

MINUTES
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 23, 2023 @ 5:30 p.m.

ATTENDANCE

David Tominsky, President; Directors: Jennifer Borcharding, Cindy Garlock, Nancy Humbles, Jennifer Neumann, and Marcy Roundtree. Absent: Director Dexter Merschbrock.

Also present: Comfort Akwaji-Anderson, Darius Ballard, Craig Barnum, Tawana Grover, Karla Hogan, Linda Reysack, Ryan Rydstrom, Karinne Tharaldson, and Mark Timmerman.

President Tominsky called the meeting to order at 5:30 p.m.

APPROVAL OF AGENDA

It was recommended that the agenda of Monday, October 23, 2023, Board of Education Meeting be approved as set forth, and that each item is considered ready for discussion and/or action.

Upon motion by Director Cindy Garlock and second by Director Nancy Humbles, the Board approved the agenda of Monday, October 23, 2023, 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, Neumann, Roundtree, and Tominsky. Nays: None. Absent: Director Merschbrock.

SUPERINTENDENT'S REPORT

Superintendent Grover provided an update on the Domes of Taft and Harding Middle Schools; mentioned the upcoming annual CREA and CRCSD Trunk or Treat; highlighted the America Reads event held at all of the elementary schools; provided an update on the Safety Advisory Council; shared information from the District Bus Tour provided to community members; lastly, reminded all of the November 7, 2023 City and School elections, along with the CRCSD Bond vote.

BOARD REPORTS

None.

ADDRESSING THE BOARD, COMMUNICATIONS, DELEGATIONS, AND PETITIONS

Pelechek, Laura; 430 Liberty Dr SE, Cedar Rapids, IA, Inappropriate reading materials in the school libraries.

CONSENT AGENDA

BA-24-000/07 Minutes – Special Board Meetings on October 2, 2023, October 5, 2023 and Regular Board Meeting on October 9, 2023 (Ryan Rydstrom)

It was recommended that the Board of Education approve the Minutes from the Special Board Meeting held on October 2, 2023, October 5, 2023 and Regular Board Meeting on October 9, 2023.

BA-24-001/05 Approval of Claims Report – September 2023 (Karla Hogan)

It was recommended that the Board of Education approve the Claims Report and Ratify the List of Paid Bills and Payrolls for the period ending September 30, 2023.

BA-24-004/05 Statement of Receipts, Disbursements, and Cash Balances Report – September 2023 (Karla Hogan)

It was recommended that the Board of Education approve the Statement of Receipts, Disbursements, and Cash Balances Report for the month of September 2023.

BA-24-005/05 Investments Report – September 2023 (Karla Hogan)

The Investments Report summarizes investment transactions for the month of September 2023. Investments purchased during the month totaled \$7,195,421.71 and investments redeemed during the month totaled \$10,000,000. The current interest rate for US Bank is 5.210%, in comparison to 2.350% at US Bank in September 2022. The current interest rate for Iowa Schools Joint Investment Trust (ISJIT) for September 2023 is 5.036%, in comparison to 2.102% in September 2022. Information Item.

BA-24-009/07 Personnel Report (Darius Ballard)

APPOINTMENTS - SALARIED STAFF			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Edwards, Whitney	\$1,680.00	Drama Tech MS McKinley	2023-2024 School Year
Flint, Tara	\$73,160.00	Title I CRA	8/9/2023
Frederick, Morgan	\$1,680.00	Drama Tech MS McKinley	2023-2024 School Year
Kidd, Lovar	\$2,792.00	Show Choir Tech (Temp Contract) McKinley	2023-2024 School Year
Laguna, Rosa	\$45,500.00	Special Education Interventionist Jefferson	10/16/2023
O'Donnell, Kandis	\$5,999.00	WM Basketball Assistant Washington	2023-2024 School Year
Schumacher, Chad	\$130,000.00	Director of Operations ELSC	10/19/2023
Veglahn, Cassandra	\$3,361.00	Volleyball MS Roosevelt	2023-2024 School Year
Veglahn, Cassandra	\$3,361.00	WM Tennis MS Roosevelt	2023-2024 School Year

White, Carol	\$63,860.00 Prorated	World Language Washington	10/12/2023
CHANGE OF GRADE/POSITION - SALARIED STAFF			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Johnson, Katelynn	\$60,000.00	Student Services Specialist ELSC	9/18/2023
APPOINTMENTS - HOURLY STAFF			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Azoti, Kodjo	\$15.10	Paraprofessional Hiawatha	10/10/2023
Bennett, Alissa	\$15.45	Bus Attendant ELSC	10/16/2023
Brandt, Prince	\$15.70	Paraprofessional West Willow	10/16/2023
Chapman, Mikayla	\$15.10	Paraprofessional Truman	10/2/2023
Coleman, Sheena	\$15.10	Food Service Asst Washington	10/16/2023
Fisher, Natalie	\$15.45	Paraprofessional Maple Grove	10/10/2023
Fitch, Kimberly	\$15.10	Food Service Asst Metro	10/16/2023
Freeman, Christopher	\$15.10	Food Service Asst Roosevelt	10/16/2023
Folkedahl, Kimberly	\$15.10	Paraprofessional Van Buren	10/2/2023
Garlow, Judy	\$15.10	Paraprofessional Taylor	10/16/2023
Glover, Destiny	\$15.10	Paraprofessional Roosevelt	10/12/2023
Guntupalli, Manasa	\$15.70	Paraprofessional Nixon	10/2/2023

Kramer, Elizabeth	\$15.10	Paraprofessional Grant	10/2/2023
Lewis, Crashay	\$15.10	Paraprofessional Franklin	10/10/2023
Long, Kevin	\$21.26	Transportation Driver ELSC	10/16/2023
McKinnon, Destiny	\$15.10	Paraprofessional Johnson	10/10/2023
McNeal, Kia	\$15.10	Paraprofessional Kenwood	10/10/2023
Michel, Warley	\$15.45	Bus Attendant ELSC	10/16/2023
Michel, Nahomie	\$15.45	Bus Attendant ELSC	10/16/2023
Mindolovich, Valerie	\$15.70	Paraprofessional Hiawatha	10/10/2023
Newton, Christina	\$15.45	Bus Attendant ELSC	10/10/2023
Nono, Danielle	\$15.10	Paraprofessional Hoover	10/2/2023
Panosh, Addison	\$15.10	Paraprofessional Maple Grove	10/10/2023
Shepherd, Carl	\$15.45	Bus Attendant ELSC	10/16/2023
Tolliver, Rico	\$19.37	Custodian II Roosevelt	10/10/2023
Velazquez, Lidia	\$15.70	Paraprofessional Cedar River Academy	10/10/2023
Williams, Nykeisha	\$15.10	Paraprofessional McKinley	10/24/2023

CHANGE OF GRADE/POSITION - HOURLY STAFF			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Jensen, Nikole	\$15.38	Cashier McKinley	10/14/2023
Lewis, Latoria	\$16.50	Cook McKinley	10/14/2023
Moore, Chris	\$23.69	Sr Maintenance Mechanic ELSC	9/30/2023
Oppedahl, Chrisopher	\$23.69	Sr Auto Mechanic ELSC	9/30/2023
Rackle, Stacey	\$19.06	Elem Mgr West Willow	9/30/2023
Roepsch, Rose	\$17.05	Asst Mgr West Willow	9/30/2023
Rowray, Brandon	\$21.57	Mechanic ELSC	9/30/2023
Shelfo, Angela	\$16.50	Asst Manager Madison	10/14/2023
Stokesberry, Megan	\$15.90	Food Service Asst West Willow	9/30/2023
Williams, Kirchner	\$18.18	Van Driver ELSC	9/30/2023
Wood, Nicole	\$15.65	Food Service Asst West Willow	10/14/2023
RESIGNATIONS - HOURLY STAFF			
<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Boettcher, Renae	Personal	Food Service Asst Harding	10/11/2023
Brokovich, Peyton	Personal	Paraprofessional Franklin	10/20/2023
Chapman, Mikayla	Personal	Paraprofessional Truman	10/5/2023

DeShaw, Brad	Personal	Painter ELSC	10/13/2023
Fiser, Amy	Personal	Bus Driver ELSC	10/2/2023
Fite, Kaytlin	Personal	Paraprofessional Nixon	9/26/2023
Jackson, Erica	Personal	Crossing Guard Hoover	9/27/2023
King, Janaye	Personal	Van Driver ELSC	10/13/2023
McCutcheon, Amari	Personal	Paraprofessional Harding	9/27/2023
Otto, Emily	Personal	Floating Food Service Asst ELSC	10/11/2023
Schroeder, Anna	Personal	Paraprofessional Jefferson	10/3/2023
Span, Lavina	Personal	Paraprofessional West Willow	10/2/2023
Neal, Twanna	Personal	Food Service Asst Franklin	10/6/2023
VanderVaart, Noah	Personal	Paraprofessional Erskine	9/29/2023
Vasquez, Jissabette	Personal	Confidential Secretary ELSC	11/6/2023
RETIREMENTS - HOURLY STAFF			
<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Long, Thomas (correction)		Building Engineer Washington	10/27/2023

<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>COD E</u>
Atwood	Madison	1.000	MA+15	\$66,888	\$66,888	MA+30	\$70,232	\$70,232	\$3,344	1
Becker	Dennis	1.000	BA+24	\$59,510	\$59,510	BA+36	\$60,700	\$60,700	\$1,190	1

Boomershine	Alex	1.000	BA+12	\$54,024	\$54,024	BA+24	\$56,455	\$56,455	\$2,431	1
Boomershine	Alex	1.000	BA+24	\$56,455	\$56,455	MA	\$59,278	\$59,278	\$2,823	2
Boyer	Amanda	1.000	BA+48	\$67,009	\$67,009	MA	\$67,679	\$67,679	\$670	2
Bradberry	Amber	1.000	BA+12	\$52,297	\$52,297	BA+24	\$54,650	\$54,650	\$2,353	1
Bradberry	Amber	1.000	BA+24	\$54,650	\$54,650	MA	\$57,383	\$57,383	\$2,733	2
Brems	Matt	1.000	MA+60	\$78,914	\$78,914	MA+75	\$81,281	\$81,281	\$2,367	1
Brockmeyer	Tara	1.000	MA+15	\$68,039	\$68,039	MA+30	\$71,441	\$71,441	\$3,402	1
Calcara	Brian	1.000	MA	\$56,069	\$56,069	MA+15	\$58,872	\$58,872	\$2,803	1
Chabal	Ryan	1.000	BA+24	\$57,490	\$57,490	BA+36	\$58,640	\$58,640	\$1,150	1
Clark	Shannon	1.000	BA	\$50,046	\$50,046	BA+12	\$52,298	\$52,298	\$2,252	1
Cropley	Taylor	1.000	BA	\$50,046	\$50,046	BA+12	\$52,298	\$52,298	\$2,252	1
Cropley	Taylor	1.000	BA+12	\$52,298	\$52,298	BA+24	\$54,651	\$54,651	\$2,353	1
Cropley	Taylor	1.000	BA+24	\$54,651	\$54,651	MA	\$57,384	\$57,384	\$2,733	2
Dale	Stacie	1.000	MA	\$73,908	\$73,908	MA+15	\$77,603	\$77,603	\$3,695	1
Davidson	Michelle	1.000	BA	\$48,801	\$48,801	BA+12	\$50,997	\$50,997	\$2,196	1
Harger	Lorena	1.000	MA	\$63,634	\$63,634	MA+15	\$66,816	\$66,816	\$3,182	1
Harger	Amy	1.000	MA+90	\$90,573	\$90,573	PHD	\$91,479	\$91,479	\$906	1
Holladay	Julie	1.000	MA+45	\$73,160	\$73,160	MA+60	\$75,355	\$75,355	\$2,195	1
Horn	Tessa	1.000	MA	\$58,721	\$58,721	MA+15	\$61,657	\$61,657	\$2,936	1
Kelso	Kristina	1.000	BA	\$48,410	\$48,410	BA+12	\$50,588	\$50,588	\$2,178	1
Kragenbrink	Suzette	0.500	MA+15	\$37,015	\$37,015	MA+30	\$38,865	\$38,865	\$1,851	1
Lawler	Gretchen	1.000	MA+60	\$86,470	\$86,470	MA+75	\$89,064	\$89,064	\$2,594	1
Leyh	Victoria	1.000	BA	\$49,177	\$49,177	BA+12	\$51,390	\$51,390	\$2,213	1
May-Maxey	Melissa	1.000	BA+24	\$61,660	\$61,660	BA+36	\$62,893	\$62,893	\$1,233	1
Mcdonald	Emily	1.000	BA	\$50,046	\$50,046	BA+12	\$52,298	\$52,298	\$2,252	1
Monstross	Brandon	0.700	BA+12	\$35,698	\$35,698	BA+24	\$37,304	\$37,304	\$1,606	1
Monstross	Brandon	0.300	BA+12	\$15,299	\$15,299	BA+24	\$15,987	\$15,987	\$688	1
Monstross	Brandon	0.700	BA+24	\$37,304	\$37,304	MA	\$39,170	\$39,170	\$1,865	2
Monstross	Brandon	0.300	BA+24	\$15,987	\$15,987	MA	\$16,787	\$16,787	\$799	2
Nederhoff	Stephanie	1.000	BA	\$48,801	\$48,801	BA+13	\$50,997	\$50,997	\$2,196	1
Neilly	Jennifer	1.000	MA+30	\$76,781	\$76,781	MA+45	\$80,620	\$80,620	\$3,839	1
Nell	Jason	1.000	BA	\$52,298	\$52,298	BA+12	\$54,651	\$54,651	\$2,353	1
Nosek	Rita	0.700	BA+12	\$40,700	\$40,700	BA+24	\$42,532	\$42,532	\$1,832	1
Nosek	Rita	0.300	BA+12	\$17,443	\$17,443	BA+24	\$18,228	\$18,228	\$785	1
Samuelson	Ellen	1.000	BA+12	\$54,024	\$54,024	BA+24	\$56,455	\$56,455	\$2,431	1
Scheer	Julianne	1.000	BA+24	\$54,652	\$54,652	MA	\$57,385	\$57,385	\$2,733	2
Sofranko	Molly	1.000	MA+15	\$75,362	\$75,362	MA+30	\$79,130	\$79,130	\$3,768	1
Thomas	Linsey	1.000	MA+15	\$76,132	\$76,132	MA+30	\$79,939	\$79,939	\$3,807	1
Tolly	Stephen	1.000	BA+36	\$64,434	\$64,434	MA	\$66,367	\$66,367	\$1,933	2

Vande Wall	Angela	1.000	BA+12	\$52,769	\$52,769	BA+24	\$55,144	\$55,144	\$2,375	1
Vint	Caitlin	1.000	BA+24	\$53,702	\$53,702	MA	\$56,387	\$56,387	\$2,685	2
Windenburg	Tara	0.500	BA+24	\$29,679	\$29,679	MA	\$31,163	\$31,163	\$1,528	2
Windenburg	Tara	0.500	BA+24	\$29,679	\$29,679	MA	\$31,163	\$31,163	\$1,528	2
Wistrick	Jill	1.000	MA+15	\$76,539	\$76,539	MA+30	\$80,366	\$80,366	\$3,827	1
Woollums	Kyle	1.000	BA+24	\$61,191	\$61,191	MA	\$64,251	\$64,251	\$3,060	2
Yedlik	Sarah	0.650	MA+60	\$55,393	\$55,393	MA+75	\$57,055	\$57,055	\$1,662	1
Yedlik	Sarah	0.350	MA+60	\$29,827	\$29,827	MA+75	\$30,722	\$30,722	\$895	1

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

BA-24-011/02 Policy Manual – Review & Revision – Reg 202.5 “Legal Counsel”, 202.6 “Types of Board Meetings”, 202.7 “Notifications of Meeting”, 202.9 “Conduct of Meetings/Quorum”, 202.10 “Minutes of Meetings”, 204.1 “Board Member Learning Opportunities and Organizational Memberships”, 204.3 “Lifetime Complimentary Passes”, 402.5 “Reconsideration of Instructional Material”, 602.9 “High School Student- Athletic Transfers Within the Cedar Rapids Community School District”, 606.5/606.5a “Student Disclosure of Identity”, Pol 610 “Wellness Policy”, Reg 610.1 “Wellness Regulation”, Pro 610.1a “Snacks - Nutritional Guidelines”, 610.1b “Wellness Fundraising Guidelines”, and Reg 903.1 “Graphics and Printing Services Fee Structure” **(Tawana Grover/Ryan Rydstrom)**

The Board of Education reviews policies 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 revised based on changes to board policy.

BA-24-012/01 Policy Manual - Approval – Policy 511 “Voluntary Retirement Incentive Program - All Staff” **(Tawana Grover/Ryan Rydstrom)**

It was recommended that the Board of Education approve Policy 511 “Voluntary Retirement Incentive Program - All Staff” of the District Policy Manual as recommended by the Superintendent.

BA-24-111 Authorization to Erase Digital/Tape Recordings from Closed Sessions
(Ryan Rydstrom)

It was recommended that the Board of Education authorize the Board Secretary to erase digital/tape recordings from Closed Sessions that are older than one calendar year.

BA-24-112 Physical Plant and Equipment Levy Projects - 2024-2025 School Year
(Chris Gates)

It was recommended that the Board of Education approve the Physical Plant and Equipment Levy (PPEL) Projects for the 2024-2025 School Year as provided by the Administration and the Board-Appointed Master Facility Planning Oversight Committee.

BA-24-113 Agreement - Cedar Rapids Community School District and Qualtrics LLC. - 2023-2024 School Year (Craig Barnum)

It was recommended that the Board of Education approve the on-going Agreement between the Cedar Rapids Community School District and Qualtrics LLC. for the 2023-2024 School Year.

BA-24-114 Purchasing Register - Musical Instruments - 2023-2024 School Year (Carissa Jenkins/Doreen Underwood)

It was recommended that the Board of Education approve the Purchasing Register - Musical Instruments for the 2023-2024 School Year.

BA-24-115 Agreement - Cedar Rapids Community School District and Children of Promise Mentoring - 2023-2024 School Year (Chris Gibson)

It was recommended that the Board of Education approve the Agreement between Cedar Rapids Community School District and Children of Promise Mentoring for the 2023-2024 School Year.

BA-24-116 Agreements - Cedar Rapids Community School District and eBOARDsolutions - Simbli - 2023-2024 School Year (Ryan Rydstrom)

It was recommended that the Board of Education approve the Agreement between Cedar Rapids Community School District and eBOARDsolutions - Simbli for the 2023-2024 School Year.

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

Record of the roll call vote for items BA-24-000/07, BA-24-001/05, BA-24-004/05, BA-24-009/07, BA-24-012/01, BA-24-111, BA-24-112, BA-24-113, BA-24-114, BA-24-115, and BA-24-116 was: Ayes: Directors Borcharding, Garlock, Humbles, Neumann, Roundtree, and Tominsky. Nays: None. Absent: Directors Merschbrock.

ADMINISTRATION

BA-24-117 Resolution - Appointing Paying Agent, Escrow Agent and Registrar and Transfer Agent, Approving the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement and Authorizing the Execution of Same, Approval of Form of Tax Exemption Certificate, Approval of Continuing Disclosure Certificate, and The Issuance and Providing for and Securing the Payment of the Bonds (Karla Hogan)

It was recommended that the Board of Education approve the Resolution - Appointing Paying Agent, Escrow Agent and Registrar and Transfer Agent, Approving the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement and Authorizing the Execution of Same, Approval of Form of Tax Exemption Certificate, Approval of Continuing Disclosure Certificate, and The Issuance and Providing for and Securing the Payment of the Bonds.

Upon motion by Director Cindy Garlock and seconded by Director Marcy Rountree the Board moved that the Resolution - Appointing Paying Agent, Escrow Agent and Registrar and Transfer Agent, Approving the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement and Authorizing the Execution of Same, Approval of Form of Tax Exemption Certificate, Approval of Continuing Disclosure Certificate, and The Issuance and Providing for and Securing the Payment of the Bonds.

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

BA-24-118 Fiscal Year 2023 Financial Highlights (Karla Hogan)

The financial highlights of Fiscal Year 2022-2023 are provided in the exhibit as required by Board Regulation 703.2. District revenues from all funds totaled \$326,258,153 while District expenditures from all funds totaled \$307,434,977. Preliminary numbers show the General Fund Unspent Balance (spending authority) improved from \$30.6 million at the end of FY2022 to \$30.9 million at the end of FY2023. The General Fund, "Fund Balance" saw an increase from \$39.6 million to \$42.9 million over the same period. The solvency ratio increased from 15.75% to 16.80%. Fund reserve trends as of June 31, 2023 are included for all other funds in the exhibit. Information Item.

LEARNING AND LEADERSHIP

BA-24-119 Paraprofessional Staffing and Hiring Update (Darius Ballard)

The Administration will describe the current paraprofessional staffing and hiring for the Cedar Rapids Community School District, interpret the data for root causes, and discuss next steps. Information Item.

President Tominsky adjourned the meeting at 6:32 PM.

By: Ryan Rydstrom, Board Secretary

Board of Education approved Record of Proceedings on November 20, 2023 and I hereby declare these minutes as part of the permanent record of the District.

By _____
Board President

ATTEST _____
Ryan Rydstrom, Board Secretary