

**MINUTES**  
**WORK SESSION 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, December 11, 2023 @ 4:30 p.m.**

**ATTENDANCE**

President Cindy Garlock; Directors Jennifer Borcharding, Kaitlin Byers, Nancy Humbles, Jennifer Neumann, Marcy Roundtree and David Tominsky.

Also present: Comfort Akwaji-Anderson, Darius Ballard, Craig Barnum, Tawana Grover, Karla Hogan, Linda Reysack, Ryan Rydstrom, Karinne Tharaldson, Mark Timmerman  
Special Guests: State Senators Molly Donahue and Todd Taylor and State Representatives Jeff Cooling and Tracy Ehlert.

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

**APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, December 11, 2023, Board of Education Work Session - Legislative Priorities be approved as set forth, and that each item is considered ready for discussion and/or action.

Upon motion by Director David Tominsky and second by Director Nancy Humbles, the Board approved the agenda of Monday, December 11, 2023, Board of Education Work Session - Legislative Priorities be approved as set forth, and that each item is considered ready for discussion and/or action.

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

Director Roundtree entered at 4:42 p.m.

**WORK SESSION**

**Cedar Rapids Community School District Board of Education Legislative Priorities**

The Cedar Rapids Community School District Board of Education discussed its legislative priorities for the 2024 legislative session. State-level representatives and legislatures joined the Board of Education during the work session. Information Item.

President Garlock adjourned the meeting at 5:06 PM.

By: Ryan Rydstrom, Board Secretary

Board of Education approved Record of  
Proceedings on January 8, 2024  
and I hereby declare these minutes as  
part of the permanent record of the District.

By \_\_\_\_\_  
Cindy Garlock, Board President

ATTEST \_\_\_\_\_  
Ryan Rydstrom, Board Secretary

**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, December 11, 2023 @ 5:30 p.m.**

**ATTENDANCE**

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

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

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

**APPROVAL OF AGENDA**

It was recommended that the agenda of Monday, December 11, 2023, Board of Education Meeting, and that each item is considered ready for discussion and/or action.

Director David Tominsky motioned to amend the Personnel Report by changing "Termination - Salaried Staff" to "Resignation - Salaried Staff". Director Jennifer Borcharding seconded the motion.

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

Upon motion by Director David Tominsky and seconded by Jennifer Borcharding, the Board approved the amended agenda for Monday, December 11, 2023, Board of Education Regular Meeting and that each item is considered ready for discussion and/or action.

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

**SUPERINTENDENT'S REPORT**

Dr. Grover provided a reminder of winter break, previewed her holiday message, shared information on the upcoming CRCSD's job fair, congratulated students on signing to be Patient Care Technicians at UnityPoint-St. Luke's, provided an update of the future-ready facilities plan, and communicated about Instructional Empowerment.

**BOARD REPORTS**

President Garlock expressed her appreciation to the Board of Directors for their work on December 1, 2023, in a quarterly Work Session retreat. She reviewed the discussed Board Governance, Superintendent and Board relationship, Board calendar and committee structure, and strategic plan updates.

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

Magee, D.T., IASB Association, 6000 Grande Ave Suite A, Des Moines, IA, Thank you and IASB's legislative priorities.

**CONSENT AGENDA**

i. Approval of Minutes

It was recommended that the Board of Education approve the Minutes from the Board Meeting held on November 20, 2023, and the Special Board Work Session on December 1, 2023.

ii. Personnel Report

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

<b>APPOINTMENTS - SALARIED STAFF</b>			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Buck, Makayla	\$2,016.00	MN Basketball MS Assistant (Temp Contract) Roosevelt	2023-2024 School Year
Hafner, Ethan	\$2,016.00	MN Basketball MS Assistant (Temp Contract) Roosevelt	2023-2024 School Year
Jacobi, Elizabeth	\$140,000.00	Chief Compliance Officer ELSC	11/27/2023
Mallie, Katie	\$66,460.00	3rd Grade/Strat I Garfield/Arthur	11/30/2023
Miller, Aaron	\$3,361.00	MN Track MS Wilson	2023-2024 School Year
<b>CHANGE OF GRADE/POSITION - SALARIED STAFF</b>			
<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Carnes, Zoe	\$45,500.00	Sped Interventionist CRA	11/13/2023
Carpenter, Laura	\$54,960.00	1st Grade Maple Grove	11/27/2023
Chismar, Michael	\$9,655.00	Baseball Head Jefferson	2023-2024 School Year
<b>RESIGNATIONS - SALARIED STAFF</b>			
<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Muzo, Rama	Personal	Bilingual Family Liaison ELSC	11/13/2023

**TERMINATION – SALARIED STAFF RESIGNATIONS - SALARIED STAFF**

<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Davis, Jason	Personal	Football Assistant Washington	2024-2025 School Year
Slings, Melinda	Personal	Volleyball Assistant Kennedy	2024-2025 School Year

**APPOINTMENTS - HOURLY STAFF**

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Abdelhamid, Haifa	\$15.10	Food Service Asst Cleveland	11/27/2023
Bradshaw, Mary	\$15.10	Food Service Asst Truman	11/27/2023
Buchanan, Laura	\$15.45	Bus Attendant ELSC	11/27/2023
Fisher, Trey	\$15.10	Paraprofessional Jefferson	11/27/2023
Gingrich, Angela	\$16.77	Accounting Clerk II ELSC	11/27/23
Glover, Trinity	\$15.10	Paraprofessional Roosevelt	11/14/2023
Hulen, Sherry	\$15.10	Food Service Asst Franklin	12/4/2023
Jackson, Chloe	\$15.10	Paraprofessional West Willow	11/20/23
McElwee, Joseph	\$15.80	Paraprofessional McKinley	11/14/2023
Reutzell, Stacy	\$15.30	Paraprofessional Grant Wood	11/11/2023
Rohret, Rikki	\$15.45	Paraprofessional Erskine	11/27/2023
Ridler, Andy	\$19.37	Cust II Floater ELSC	11/27/2023
Saari, Kyrstian	\$16.77	Health Secretary Johnson	11/27/2023

Veenstra, Kylee	\$15.10	Paraprofessional Hiawatha	11/20/2023
Yemba, Nadine	\$15.10	Food Service Asst Kennedy	12/4/2023

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

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Bierbaum, Emily	\$20.55	Behavior Tech Harrison	11/11/2023
Dittmar, Meghan	\$19.39	Secondary Mgr Jefferson	11/25/2023
Jordan, Amy	\$15.38	Cashier Franklin	11/25/2023
Melton, Richard	\$21.26	Bus Driver ELSC	11/25/2023
Mettlin, Keely	\$15.10	Food Service Assistant Franklin	11/25/2023
Peterson, Dean	\$33.50	Carpenter II ELSC	12/9/23
Wymore, Nancy	\$18.18	Van Driver ELSC	11/25/2023

**RESIGNATIONS - HOURLY STAFF**

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Belthuis, Parker	Personal	Paraprofessional Nixon	11/16/2023
Binger, Maraya	Personal	Paraprofessional Kennedy	11/15/2023
Bryant, Kayleigh	Personal	Paraprofessional Cedar River Academy	11/21/2023
Carte, Courtney	Personal	Food Service Asst Kenwood	11/17/2023
Comisky, Kim	Personal	Secretary Hiawatha	11/17/2023
Cox, Robyn	Personal	Secretary ELSC	12/4/2023

Dawson, Terry	Personal	Driver ELSC	11/10/2023
Delabra, Yohaxin	Personal	Paraprofessional Nixon	11/22/2023
Gatto, Marcia	Personal	Custodian ELSC	1/5/2024
Johnson, Alyssa	Personal	Paraprofessional West Willow	11/28/2023
Kelley, Jessica	Personal	Counselor Secretary Wilson	1/12/2023
Kinkaidd, Clare	Personal	Paraprofessional Kenwood	11/28/2023
McKinnon, Destiny	Personal	Paraprofessional Johnson	11/21/2023
Moore, Beverly	Personal	Paraprofessional Kennedy	11/17/2023
Robinson, Jessica	Personal	Paraprofessional Hiawatha	11/24/2023
Suesens, Nicole	Personal	Paraprofessional Van Buren	11/03/2023
Yared, Karine	Personal	Asst Manager Kenwood	11/14/2023
<b>RESIGNATIONS RESCINDED - HOURLY STAFF</b>			
<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Knight, Christine		Secondary Manager Jefferson	11/17/2023
<b>RETIREMENTS - HOURLY STAFF</b>			
<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Marshall, Carol (originally set for 12/29/2023)		Food Service Asst Grant	12/9/2023
<b>TERMINATIONS - HOURLY STAFF</b>			
<u>Name</u>		<u>Assignment</u>	<u>Effective Date</u>
Yancey, David		Paraprofessional Jefferson	11/21/2023

<b>EDUCATIONAL REIMBURSEMENT</b>			
<u>Name</u>	<u>Reimbursement Amount</u>	<u>Block</u>	<u>Effective Date</u>
Dillon, Shawna	\$629.34	Block 2 EDU 331	11/29/2023
Schaefer, Kara	\$599.00	Block 2 EDU 246	11/20/2023
Siefken, Susan	\$1,395.00	Block 2 EDU 246	11/29/2023

iii. Purchasing Tabulation - Jefferson HS Indoor Turf

It was recommended that the Board of Education approve the Purchasing Tabulation - Jefferson HS Indoor Turf for the 2023-2024 School Year.

iii. Agreement - Cedar Rapids Community School District and alliantgroup, LP - 2023-2024 School Year

It was recommended that the Board of Education approve the Agreement with alliantgroup, LP for the consulting services to assist with the planning and submission of the application for credits as it pertains to the Inflation Reduction Act.

iv. Purchasing Tabulation - Musical Instruments - 2023 - 2024 School Year

It was recommended that the Board of Education approve the Purchasing Tabulation - Musical Instruments for the 2023 - 2024 school year.

v. Agreement - Student Nurse Field Experience - 2023-2024 School Year

It is recommended that the Board of Education approve the Student Nurse/Field Experience Agreement for Allen College for the 2023-2024 School Year.

vi. Agreement - Cedar Rapids Community School District and Rick Nolan - Cash Rent Farm Lease -2025-2025 School Year

It was recommended that the Board of Education approve the Lease Agreement for 2024 - Cedar RapidsCommunity School District and Rick Nolan - Cash Rent Farm Lease.

vii. Preliminary Approval – Washington High School – Roof Replacement Project - 2024-2025 SchoolYear

It was recommended that the Board of Education approve the Preliminary Documents and Schedule for the Washington High School – Roof Replacement Project.

viii. Final Approval – Roof Improvements - Jefferson High School - Certificate of Substantial Completion - 2023-2024 School Year

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 -- 2023-24 Roof Improvements - Jefferson High School.



ix. Agreement - Cedar Rapids Community School District & Armstrong Group - 2023-2024 School Year

It was recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and the Armstrong Group.

x. Purchasing Register - RFP: Safe and Secure Learning Environment Consulting Services 2023-2024 School Year

It was recommended that the Board of Education approve the Purchasing Register - RFP: Safe and Secure Learning Environment Consulting Services for the 2023-2024 School Year.

xi. Final Approval - 2023-24 Roof Improvements - Taft Middle School - Certificate of Substantial Completion

It was recommended that the Board of Education approve the Certificate of Substantial Completion and approval of payment of the retainage pay application for Cedar Rapids Community School District -- 2023-24 Roof Improvements - Taft Middle School.

Upon motion by Director David Tominsky and seconded by Director Kaitlin Byers, the Board approved the Consent Agenda.

The record of the roll call vote: Ayes: Directors Borcharding, Byers, Garlock, Humbles, Roundtree, and Tominsky. Nays: None. Absent: Director Neumann.

## **LEARNING AND LEADERSHIP**

### **CrisisGo Informational Presentation**

CrisisGo is a technology platform to enhance safety and security measures in our learning environments. With this platform, we can monitor and track any suspicious activity in real-time, and the system will automatically alert the relevant authorities in case of any threat. We have also implemented a comprehensive training program for our staff to ensure they are well-equipped to use the platform and respond to emergencies. Information Item.

### **Proposed SY 2024-2025 Calendar**

Representatives of the Calendar Committee shared the proposed 2024-2025 School Year Calendar and outlined the process used by the Committee. Following the meeting and pending Board discussion, the administration will share the draft calendar with CRCSD staff and the community for additional feedback. A Public Hearing with a final calendar recommendation from the Superintendent will be presented and held during the Monday, January 8, 2024, Board of Education Meeting. Information Item.

**ADMINISTRATION**

**Approval of Request of School Budget Review Committee (SBRC) for Additional Allowable Growth: On Time Funding for Increased Enrollment, Unfunded English Learner (EL) Costs and Open Enrollment Students not Included in Previous Year's Enrollment.**

It was recommended that the Board of Education approve the request of School Budget Review Committee (SBRC) for Additional Allowable Growth: On Time Funding for Increased Enrollment, Unfunded English Learner (EL) Costs and Open Enrollment Students not Included in Previous Year's Enrollment.

Upon motion by Director Jennifer Borcharding and seconded by Director Nancy Humbles, the Board moved to approve the Request for the School Budget Review Committee to seek Additional Allowable Growth for On-Time Funding for Increased Enrollment of \$1,375,827, Unfunded English Learner (EL) Costs of \$356,020 and Open Enrollment Students not Included in Previous Year's Enrollment Count of \$2,873,260.

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

President Garlock adjourned the meeting at 6:11 PM.

By: Ryan Rydstrom, Board Secretary

Board of Education approved Record of Proceedings on January 8, 2024 and I hereby declare these minutes as part of the permanent record of the District.

By \_\_\_\_\_  
Cindy Garlock, Board President

ATTEST \_\_\_\_\_  
Ryan Rydstrom, Board Secretary