

**MINUTES**  
**REGULAR MEETING OF THE BOARD OF DIRECTORS**  
**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT,**  
**IN THE COUNTY OF LINN, STATE OF IOWA**

Educational Leadership and Support Center, Board Room  
Monday, October 11, 2021 @ 5:30 p.m.

**ATTENDANCE**

Nancy Humbles, President; Directors: Jennifer Borcharding, Cindy Garlock, Dexter Merschbrock, Jennifer Neumann, Scot Reisinger, and David Tominsky.

Also, present: Noreen Bush, Laurel Day, Nicole Kooiker, David Nicholson, Linda Noggle, Wendy Pakrer, John Rice, Colleen Scholer, and Adam Zimmermann.

President Humbles called the meeting to order at 5:33 p.m.

**APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, October 11, 2021, Board of Education Regular 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 Jennifer Neumann, the Board approved the agenda of Monday, October 11, 2021, 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 Borcharding, Garlock, Humbles, Merschbrock, Neumann, Reisinger, and Tominsky. Nays: None.

**SUPERINTENDENT'S REPORT**

Superintendent Bush highlighted National Principals Month and thanked our administrators for their leadership. She spoke briefly about the new CRCSD website that launched last month, touched on our mitigation efforts related to Covid-19, and provided a Facility Master Plan update.

**BOARD REPORTS**

None to report.

**ADDRESSING THE BOARD, COMMUNICATIONS, DELEGATIONS, AND PETITIONS**

Barber, Paige, 652 Affirmed Lane, Fairfax, IA, Para wages/mask mandate  
McMahon, Kelly, 5508 Dostal Dr SW, Cedar Rapids, IA, Early Childhood Conference  
Seely, Jr., Craig, 3916 Richland Dr NW, Cedar Rapids, IA, Ideologies/Agendas/Sources/Teaching Methods  
Duffield, Melissa, 2109 K St SW, Cedar Rapids, IA, Masks=Abuse  
Dooley, Kimberly, 3421 Lennon Lane, Cedar Rapids, IA, teachers, Covid/planning time/wages  
Asmussen, Kara, 2417 2<sup>nd</sup> Ave SE, Cedar Rapids, IA, mask mandate support  
Zwanziger, Heather, 7525 Normandy Dr NE, Cedar Rapids, IA, Mask Mandate Support of SB in a Pandemic  
Wenclawski, Lawrence, 4234 Morelle Rd NE, Cedar Rapids, IA, One-Sided Response  
Nicholas, Kaylee, 3003 30<sup>th</sup> St Drive SE, Cedar Rapids, IA, Freedom of Choice  
Nicholas, Michelle, 3003 30<sup>th</sup> St Drive SE, Cedar Rapids, IA, Health, Mask Mandate  
Bushman, Dan, 3744 Rogers Rd NW, Cedar Rapids, IA, SROs, Masks  
Stall, Angie, 3744 Rogers Rd NW, Cedar Rapids, IA, Masks  
Casey, Julie, 5235 Winnebago, Cedar Rapids, IA, local groups, Tough Subject - Eyes Open Iowa  
Anderson, Casey, 2541 B Ave NE, Cedar Rapids, IA, Parent Choice  
Kramer, Carter, 7505 Blairs Ferry Rd NE, Cedar Rapids, IA, Mask Mandates  
Lord, Diana, 2690 17<sup>th</sup> Ave, Marion, IA, Mask Mandates - Comments made at last Board Meeting

## PUBLIC HEARING

### **BA-22-120      Public Hearing – Cedar Rapids Community School District – Instructional Time Reporting in Hours vs. Days for the 2022-2023 School Year (Noreen Bush)**

Pursuant to Iowa Code 256.7(19), a Public Hearing must be held at a School Board Meeting for the purpose of receiving any objections to the District's responsibility to report either instructional time in either hours or days. All school districts are required to report instructional time to the Iowa Department of Education. A district that reports in days must include 180 days of instruction and a District that reports in hours must include 1080 hours of instruction. Reporting in hours allows flexibility if it becomes necessary to make up lost instructional time because there are no minimum or maximum day lengths required. It also permits instruction to be made up closer to the point in time in which it is lost. Reporting in hours also allows districts to stay closely aligned to the published school year end date.

If no objections are presented and sustained, the recommended Board action is to give final approval to the administration's recommendation to report instructional time in hours for the 2022-2023 School Year.

No written or oral objections were presented and sustained. Information Item.

## CONSENT AGENDA

### **BA-22-000/06      Minutes – Regular Meeting on Monday, September 27, 2021 (Laurel Day)**

It was recommended that the Board of Education approve the Minutes from the Regular Meeting held on Monday, September 27, 2021.

### **BA-22-009/06      Personnel Report (Linda Noggle)**

#### **APPOINTMENTS - SALARIED STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderson, Eric	\$75,000.00	Lead Payroll Specialist ELSC	9/20/2021
Andeway, Emma	\$45,000.00	Homelessness Service Spc. ELSC	10/18/2021

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

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Gray, Shellene	\$67,969.00	Benefits Specialist ELSC	10/4/2021

#### **RESIGNATIONS - SALARIED STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Bakkum, Chad	Personal	MN Basketball MS Harding	9/27/2021

Hootman, Audra	Personal	LINKS Specialist ELSC	9/30/2021
Wood, Michelle	Personal	2nd Grade Madison	9/20/2021

**APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Allers, Debra	\$13.02	Paraprofessional Grant Wood	09/23/2021
Brecha, Rachel	\$14.14	Cashier Wilson	10/11/2021
Brown, Kathryn	\$20.53	Leave of Absence Assistant ELSC	10/11/2021
DeHaven, Donald	\$12.32	Food Service Asst Jefferson	9/30/2021
Dvorak, Roberta	\$12.87	Food Service Asst Roosevelt	9/27/2021
Gerdes, Nicole	\$14.97	Paraprofessional Viola Gibson	10/5/2021
Hartman, Anthony	\$19.30	Student Advocate Truman	9/27/2021
Hester, David	\$16.91	Custodian II Floater ELSC	10/5/2021
Horak, Alison	\$14.22	Paraprofessional Truman	9/30/2021
Horn, Susan	\$19.30	Behavior Tech Jefferson	10/11/2021
Julson, Angela	\$11.41	Childcare Professional Wright Ext Day	10/5/2021
Kollambi Chandran, Anju	\$12.28	Paraprofessional Kenwood	9/30/2021
Lehman, Angela	\$12.28	Paraprofessional Hiawatha	10/5/2021
Luten, Trisha	\$15.11	Elem Asst Mgr Harrison	10/5/2021

Minani, Damacine	\$18.88	Bus Driver ELSC	10/18/2021
O'Connor, Joshua	\$16.91	Custodian II Floater ELSC	10/11/2021
Omar, Hamza	\$14.22	Paraprofessional Kennedy	9/27/2021
Timmons, Ethel	\$12.32	Food Service Asst Kennedy	9/28/2021
Schwake, Mark	\$18.88	Bus Driver ELSC	10/11/2021
Spears, Jasmine	\$12.53	Paraprofessional Jefferson	9/27/2021
Yarolem, Stephanie	\$12.28	Paraprofessional Kenwood	9/30/2021
Wigg, Danielle	\$12.28	Crossing Guard West Willow	10/5/2021

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

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Hageman, Erica	\$20.53	Payroll Benefits Project Asst ELSC	10/04/2021

**RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Adams, Angel	Personal	Paraprofessional Harding	9/28/2021
Akintola, Heather	Personal	Paraprofessional Four Oaks	8/15/2021
Bochicchio, Heidi	Never Started	Childcare Float ELSC	9/7/2021
Buchanan, Ashley	Personal	Bus Attendant ELSC	10/1/2021
Dixon, Brittley	Never Started	Paraprofessional Hoover	8/19/2021
Genochio, Jennifer	Personal	Food Service Asst Cleveland	9/21/2021

Gibbons, Kimberly	Personal	Paraprofessional Viola Gibson	10/07/2021
Greve, Patricia	Personal	Bus Attendant ELSC	10/01/2021
Henderson, Melody	Personal	Elem Asst Mgr Grant	10/08/2021
Kloos, Allison	Personal	Paraprofessional Viola Gibson	10/06/2021
Mulaji, David	Personal	Bus Attendant ELSC	9/202021
Pledge, Cinque	Personal	Cashier Jefferson	9/24/2021
Violette, Kaleb	Personal	Custodian ELSC	10/15/2021

#### RETIREMENTS - HOURLY STAFF

<u>Name</u>	<u>Assignment</u>	<u>Effective Date</u>
Newton, Kelly	Paraprofessional Transition Center	6/4/2021
Quandt, Julie	Confidential Secretary ELSC	10/08/2021

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

- BA-22-011/02 Policy Manual – Review & Revisions** – Regulation 400.6 “*Health Education*”, Policy 404 “*Curricular & Co-Curricular Field Trips*”, Regulation 404.1 “*Classification of Field Trips*”, Procedure 404.1a “*Field Trip Planning & Approval Process*”, Proposed Regulation 500.3 “*Employee Expression*”, Regulations 802.7 “*Halls of Fame/Dedications/Memorial*”, 1002.1 “*Advisory Committees*”, 1002.5 “*Memorials for Deceased Students & Staff*”, 1005.1 “*Political Activities in the District*”, Policy 1007 “*Conduct on School District Premises*”  
(Noreen Bush/Laurel Day)

The Board of Education reviews policies, regulations, and procedures at least once every five years. Board approval is required for all policies. Administrative regulations and procedures do not require Board approval. The agenda item included policies, regulations, and procedures that have been reviewed by the Policy Review Committee (PRC). Most proposed revisions are based on changes to state and federal law, current District practice, and to maintain the District’s Policy Manual up to date as required by Iowa Code. The PRC utilizes legal & policy services provided by the Iowa Association of School Boards, National Association of School Boards, including policy primer & on-line sample policy documents. Guidance from District Legal Counsel was sought. Information Item.

- BA-22-122 Resolution – Cedar Rapids Community School District - Instructional Time Reporting in Hours vs. Days for the 2022-2023 School Year** (Noreen Bush)

It was recommended that the Board of Education approve the Resolution for the Cedar Rapids Community School District to Report Instructional Time in Hours to the Iowa Department of Education for the 2022-2023 School Year.

**BA-22-123      Physical Plant and Equipment Projects – 2022-2023 School Year  
(Dave Nicholson/Jon Galbraith)**

It was recommended that the Board of Education approve the Physical Plant and Equipment Levy (PPEL) Projects for the 2022-2023 School Year as recommended by the Administration and the Board-Appointed Master Facility Planning Oversight Committee.

**BA-22-124      Tabulation – District Vehicle Replacement (Carissa Jenkins)**

It was recommended that the Board of Education approve the Tabulation - District Vehicle Replacement.

**BA-22-125      Final Approval - Cedar River Academy at Taylor Elementary - Roofing Project -  
Certificate of Substantial Completion (Jason Lietz)**

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 - Cedar River Academy at Taylor Elementary - Roofing Project.

**BA-22-126      Agreement – Cedar Rapids Community School District and Boys & Girls Clubs of the  
Corridor - Data Sharing and Use – 2021-2022 School Year (Craig Barnum)**

It was recommended that the Board of Education approve the Data Sharing and Use Agreement between the Cedar Rapids Community School District and Boys & Girls Clubs of the Corridor for the 2021-2022 School Year.

**BA-22-127      28E Agreements – Cedar Rapids Community School District and Five Seasons  
Learning Center, KinderCare, Linn County Child Development Center, Little Lambs  
Preschool, Lovely Lane Preschool, Share and Care Preschool, St Matthew’s Preschool,  
Trinity Lane Preschool, and Trinity Lutheran - Statewide Voluntary Preschool  
Program- 2021-2022 School Year (Eric Christenson)**

It was recommended that the Board of Education approve the Agreements between the Cedar Rapids Community School District and Community Partner Learning sites - Five Seasons Learning Center, KinderCare, Linn County Child Development Center, Little Lambs Preschool, Lovely Lane Preschool, Share and Care Preschool, St Matthew’s Preschool, Trinity Lane Preschool, and Trinity Lutheran- for the Statewide Voluntary Preschool Program- 2021-2022 School Year.

**BA-22-128      Agreement – Cedar Rapids Community School District and Dell Servers and  
Virtualization Licensing – 2021-2024 School Years (Jeff Lucas/Craig Barnum)**

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Dell Servers and Virtualization Licensing for the 2021-2024 School Years.

Upon motion by Director Jennifer Borcharding and second by Director Cindy Garlock, the Board approved the Consent Agenda.

Record of the roll call vote for items **BA-22-000/06, BA-22-009/06, BA-22-122, BA-22-123, BA-22-124, BA-22-125, BA-22-126, BA-22-127, and BA-22-128** was: Ayes: Directors Borcharding, Garlock, Humbles, Merschbrock, Neumann, Reisinger, and Tominsky. Nays: None

### LEARNING AND LEADERSHIP

**BA-22-129      Strategic Plan – System Indicators and Spring 2021 ISASP Results  
(Noreen Bush/Nicole Kooiker/John Rice)**

The administration introduced the CRCSD new website via the structure of the Strategic Plan and presented an overview of the Spring 2021 Iowa Statewide Assessment of Student Progress (ISASP) results relative to statewide results and the CRCSD academic goals. Information Item.

President Humbles adjourned the meeting at 7:33 PM.

By: Laurel A. Day, Board Secretary

Board of Education approved Record of  
Proceedings on October 25, 2021  
and I hereby declare these minutes as  
part of the permanent record of the District.

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

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