Board of Directors
Clear Creek Amana Community School District

September 14, 2020

Date

8-26-2020

Date

SHARED PERSONNEL AGREEMENT BETWEEN
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT AND
MID-PRAIRIE COMMUNITY SCHOOL DISTRICT

This Agreement made and entered into the 8th day of September, 2020, by and between the Cedar Rapids Community School District (Cedar Rapids) and the Mid-Prairie Community School District (Mid-Prairie):

WHEREAS, Cedar Rapids and Mid-Prairie seek a cooperative arrangement to share the services of transportation personnel (Transportation Personnel); and

WHEREAS, Cedar Rapids and Mid-Prairie are public school districts organized and existing under laws of the State of Iowa; and

WHEREAS, two or more public school districts may jointly employ and share the services of school personnel pursuant to Iowa Code section 280.15; and

WHEREAS, Cedar Rapids and Mid-Prairie believe that an agreement pursuant to Iowa Code section 280.15 should be entered into with regard to the sharing of transportation personnel which agreement will be to their mutual advantage.

NOW, THEREFORE, the Cedar Rapids Board of Directors and the Mid-Prairie Board of Directors agree as follows:

1. Cedar Rapids shall be deemed the employer for purposes of rights and obligations under Iowa law and for purposes of compliance with federal and state laws relating to employment and employment benefits for the Transportation Personnel, subject to contributions by Mid-Prairie pursuant to this agreement. The employment of the Transportation Personnel shall be governed by the policies, rules, regulations, and job descriptions of Cedar Rapids. The responsibility for the evaluation of the performance of the Transportation Personnel shall remain with Cedar Rapids, pursuant to its established procedures. Cedar Rapids' personnel policies and practices shall apply to and govern the Transportation Personnel's conduct and performance.
2. The Transportation Personnel will be shared by Cedar Rapids with Mid-Prairie beginning with the execution of this agreement and ending no later than the start of school for Cedar Rapids or upon mutual agreement by both parties. The details of the assignment of the Transportation Personnel between Cedar Rapids and Mid-Prairie will be determined by Cedar Rapids with input from Mid-Prairie. The duties and responsibilities of the Transportation Personnel in each school district will be determined by each party's superintendent or designee.
3. Cedar Rapids' cost to employ the Transportation Personnel (including hourly wage, overtime, FICA and IPERS) as well as mileage and other transportation related costs shall be calculated on actual wages of time and half and 67 cents per mile and billed to Mid-Prairie every two weeks, at the end of each payroll cycle. Mid-Prairie will provide payment to Cedar Rapids of the amounts billed within thirty (30) days of receipt of a bill from Cedar Rapids.
4. Cedar Rapids and Mid-Prairie each agree to indemnify and hold harmless the other from and against all liability, damages, loss, costs, and reasonable attorney fees which arise out of any

claims, suits, actions or other proceedings asserted against the party indemnified based upon any acts or omissions of the indemnifying party, including any acts or omissions committed by the Transportation Personnel while providing services for each party pursuant to this agreement.

5. This Agreement shall automatically terminate on 9/18/2020 or upon mutual agreement by both parties.

6. This agreement contains the entire understanding between Cedar Rapids and Mid-Prairie and cannot be amended except in writing signed by Cedar Rapids and Mid-Prairie.

7. Should any paragraph or provision of this agreement be declared illegal by a court or agency of competent jurisdiction, then that paragraph or provision shall be deleted from this agreement to the extent it violates the law. Such deletion shall not affect any other paragraph or provisions of this agreement. Should the parties deem it advisable, they may mutually agree to enter into negotiations to replace the invalid provision.

IN WITNESS WHEREOF, this instrument is executed by the respective authorized representative of Cedar Rapids and Mid-Prairie on the dates as hereinafter stated.

President, Board of Directors
Cedar Rapids Community School District

September 14, 2020

Date

President, Board of Directors
Mid-Prairie Community School District

Date

ADMINISTRATION

BA-21-073 Instructional Support Levy (ISL) Renewal Plan Update (David Nicholson)

Exhibit: BA-21-073.1-10

Information Item

Strategic Plan/Focus Areas

- Culture
- Student Learning
- Workforce
- Systems and Resources

Pertinent Fact(s):

1. The current Board approved five-year Instructional Support Levy, (ISL) will expire on June 30, 2021. Administration is recommending the Board consider renewing the ISL for an additional 5 years through June 30, 2026.
2. Administration will provide a presentation regarding the importance of ISL resource in providing for instruction and instructional support in the District.

Instructional Support Levy (ISL)

Renewal Plan Update September 14, 2020



ISL Renewal Plan Update

The Instructional Support Levy (ISL) provides approximately \$8.6 million annually in direct instruction and instructional support; it is a combination of:

- 1) Income Surtax (\$6.9M)
- 2) Local Property Tax (1.7M)

In 2015, the Board approved a 5-year (maximum time allowed) extension for the period 2017-2021.

Must be renewed every 5 years. It is slated to end June 30, 2021 unless it is renewed.

ISL Renewal Plan Update



Provides funding for:

- Curriculum Materials and Support
- Technology (software/hardware/tech support)
- School Building Budget Support
- Iowa BIG Program
- Employee Wellness

ISL Renewal Plan Update



Curriculum Materials & Support

- Funds 100% of the K-12 curriculum materials including on-line access to learning
- Funds musical instrument purchase and repairs
- Funds many agreements with community partners



ISL Renewal Plan Update

Technology

- Provides 14 FTE technicians and data support
- Historically, it has covered the cost of systems such as Infinite Campus, Timeclock Plus, GWAEA accounting software, etc.
- Funds telephone and internet services

ISL Renewal Plan Update



School Building Budget Support

- Funds approximately \$585,000 annually to support building budget allocations (15% of the total building budget needs)
- Funds 33 FTE instructional and support staff districtwide
- Funds 7 FTE secretarial positions including 4 High School FTE (Bookkeeper) and 3 Middle School FTE (Guidance)
- Funds 66% of 49 FTE guidance counselor positions district-wide

ISL Renewal Plan Update



Iowa BIG Program

- Funds Iowa BIG is a project-based learning opportunity offered to high school students from Alburnett, Cedar Rapids, College Community, Linn-Mar, and Mount Vernon
- ISL covers CRCSDs share of the operating cost of the Iowa BIG program



Employee Wellness

The District has partnered with Virgin Pulse to provide a wellness program for employees. Currently 66% of eligible employees are enrolled and earn incentives for participation; enrollees are averaging over 8,000 steps per day.

Benefits of wellness programs can include:

- Reduced absenteeism
- Increased employee productivity and efficiency
- Improved morale and lower stress levels
- Enhanced retention of healthy employees
- Lower healthcare costs
- Reduced chronic disease risk
- Decreased rates of illness, injury and disability

ISL Renewal Plan Update



Renewal Plan

September 14th

Review of ISL Funding

September 28th

Consider approval of continued ISL participation resolution and schedule public hearing

October 12th

Hold public hearing and consider action for a 5-year ISL continuation through June 30, 2026

QUESTIONS?

LEARNING & LEADERSHIP

BA-21-043/04 Update - Return to Learn Plan/ Post-Derecho (Noreen Bush/Nicole Kooiker)

Exhibit: Pocket Item Forthcoming

Information Item

Strategic Plan/Focus Areas

- Culture
- Student Learning
- Workforce
- Systems and Resources

Pertinent Fact(s):

Superintendent Bush and Deputy Superintendent Kooiker, along with members of the Admin Team, will share the updates to the Return to Learn Plan family choice data along with Post-Derecho work around CRCSD Facilities.

LEARNING & LEADERSHIP

BA-21-061/02 Anti-Racism - Overview from Town Hall Meetings (Noreen Bush/Justin Blietz)

Exhibit: BA-21-061/02.1-8

Information Item

Strategic Plan/Focus Areas

- Culture
- Student Learning
- Workforce
- Systems and Resources

Pertinent Fact(s):

Superintendent Bush and Director Blietz will review summary notes collected from the Town Hall Meetings that were held during the month of July.

Anti-Racism Town Hall Meetings

Board Report
September 14, 2020



Purpose of Anti-Racism Town Hall Meetings

- Listen to our students, staff, parents, and community members
- Surface themes from the conversations that identify when our district has been successful/not successful in supporting students, staff and community members of color
- Identify potential “next steps” as a district
- Pronounce our commitment to anti-racism, equity, and creating a safe, supportive, collaborative environment for everyone

Session Information

- Offered 6 virtual sessions in Mid-July
- Over 170 attendees comprised of students, staff, parents, board of directors, and community members
- The following questions guided the conversations:
 1. What should the role be of CRCSD in our community in modeling anti-racism efforts? What would be our “ideal” state?
 2. What efforts have you seen within our school district that have helped students, staff, and community members of color?
 3. What can we do to improve to better support our students, staff, and community members of color?
 4. Other feedback/considerations..

Focus) CULTURE

PURPOSE:

Provide a safe, supportive, collaborative culture in which diversity of every learner is valued and embraced

MEASURES:

- Intercultural Development Inventory (IDI) Continuum Data
- High Reliability Schools (HRS) Survey Data
- Every Student Succeeds Act (ESSA)--Conditions for Learning Survey Data

STRATEGIES:

- Intercultural Development Inventory (IDI) Professional Learning
- High Reliability Schools (HRS), Level 1 Implementation and School Improvement Plans (SIP)
- Communications Strategic Plan
- Family Engagement Strategic Plan
- Magnet Schools and Innovative Programs

Focus) STUDENT LEARNING

PURPOSE:

Ensure high quality instruction which fosters and inspires academic, social, and emotional learning and growth to meet the needs of every student

MEASURES:

- Iowa Statewide Assessment of Student Progress (ISASP)--Proficiency and Growth
- Formative Assessment System for Teachers (FAST) --Benchmark and Growth
- Graduation Rate--both 4 year and 7 year
- Future Ready Pathway Course Enrollment Data
- Profile of a Graduate Rubric Measures

STRATEGIES:

- Academic Road Map Strategic Plan (HRS Levels 1-4)
- Profile of a Graduate Implementation Plan
- School Improvement Plans
- New Art and Science of Teaching Instructional Framework Aligned to Individual Professional Development Plans
- Digital Literacy and Technology Plan
- Magnet Schools and Innovative Programs

Focus) WORKFORCE

PURPOSE:

Engage and empower a talented and diverse workforce who supports Every Learner: Future Ready

MEASURES:

- Staff Engagement Survey
- Workforce Demographics
- Professional Growth

STRATEGIES:

- Workforce Recruitment, On-Boarding, and Succession Planning
- Employee Relations
- Benefit Programs
- HR Systems and Data

Focus) SYSTEMS and RESOURCES

PURPOSE:

Maximize operational systems and prioritize resources based on student needs while maintaining the financial health of the district

MEASURES:

- Systems Completion Milestones
- In-home Internet Access
- School Safety and Security Drills
- Audit Results

STRATEGIES:

- Technology Strategic Plan
- System Upgrade and Integration for Human Resources and Financial Technology
- Facilities Master Plan Phase I and Phase II
- Safety and Security Plan
- Transportation Strategic Plan
- Nutritious and Healthy Meals Implementation Plan

FIVE YEAR STRATEGIC PLAN SYSTEM INDICATORS:

EQUITY

By June 2022, CRCSO will reduce gaps in reading and math across all student demographic groups (ELL, IEP, race, F/R) by 20%.

STUDENT ACHIEVEMENT

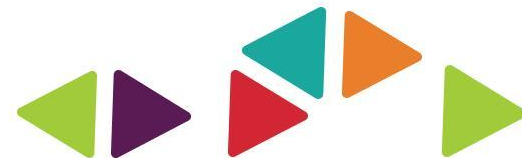
By June 2022, at least 80% of students will demonstrate annual growth on ISASP and at least 80% of students will score proficient or advanced on ISASP.

GRADUATION RATE

By June 2022, CRCSO will increase graduation rate by 10%.

Equity Belief Statement

WE BELIEVE equity of voices, resources, opportunities, and expectations is critical for the current and future success of every student.



Themes That Surfaced

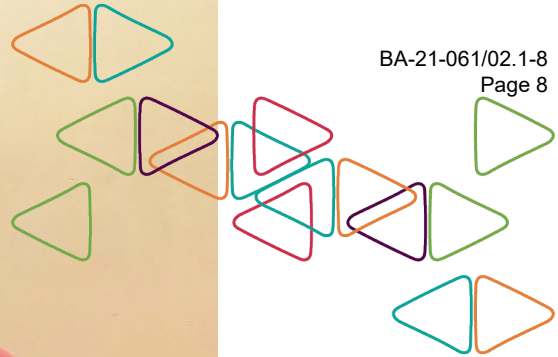
- 1) Student Voice**
- 2) Professional Development**
- 3) Teaching and Learning**
- 4) Staffing and Diversifying Workforce**
- 5) Community and Parent Support**

Next Steps..



This is just the beginning of these conversations...

- The district administration team will review professional learning priorities and identify leveraging resources to support clear learning targets for professional learning for all employees.
- District administration will work with student leaders to develop priorities and connections to professional development opportunities between staff and students.
- A district employee design team will be formed to create a system to support employees of color.
- Family engagement strategies will be designed and developed for both long term and short term improvement efforts.
- The superintendent's office will develop a process to invite students to be a part of an advisory council. This advisory council could also be a design team to create student supports: anonymous reporting, assemblies, BSU cross training, peer to peer mentoring, student-led learning for professional development, etc.
- The district will work with each school's leadership team on targeting specific goals and efforts to create student voice opportunities in school improvement efforts.
- Analyze disproportionate discipline and learning data and continue to make strategic plans for improvement.
- Communication Channels: [District Landing Page](#)



Questions and Feedback



SCHOOL BOARD CALENDAR

(Dates and times are tentative – please consult with the Board Secretary’s Office for more details)

2020- SEPTEMBER

Monday	Sept 14	5:30 pm	Board Regular Meeting	Via YouTube https://www.youtube.com/EngageCRschools/
Monday	Sept 21		First Day of Classes Early Dismissal	CRCSD
Monday	Sept 28	5:30 pm	Board Work Session & Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW

2020- OCTOBER

Monday	Oct 12	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
Monday	Oct 26	5:30 pm	Board Work Session & Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW

2020- NOVEMBER

Thursday	Nov 5	6:00 pm	UEN Annual Meeting	Virtual
Monday	Nov 9	5:30 pm	Annual & Board Regular Meetings	ELSC, Board Room 2500 Edgewood Rd NW
Tuesday	Nov 10	5:30 pm	IASB Pre-Convention Workshop	Virtual
Tuesday	Nov 17	5:45 pm	IASB Delegate Assembly	Virtual
Wednesday/ Thursday	Nov 18/19		IASB Annual Convention	Virtual
Thurs/Fri	Nov 26/27		Holiday	Offices Closed

2020- DECEMBER

Monday	Dec 14	5:30 pm	Board Regular Meeting	ELSC, Board Room 2500 Edgewood Rd NW
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ADJOURNMENT – President Nancy Humbles

Board Meeting: Monday, September 14, 2020