



Board of Education Regular Meeting

01/08/2024 05:30 PM

Educational Leadership and Support Center (ELSC)

Board Room



2500 Edgewood RD NW Cedar Rapids Iowa 52405

AGENDA



Cedar Rapids Community School District

Every Learner. Future Ready.

| | |
|--|----|
| I. Call to Order | 5 |
| II. Approval of Agenda | 6 |
| It is recommended that the Board of Education approves the agenda of Monday, December 11, 2023, the Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action. | |
| III. Public Hearing | 7 |
| i. 2024-2025 School Calendar | 8 |
| ii. Public Hearing – Kingston Stadium – ADA Locker Room Upgrades Project | 9 |
| IV. Addressing the Board, Communications, Delegations, Petitions | 10 |
| The Board of Education encourages, appreciates, and welcomes input from the community. If you wish to address the School Board, you may be given an opportunity to do so during scheduled “Public Hearings” and/or “Communications, Delegations, & Petitions”. | |
| V. Superintendent Report | 12 |
| VI. Board of Directors Report | 13 |
| VII. Consent Items | 14 |
| i. Approval of Minutes  | 15 |
| It is recommended that the Board of Education approve the Minutes from the Board Meeting held on December 11, 2023. | |
| ii. Approval of Claims Report - November 2023  | 26 |
| It is recommended that the Board of Education approve the Claims Report and Ratify the | |

List of Paid Bills and Payrolls for the period ending November 30, 2023.

- iii. Investment Report - November 2023  33
- iv. Statement of Receipts, Disbursements, and Cash Balances Report - November 2023  35
It is recommended that the Board of Education approve the Statement of Receipts, Disbursements, and Cash Balances Report for the month of November 2023.
- v. Personnel Report  37
It is recommended that the Board of Education approve the Personnel Report.
- vi. Agreement - Cedar Rapids Community School District & Novus Insight  46
It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Novus Insight - Magnet School Lottery Services for the 2024-2025 School Year.
- vii. Amended Agreement - Cedar Rapids Community School District and University of Dubuque - Section 127 - Education Assistance Plan  54
It is recommended that the Board of Education approve the Amended Agreement between the Cedar Rapids Community School District and the University of Dubuque for Section 127 - Education Assistance Plan.
- viii. Approval – 2023/24 New Elementary at the Arthur ES Site Project (Trailside Elementary) - Change Order #5  70
It is recommended that the Board of Education approve change order #5 to Larson Construction for the 2023/24 New Elementary at the Arthur ES Site Project (Trailside Elementary).
- ix. Agreement – Cedar Rapids Community School District and Coe College - Data Sharing & Use - 2023-2024 School Year  72
It is recommended that the Board of Education approve the Data Sharing and Use Agreements between the Cedar Rapids Community School District and Coe College for the 2023-2024 School Year.
- x. Agreement - Cedar Rapids Community School District and School-Based Health Alliance  77
It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and School-Based Health Alliance.
- xi. Agreement - Cedar Rapids Community School District and Melissa Summers: Teaching Artist Residency - 2023-2024 School Year  83
It is recommended that the Board of Education approve Melissa Summer’s mentoring and teaching artist residency services for Johnson STEAM Academy between 1/8/24 - 2/29/24.
- xii. Purchasing Tabulation - Micro School Buses - 2023-2024 School Year  85
It is recommended that the Board of Education approve the Purchasing Tabulation - Micro School Buses for the 2023-2024 School Year.

| | |
|---|------------|
| xiii. Agreement - Cedar Rapids Community School District and CrisisGo - 2023-2024 School year | 87 |
| It is recommended that the Board of Education approve the agreement between Cedar Rapids Community School District and CrisisGo. | |
| xiv. Preliminary Approval – Kingston Stadium – ADA Locker Room Upgrades Project | 95 |
| It is recommended that the Board of Education approve the Preliminary Documents and Schedule for the Kingston Stadium –ADA Locker Room Upgrades Project. | |
| xv. Purchasing Tabulation - Kennedy HS Show Choir Nationals | 97 |
| It is recommended that the Board of Education approve the Purchasing Tabulation - Kennedy HS Show Choir Nationals for the 2023-2024 School Year. | |
| xvi. Tabulation - Staff Chromebooks – for Elementary School Teachers, Administrators, Meet and Confer Groups | 100 |
| It is recommended that the Board of Education approve the Purchasing Tabulation for Staff Chromebooks – for Elementary School Teachers, Administrators, Meet and Confer Groups. | |
| VIII. Action Items | 102 |
| i. Resolution – At Risk/Dropout Prevention Funding – 2024-2025 School Year | 103 |
| It is recommended that the Board of Education approve the Resolution - Modified Supplemental Aid Application for Drop-Out/At-Risk Prevention for the 2024-2025 School Year. | |
| ii. Approval - 2024-2025 School Year Calendar | 107 |
| It is recommended that the Board of Education approve the 2024-2025 School Year Calendar. | |
| IX. Learning and Leadership Work Session | 109 |
| Executive Cabinet members, along with other CRCSD employees and stakeholders, provide pertinent informational updates regarding action steps within CRCSD's strategic plan. | |
| i. Office of Academics and Instructional Empowerment | 110 |
| X. Adjournment | 111 |

It is the policy of the Cedar Rapids Community School District not to discriminate in educational programs and/or activities on the basis of race, creed, color, gender, sex, sexual orientation, marital status, gender identity, socioeconomic status, national origin, religion, disability, age (except for permitting/prohibiting students to engage in certain activities) or genetic information and in employment opportunities on the basis of age, race, creed, color, gender, sex, sexual orientation, gender identity, national origin, religion, disability or genetic information. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Darius Ballard, Chief of Human Resources, Educational Leadership and Support Center, 2500 Edgewood Rd NW, Cedar Rapids, IA, (319) 558-2000.



I. Call to Order



II. Approval of Agenda

Contact Person

Ryan Rydstrom

Recommended Action

It is recommended that the Board of Education approves the agenda of Monday, December 11, 2023, the Board of Education meeting be approved as set forth, and that each item is considered ready for discussion and/or action.



III. Public Hearing

III. i. 2024-2025 School Calendar

Contact Person

Dr. Tawana Grover/Ryan Rydstrom

Summary

A Public Hearing is being held to receive comments regarding the proposed 2024-2025 School Year Calendar for the Cedar Rapids Community School District.

After the Board considers any written or oral objections presented, the recommended Board action is to give final approval to the administration's recommendation regarding the 2024-2025 School Year Calendar.

III. ii. Public Hearing – Kingston Stadium – ADA Locker Room Upgrades Project

Contact Person

Karla Hogan

Details

Pursuant to notices published in The Cedar Rapids Gazette, a hearing must be held at 5:30 p.m. on January 8, 2024, for the purpose of receiving any objections to the adoption of prepared drawings, specifications, form of contract, and total estimated cost for Kingston Stadium –ADA Locker Room Upgrades Project. If no objections are presented and sustained, the recommended board action is to give final approval to the drawings, specifications, form of contract, and total estimated cost for this project.

IV. Addressing the Board, Communications, Delegations, Petitions

Contact Person

Ryan Rydstrom - Board Secretary

Quick Summary / Abstract

The Board of Education encourages, appreciates, and welcomes input from the community. If you wish to address the School Board, you may be given an opportunity to do so during scheduled “Public Hearings” and/or “Communications, Delegations, & Petitions”.

Details

Complete a “Request to Address the Board” form (located on the information table at the Board meeting) and hand it to the Board Secretary **prior** to the meeting. Most meetings begin at 5:30 p.m.

Limit your remarks to five minutes or less, unless otherwise prescribed by the Board President.

When your name is called by the Board President/Board Secretary, please step to the podium, and clearly state your name, address and the organization if you represent (if any) for the record.

If you choose not to speak when called, your time may not be yielded to another speaker.

Refrain from making personal verbal attacks on members of the Board or other citizens, as well as using vulgar language during remarks.

We ask that the audience and speakers refrain from outbursts as a matter of respect for all in attendance. The Board has zero tolerance for profanity, vulgarity, demeaning language, or threats of any kind.

Confidential student or staff information will not be shared in a public meeting. Speakers will be asked to refrain from using personal names and information during public comment.

If disruptive, the individual making comments or other individuals causing disruption may be asked to leave the Board meeting. Any defamatory comments made during public comment are the sole responsibility of the individual making those comments and could subject the individual to legal action.

Information brought forth will receive consideration during any relevant future decision-making process involving the subject matter of the presentation.

In order to abide by the Open Meetings Law, there will be no dialogue between School Board members and the public at Board Meetings except to clarify the nature of questions or comments.

Once you have completed your remarks, you are welcome to leave the meeting.

Community members are welcome to submit their written comments to the School Board

@ boardmembersdl@crschools.us(<https://simbli.eboardsolutions.com/SU/hhPf8lEx3Coh79xqudriSQ>)

The President shall be responsible for the orderly conduct of the meeting, including termination of presentations that are inappropriate, discourteous, or too lengthy. If there are several speakers on the same topic, the President may limit the number of presenters, the length of time devoted to the topic, and/or the length of time per speaker. The Board President has the authority to declare a recess at any time.

Please remember, while this is a meeting held in the public, it is not a public meeting. Questions addressed to the School Board will be referred to the appropriate District personnel and will receive a reply at a later time.

Persons attending the Board meetings are requested to practice good conduct. All persons will be treated with respect and disruptive behavior will not be tolerated. Visitors conducting themselves in disorderly manner may be barred from further participation in the meeting and removed from the premise by a peace officer.



V. Superintendent Report

Contact Person

Dr. Tawana Grover



VI. Board of Directors Report



VII. Consent Items

VII. i. Approval of Mintues

Contact Person

Ryan Rydstrom


Recommended Action


It is recommended that the Board of Education approve the Minutes from the Board Meeting held on December 11, 2023.

Rationale

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.

Supporting Documents

 Minutes 12.11.2023 - Regular Meeting

 Minutes 12.11.2023 - Work Session

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.

| APPOINTMENTS - SALARIED STAFF | | | |
|--|-------------------------|--|-----------------------|
| <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 |
| CHANGE OF GRADE/POSITION - SALARIED STAFF | | | |
| <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 |
| RESIGNATIONS - SALARIED STAFF | | | |
| <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 |
| | | | |
| Reutzl, 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 |
| | | | |
| RESIGNATIONS RESCINDED - HOURLY STAFF | | | |
| <u>Name</u> | | <u>Assignment</u> | <u>Effective Date</u> |
| Knight, Christine | | Secondary Manager Jefferson | 11/17/2023 |
| | | | |
| RETIREMENTS - HOURLY STAFF | | | |
| <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 |
| | | | |
| TERMINATIONS - HOURLY STAFF | | | |
| <u>Name</u> | | <u>Assignment</u> | <u>Effective Date</u> |
| Yancey, David | | Paraprofessional Jefferson | 11/21/2023 |
| | | | |

| EDUCATIONAL REIMBURSEMENT | | | |
|----------------------------------|-----------------------------|-----------------|-----------------------|
| <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

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

VII. ii. Approval of Claims Report - November 2023

Contact Person

Karla Hogan

Recommended Action

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

Details

The Approval of Claims Report is required by Iowa Code sections 279.29 and 279.30 and Board Regulation 704.1. Claims for the period of November 1 – 30, 2023 totaled \$19,154,446.04.

Supporting Documents



2023.11 List of Paid Bills

**Cedar Rapids Community School District
Summary of Expenditures and Payroll for Month Ending November 30, 2023**

| | General Fund (10) | Student Activity Fund (21) | Management Fund (22) | Capital Projects Funds (33,36,40) | Food and Nutrition Fund (61) | Day Care Fund (62) | Total All Funds |
|------------------------------------|------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| Period Ending 11/03 | \$ 29,785.85 | \$ - | \$ 12,363.00 | \$ 415.00 | \$ - | \$ - | \$ 42,563.85 |
| Period Ending 11/10 | 29,959.69 | - | - | 190.00 | - | - | 30,149.69 |
| Period Ending 11/17 | 23,790.93 | - | - | 590.00 | - | - | 24,380.93 |
| Period Ending 11/24 | 26,188.38 | - | - | 4,138.16 | - | - | 30,326.54 |
| Period Ending 11/30 | 6,631,425.68 | 52,564.57 | 105,424.00 | 4,047.16 | 213,230.50 | - | 7,006,691.91 |
| Approved Warrants and Voids | | | | | | | |
| Period Ending 11/03 | \$ 986,813.04 | \$ 25,510.95 | \$ - | \$ 364,454.92 | \$ 142,325.41 | \$ - | \$ 1,519,104.32 |
| Period Ending 11/10 | 385,616.96 | 56,238.34 | 32,418.08 | 118,836.24 | 156,198.22 | - | 749,307.84 |
| Period Ending 11/17 | 590,290.34 | 20,402.68 | 40,802.60 | 166,204.97 | 139,455.18 | - | 957,155.77 |
| Period Ending 11/24 | 280,941.05 | 40,220.23 | - | 218,357.34 | 177,445.43 | - | 716,964.05 |
| Period Ending 11/30 | 62,352.94 | (432.00) | 66.36 | - | 1,246.95 | - | 63,234.25 |
| | \$ 9,047,164.86 | \$ 194,504.77 | \$ 191,074.04 | \$ 877,233.79 | \$ 829,901.69 | \$ - | \$ 11,139,879.15 |
| Payrolls - Net | <u>7,689,752.03</u> | <u>3,420.48</u> | <u>-</u> | <u>-</u> | <u>321,394.38</u> | <u>-</u> | <u>8,014,566.89</u> |
| Total Expenditures | <u>\$ 16,736,916.89</u> | <u>\$ 197,925.25</u> | <u>\$ 191,074.04</u> | <u>\$ 877,233.79</u> | <u>\$ 1,151,296.07</u> | <u>\$ -</u> | <u>\$ 19,154,446.04</u> |

Note: Individual transactions can be viewed on the Cedar Rapids Community School District website under Departments - Accounting and Budgeting.

BA-24-001/07.1

**Cedar Rapids Community School District
List of Paid Bills for Period Ending
November 3, 2023**

| | <u>General Fund (10)</u> | <u>Student Activity Fund (21)</u> | <u>Management Fund (22)</u> | <u>Capital Projects Funds (33,36,40)</u> | <u>Food and Nutrition Fund (61)</u> | <u>Day Care Fund (62)</u> | <u>Total All Funds</u> |
|---|-------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| EFT FILE | \$ 29,785.85 | \$ - | \$ 12,363.00 | \$ 415.00 | \$ - | \$ - | \$ 42,563.85 |
| Approved Warrants and Voids (Entered By Batch) | | | | | | | |
| Warrants | \$ 986,813.04 | \$ 25,510.95 | \$ - | \$ 364,454.92 | \$ 142,325.41 | \$ - | \$ 1,519,104.32 |
| Total | <u><u>\$ 1,016,598.89</u></u> | <u><u>\$ 25,510.95</u></u> | <u><u>\$ 12,363.00</u></u> | <u><u>\$ 364,869.92</u></u> | <u><u>\$ 142,325.41</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 1,561,668.17</u></u> |

BA-24-00107.2

**Cedar Rapids Community School District
List of Paid Bills for Period Ending
November 10, 2023**

| | <u>General Fund (10)</u> | <u>Student Activity Fund (21)</u> | <u>Management Fund (22)</u> | <u>Capital Projects Funds (33,36,40)</u> | <u>Food and Nutrition Fund (61)</u> | <u>Day Care Fund (62)</u> | <u>Total All Funds</u> |
|---|------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| EFT FILE | \$ 29,959.69 | \$ - | \$ - | \$ 190.00 | \$ - | \$ - | \$ 30,149.69 |
| Approved Warrants and Voids (Entered By Batch) | | | | | | | |
| Warrants | \$ 385,616.96 | \$ 56,238.34 | \$ 32,418.08 | \$ 118,836.24 | \$ 156,198.22 | \$ - | \$ 749,307.84 |
| Total | <u><u>\$ 415,576.65</u></u> | <u><u>\$ 56,238.34</u></u> | <u><u>\$ 32,418.08</u></u> | <u><u>\$ 119,026.24</u></u> | <u><u>\$ 156,198.22</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 779,457.53</u></u> |

BA-24-001/07.3

**Cedar Rapids Community School District
List of Paid Bills for Period Ending
November 17, 2023**

| | <u>General Fund (10)</u> | <u>Student Activity Fund (21)</u> | <u>Management Fund (22)</u> | <u>Capital Projects Funds (33,36,40)</u> | <u>Food and Nutrition Fund (61)</u> | <u>Day Care Fund (62)</u> | <u>Total All Funds</u> |
|---|------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| EFT FILE | \$ 23,790.93 | \$ - | \$ - | \$ 590.00 | \$ - | \$ - | \$ 24,380.93 |
| Approved Warrants and Voids (Entered By Batch) | | | | | | | |
| Warrants | \$ 590,290.34 | \$ 20,402.68 | \$ 40,802.60 | \$ 166,204.97 | \$ 139,455.18 | \$ - | \$ 957,155.77 |
| Total | <u><u>\$ 614,081.27</u></u> | <u><u>\$ 20,402.68</u></u> | <u><u>\$ 40,802.60</u></u> | <u><u>\$ 166,794.97</u></u> | <u><u>\$ 139,455.18</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 981,536.70</u></u> |

BA-24-00107.4

**Cedar Rapids Community School District
List of Paid Bills for Period Ending
November 24, 2023**

| | <u>General Fund (10)</u> | <u>Student Activity Fund (21)</u> | <u>Management Fund (22)</u> | <u>Capital Projects Funds (33,36,40)</u> | <u>Food and Nutrition Fund (61)</u> | <u>Day Care Fund (62)</u> | <u>Total All Funds</u> |
|---|------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| EFT FILE | \$ 26,188.38 | \$ - | \$ - | \$ 4,138.16 | \$ - | \$ - | \$ 30,326.54 |
| Approved Warrants and Voids (Entered By Batch) | | | | | | | |
| Warrants | \$ 280,941.05 | \$ 40,220.23 | \$ - | \$ 218,357.34 | \$ 177,445.43 | \$ - | \$ 716,964.05 |
| Total | <u><u>\$ 307,129.43</u></u> | <u><u>\$ 40,220.23</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 222,495.50</u></u> | <u><u>\$ 177,445.43</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 747,290.59</u></u> |

BA-24-001/07.5

**Cedar Rapids Community School District
List of Paid Bills for Period Ending
November 30, 2023**

| | <u>General Fund (10)</u> | <u>Student Activity Fund (21)</u> | <u>Management Fund (22)</u> | <u>Capital Projects Funds (33,36,40)</u> | <u>Food and Nutrition Fund (61)</u> | <u>Day Care Fund (62)</u> | <u>Total All Funds</u> |
|---|-------------------------------|---|---------------------------------|--|---|-------------------------------|--------------------------------|
| Electronic Payments | | | | | | | |
| ACH Payments | 6,631,425.68 | 52,564.57 | 105,424.00 | 4,047.16 | 213,230.50 | - | 7,006,691.91 |
| Approved Warrants and Voids (Entered By Batch) | | | | | | | |
| Warrants | \$ - | \$ 28.00 | \$ - | \$ - | \$ - | \$ - | \$ 28.00 |
| Payroll Deduction | 72,206.84 | - | 66.36 | - | 1,246.95 | - | 73,520.15 |
| Voids | (9,853.90) | (460.00) | - | - | - | - | (10,313.90) |
| Total | <u><u>\$ 6,693,778.62</u></u> | <u><u>\$ 52,132.57</u></u> | <u><u>\$ 105,490.36</u></u> | <u><u>\$ 4,047.16</u></u> | <u><u>\$ 214,477.45</u></u> | <u><u>\$ -</u></u> | <u><u>\$ 7,069,926.16</u></u> |

BA-24-001/07.6

VII. iii. Investment Report - November 2023

Contact Person

Karla Hogan

Details

The Investments Report summarizes investment transactions for the month of November 2023. Investments purchased during the month totaled \$16,079,029.18 and investments redeemed during the month totaled \$11,000,000. The current interest rate for US Bank is 5.240%, in comparison to 3.58% at US Bank in November 2022. The current interest rate for Iowa Schools Joint Investment Trust (ISJIT) for November 2023 is 5.064%, in comparison to 3.455% in November 2022.

Supporting Documents



2023.11 Investments (1)

INVESTMENTS - November 2023

BA-24-005/07.1

| | | | | <u>TOTAL INVEST</u> (Purchases) | <u>TOTAL REDEEM</u> (Maturities) | |
|---|-------------------|----|---------------|------------------------------------|-------------------------------------|--------------|
| <u>General fund</u> | | | | | | |
| Redeem | November 9, 2023 | \$ | 3,500,000.00 | US Bank | - | 3,500,000.00 |
| Invest | November 17, 2023 | \$ | 12,500,000.00 | US Bank | 12,500,000.00 | - |
| Redeem | November 22, 2023 | \$ | 7,500,000.00 | US Bank | - | 7,500,000.00 |
| Interest | November 30, 2023 | \$ | 59,166.25 | ISJIT November'23 Int | 59,166.25 | - |
| Fund Total | | | | \$ 12,559,166.25 | \$ 11,000,000.00 | |
| <u>Management Fund</u> | | | | | | |
| Invest | November 17, 2023 | \$ | 1,500,000.00 | US Bank | 1,500,000.00 | - |
| Fund Total | | | | \$ 1,500,000.00 | \$ - | |
| <u>Student Activity Fund</u> | | | | | | |
| Interest | November 30, 2023 | \$ | 6,631.07 | US Bank | 6,631.07 | - |
| Fund Total | | | | \$ 6,631.07 | \$ - | |
| <u>Food & Nutrition Fund</u> | | | | | | |
| N/A | | | | - | - | |
| Fund Total | | | | \$ - | \$ - | |
| <u>Daycare Fund</u> | | | | | | |
| Interest | November 30, 2023 | \$ | - | US Bank | 6,011.78 | - |
| Fund Total | | | | \$ 6,011.78 | \$ - | |
| <u>Secure an Advanced Vision for Education Fund (SAVE)</u> | | | | | | |
| Invest | November 9, 2023 | \$ | 2,000,000.00 | US Bank | 2,000,000.00 | - |
| Interest | November 30, 2023 | \$ | 7,220.08 | US Bank | 7,220.08 | - |
| Fund Total | | | | \$ 2,007,220.08 | \$ - | |
| <u>Physical Plant & Equipment Fund (PPEL)</u> | | | | | | |
| N/A | | | | - | - | |
| Fund Total | | | | \$ - | \$ - | |
| <u>Debt Services Fund</u> | | | | | | |
| N/A | | | | - | - | |
| Fund Total | | | | \$ - | \$ - | |
| <u>GRAND TOTAL</u> | | | | \$ 16,079,029.18 | \$ 11,000,000.00 | |

VII. iv. Statement of Receipts, Disbursements, and Cash Balances Report - November 2023

Contact Person

Karla Hogan

Recommended Action

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

Details

The Statement of Receipts, Disbursements, and Cash Balances Report is required by Chapter 291 of the Code of Iowa and by Board Regulation 703.2. Cash receipts for the month ended November 30, 2023 were \$55,875,507.94 and cash disbursements were \$38,848,730.56. The investment balance on November 30, 2023 was \$98,896,284.74.

Supporting Documents



2023.11 Financial Statement

**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
STATEMENT OF RECEIPTS, DISBURSEMENTS, AND CASH BALANCES
MONTH ENDED NOVEMBER 30, 2023**

| <u>CASH</u> | <u>BALANCE</u> <u>10/31/2023</u> | <u>RECEIPTS</u> | <u>DISBURSEMENTS</u> | <u>BALANCE</u> <u>11/30/2023</u> |
|---|-------------------------------------|-------------------------|-------------------------|-------------------------------------|
| <u>General and Management Funds</u> | | | | |
| 10-General Fund | \$ 4,628,010.81 | \$ 28,476,316.85 | \$ 29,233,144.63 | \$ 3,871,183.03 |
| 22-Management Fund | 1,508,628.79 | 1,319,893.40 | 1,714,420.50 | 1,114,101.69 |
| Total - General and Management Funds | <u>6,136,639.60</u> | <u>29,796,210.25</u> | <u>30,947,565.13</u> | <u>4,985,284.72</u> |
| <u>Student Activity Fund</u> | | | | |
| 21-Student Activity Fund | 775,563.98 | 194,619.69 | 198,491.40 | 771,692.27 |
| 21-Cash on Hand | 3,900.00 | - | - | 3,900.00 |
| Total-Student Activity Fund | <u>779,463.98</u> | <u>194,619.69</u> | <u>198,491.40</u> | <u>775,592.27</u> |
| <u>Food & Nutrition Fund</u> | | | | |
| 61-Food & Nutrition Fund | 1,799,436.58 | 1,103,635.50 | 1,159,665.04 | 1,743,407.04 |
| 61-Petty Cash | 2,870.00 | - | - | 2,870.00 |
| Total - Food & Nutrition Fund | <u>1,802,306.58</u> | <u>1,103,635.50</u> | <u>1,159,665.04</u> | <u>1,746,277.04</u> |
| <u>Daycare Fund</u> | | | | |
| 62-Five Seasons Daycare Fund | 8,132.72 | - | - | 8,132.72 |
| <u>Capital Projects Funds</u> | | | | |
| 33-Secure Adv. Vision for Educ. (SAVE) Fund | 3,350,871.13 | 22,822,640.59 | 5,260,610.74 | 20,912,900.98 |
| 36-Physical Plant & Equip (PEEL) Fund | 1,081,669.80 | 994,252.20 | 322,860.65 | 1,753,061.35 |
| 40-Debt Service Fund | 397,857.21 | 964,149.71 | 959,537.60 | 402,469.32 |
| Total - Schoolhouse Funds | <u>4,830,398.14</u> | <u>24,781,042.50</u> | <u>6,543,008.99</u> | <u>23,068,431.65</u> |
| TOTAL CASH - ALL FUNDS | <u>\$ 13,556,941.02</u> | <u>\$ 55,875,507.94</u> | <u>\$ 38,848,730.56</u> | <u>\$ 30,583,718.40</u> |

INVESTMENTS

RESTRICTED INVESTMENT FUNDS

Schoolhouse Fund-Held for Bond Payments

| | | | | |
|--|-------------------------|------------------------|----------------------|-------------------------|
| 33-SAVE Fund - Sinking Funds/UMB | \$ 2,377,526.92 | \$ 1,753,839.63 | \$ - | \$ 4,131,366.55 |
| 40-Debt Service Fund - Sinking Funds/UMB | 17,329,319.23 | 1,283,444.27 | 292,586.95 | 18,320,176.55 |
| TOTAL RESTRICTED INVESTMENTS | <u>\$ 19,706,846.15</u> | <u>\$ 3,037,283.90</u> | <u>\$ 292,586.95</u> | <u>\$ 22,451,543.10</u> |

UNRESTRICTED INVESTMENT FUNDS

| | <u>BALANCE</u> <u>10/31/2023</u> | <u>PURCHASES</u> | <u>MATURITIES</u> | <u>BALANCE</u> <u>11/30/2023</u> |
|---|-------------------------------------|-------------------------|-------------------------|-------------------------------------|
| <u>General and Management Funds</u> | | | | |
| 10-General Fund | \$ 32,500,000.00 | \$ 12,500,000.00 | \$ 11,000,000.00 | \$ 34,000,000.00 |
| 10-General Fund CD's ISJIT | 14,216,124.26 | 59,166.25 | - | 14,275,290.51 |
| 22-Management Fund | 11,000,000.00 | 1,500,000.00 | - | 12,500,000.00 |
| Total - General and Management Funds | <u>57,716,124.26</u> | <u>14,059,166.25</u> | <u>11,000,000.00</u> | <u>60,775,290.51</u> |
| <u>Student Activity Fund</u> | | | | |
| 21-Student Activity Fund | 1,500,919.30 | 6,631.07 | - | 1,507,550.37 |
| <u>Food & Nutrition</u> | | | | |
| 61-Food & Nutrition Fund | 3,500,000.00 | - | - | 3,500,000.00 |
| <u>Daycare Fund</u> | | | | |
| 62-Five Seasons Daycare Fund | 1,355,328.91 | 6,011.78 | - | 1,361,340.69 |
| <u>Capital Projects Funds</u> | | | | |
| 33-Secure Adv. Vision for Educ. (SAVE) Fund | 18,709,997.63 | 2,007,220.08 | - | 20,717,217.71 |
| 36-Physical Plant & Equip (PEEL) Fund | 10,000,000.00 | - | - | 10,000,000.00 |
| 40-Debt Service Fund | 1,034,885.46 | - | - | 1,034,885.46 |
| Total - Schoolhouse Funds | <u>29,744,883.09</u> | <u>2,007,220.08</u> | <u>-</u> | <u>31,752,103.17</u> |
| TOTAL UNRESTRICTED INVESTMENTS | <u>\$ 93,817,255.56</u> | <u>\$ 16,079,029.18</u> | <u>\$ 11,000,000.00</u> | <u>\$ 98,896,284.74</u> |

| | <u>GENERAL</u> <u>FUND</u> | <u>STUDENT</u> <u>ACTIVITY FUND</u> | <u>FOOD &</u> <u>NUTRITION FUND</u> | <u>DAYCARE</u> <u>FUND</u> | <u>CAPITAL PROJECTS</u> <u>FUND</u> | <u>ALL</u> <u>FUNDS</u> |
|------------------|-------------------------------|--|--|-------------------------------|--|----------------------------|
| BALANCES | | | | | | |
| Cash | \$ 4,985,284.72 | \$ 775,592.27 | \$ 1,746,277.04 | \$ 8,132.72 | \$ 23,068,431.65 | \$ 30,583,718.40 |
| Restricted Funds | - | - | - | - | 22,451,543.10 | 22,451,543.10 |
| Investments | 60,775,290.51 | 1,507,550.37 | 3,500,000.00 | 1,361,340.69 | 31,752,103.17 | 98,896,284.74 |
| Total | <u>\$ 65,760,575.23</u> | <u>\$ 2,283,142.64</u> | <u>\$ 5,246,277.04</u> | <u>\$ 1,369,473.41</u> | <u>\$ 77,272,077.92</u> | <u>\$ 151,931,546.24</u> |

VII. v. Personnel Report


Contact Person


Darius Ballard

Recommended Action

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

Supporting Documents

 2024 01 08 10 Personnel report

 01.08.24 - Level Changes

| APPOINTMENTS - SALARIED STAFF | | | |
|--------------------------------------|-------------------------|---|--------------------------|
| <u>Name</u> | <u>Salary Placement</u> | <u>Assignment</u> | <u>Effective Date</u> |
| Colby, Carter | \$47,410.00 | 4/5th Grade (ESSER) Cleveland | 12/18/2023 |
| Eden, Sara | \$70,500.00 | Board Sec/Exec Assistant ELSC | 12/18/2023 |
| Fry, Kris | \$2,326.00 | WM Basketball MS Assistant (Temp Contract) Harding | 2023-2024 School Year |
| Hall, Myra | \$73,160.00 | Reading Interventionist(0.5 FTE) Roosevelt | 10/2/2023 |
| Hilby, Matthew | \$2,016.00 | WM Basketball MS Assistant (Temp Contract) | 2023-2024 School Year |
| Hummell, Luke | \$5,379.00 | MN Swim Assistant Jefferson | 2023-2024 School Year |
| Jeffords, Brian | \$2,016.00 | WM Basketball MS Assistant (Temp Contract) Franklin | 2023-2024 School Year |
| Jensen, Anthony | \$3,275.00 | Debate/Speech (Metro) Metro | 2023-2024 School Year |
| Martin, Paris | \$46,000.00 | SpEd Interventionist CRA | 12/11/2023 |
| Mallicoat, Craig | \$3,878.00 | WM Wrestling MS Harding | 2023-2024 School Year |
| McDonnell, Adam | \$140,000.00 | District Activities Director ELSC | 1/8/2024 |

| | | | |
|--|-------------------------|--|-----------------------|
| Nelson, Leslie | \$2,326.00 | MN Swim MS Assistant (Temp Contract) Harding | 2023-2024 School Year |
| Neuhaus, Elizabeth | \$46,000.00 | SpEd Interventionist Harding | 12/18/2023 |
| Oxley, Breanna | \$64,660.00 | Strat I Washington | 10/24/2023 |
| Pratt, Torilynn | \$46,000.00 | SpEd Interventionist Franklin | 12/11/2023 |
| Reittinger, Carli | \$47,410.00 | Teacher 3rd Grade Van Buren | 1/8/2024 |
| Ryan, Kaylee | \$47,000.00 | SpEd Interventionist Polk | 1/3/2024 |
| Thompson, Josie | \$47,410.00 | Teacher Strat I West Willow | 1/3/2024 |
| White, Brian Jr | \$2,016.00 | WM Basketball MS Assistant (Temp Contract) Franklin | 2023-2024 School Year |
| White, Brian Jr | \$3,361.00 | Wrestling MS McKinley | 2023-2024 School Year |
| CHANGE OF GRADE/POSITION - SALARIED STAFF | | | |
| <u>Name</u> | <u>Salary Placement</u> | <u>Assignment</u> | <u>Effective Date</u> |
| Torres Duran, Benjamin | \$3,361.00 | WM Wrestling MS McKinley | 2023-2024 School Year |
| RESIGNATIONS - SALARIED STAFF | | | |
| <u>Name</u> | <u>Reason</u> | <u>Assignment</u> | <u>Effective Date</u> |

| | | | |
|---|-------------------------|----------------------------------|--------------------------|
| Davis, Jason (correction from the 12/11/2023 board agenda) | Personal | Football Assistant Washington | 2024-2025 School Year |
| Slings, Melinda (correction from the 12/11/2023 board agenda) | 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> |
| Baldwin, Danny | \$15.45 | Bus Attendant ELSC | 12/11/2023 |
| Baum, Shelby | \$19.37 | Cust II McKinley | 12/18/2023 |
| Diercks, Robin | \$15.10 | Campus Security Roosevelt | 12/18/2023 |
| Enloe, Christy | \$15.10 | Food Service Asst Kenwood | 1/3/2024 |
| Ernie, Veronica | \$15.70 | Paraprofessional Hiawatha | 1/3/2024 |
| Guastafarro, Andrew | \$15.45 | Campus Security Kennedy | 12/4/2023 |
| Holmes, Jasmine | \$15.10 | Paraprofessional Kennedy | 12/18/2023 |
| Kerr, Jared | \$15.10 | Food Service asst Franklin | 1/3/2024 |
| Leonard, Kenesha | \$15.45 | Bus Attendant ELSC | 1/3/2024 |

| | | | |
|--|-------------------------|----------------------------------|-----------------------|
| Mooney, Linda | \$15.70 | Paraprofessional CRA | 1/3/2023 |
| Morris, Danyal | \$15.10 | Paraprofessional Harrison | 12/11/2023 |
| Nassif, Angela | \$15.10 | Food Service Asst Franklin | 12/18/2023 |
| Rutledge, Sadie | \$15.10 | Paraprofessional Truman | 12/4/2023 |
| Steitzer, Catherine | \$15.70 | Paraprofessional Nixon | 12/4/2023 |
| Taylor, Elizabeth | \$15.10 | Paraprofessional Viola Gibson | 12/18/2023 |
| Thomson, Bayla | \$19.37 | Cust II Grant Wood | 12/18/2023 |
| Wallace, Anna | \$15.45 | Bus Attendant ELSC | 1/3/2024 |
| Winkie, Angela | \$15.10 | Paraprofessional Grant | 1/3/2024 |
| CHANGE OF GRADE/POSITION - HOURLY STAFF | | | |
| <u>Name</u> | <u>Salary Placement</u> | <u>Assignment</u> | <u>Effective Date</u> |
| Alcius, Emma | \$15.45 | Bus Attendant ELSC | 12/9/2023 |
| Basnet, Kul | \$21.26 | Bus Driver ELSC | 12/23/2023 |

| | | | |
|----------------------|---------|---------------------------------|------------|
| Bradshaw, Mary | \$15.10 | Food Service Asst Grant | 12/9/2023 |
| | | | |
| Cady, Misty | \$15.65 | Food Service Asst Madison | 12/23/2023 |
| | | | |
| Enloe, Christy | \$15.10 | Food Service Asst Kenwood | 1/3/2024 |
| | | | |
| Fason, Wynter | \$15.45 | Bus Attendant ELSC | 12/23/2023 |
| | | | |
| Grieder, Saori | \$16.50 | Elem Asst Mgr Madison | 12/9/2023 |
| | | | |
| Jansen, Kari | \$17.30 | Asst Mgr Maple Grove | 11/25/2023 |
| | | | |
| Kilgallon, Jaynellyn | \$15.38 | Cashier Washington | 12/23/2023 |
| | | | |
| McAtee, Terry | \$15.65 | Food Service Asst Grant Wood | 12/23/2023 |
| | | | |
| Mettlin, Keeley | \$15.10 | Food Service Asst Kenwood | 12/9/2023 |
| | | | |
| Price, Mari | \$15.35 | Food Service Asst Washington | 12/9/2023 |
| | | | |
| Reynolds, Kallie | \$21.66 | Bus Driver ELSC | 12/9/2023 |
| | | | |
| Ryon, Shannon | \$15.10 | Food Service Asst Grant | 12/9/2023 |
| | | | |
| Ryan, Mike | \$16.05 | Bus Attendant ELSC | 12/9/2023 |

| | | | |
|------------------------------------|---------------|--------------------------------|-----------------------|
| Tamayo, Marinna | \$17.30 | Asst Mgr Wilson | 12/23/2023 |
| Zeadow, Sally | \$21.66 | Bus Driver ELSC | 12/9/2023 |
| RESIGNATIONS - HOURLY STAFF | | | |
| <u>Name</u> | <u>Reason</u> | <u>Assignment</u> | <u>Effective Date</u> |
| Adams, Alisha | Personal | Paraprofessional Cleveland | 12/18/2023 |
| Arey, Shawn | Personal | Auto Mechanic ELSC | 11/29/2023 |
| Bandfield, Leah | Personal | Food Service Asst Kenwood | 11/29/2023 |
| Evans, Kaeli | Personal | Bus Attendant ELSC | 12/21/2023 |
| Fisher, Trey | Personal | Campus Security Jefferson | 11/27/2023 |
| Fitch, Kimberly | Personal | Food Service Asst Metro | 12/8/2023 |
| James, Alyssa | Personal | Secretary CRHSAR | 12/8/2023 |
| Hulen, Sherry (never started) | \$15.10 | Food Service Asst Franklin | 12/4/2023 |
| Mulholland, Tammy | Personal | Food Service Asst Roosevelt | 12/1/2023 |

| | | | |
|------------------|----------|---------------------------------|------------|
| Nejedly, Jessica | Personal | Paraprofessional Van Buren | 1/8/2023 |
| | | | |
| Rutledge, Sadie | Personal | Paraprofessional Truman | 12/7/2023 |
| | | | |
| Velazquez, Lidia | Personal | Paraprofessional CRA | 12/11/2023 |
| | | | |
| Wallace, Shelby | Personal | Paraprofessional West Willow | 12/21/2023 |

| <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>CODE</u> |
|------------------|-------------------|------------|------------------|-----------------|---------------------|------------------|----------------------|---------------------|-----------------|-------------|
| Mooberry | Jessica | 1.00 | MA+45 | \$82,443 | \$82,443 | MA+45 | \$86,565 | \$86,565 | \$4,122 | 3 |
| Thronson | Robert | 1.00 | MA | \$78,625 | \$78,625 | MA | \$82,556 | \$82,556 | \$3,931 | 3 |
| Trout | Andrew | 1.00 | MA+75 | \$80,902 | \$80,902 | MA+75 | \$84,947 | \$84,947 | \$4,045 | 3 |
| Schroeder | Janette | 1.00 | MA+60 | \$105,383 | \$105,383 | MA+60 | \$110,652 | \$110,652 | \$5,269 | 3 |
| Steffen | Andrew | 1.00 | MA | \$71,308 | \$71,308 | MA | \$74,873 | \$74,873 | \$3,565 | 3 |
| Horton | Bradley | 1.00 | MA+90 | \$89,802 | \$89,802 | MA+90 | \$94,292 | \$94,292 | \$4,490 | 3 |
| Horton | Jennifer | 1.00 | MA+90 | \$95,009 | \$95,009 | MA+90 | \$99,759 | \$99,759 | \$4,750 | 3 |
| Sofranko | Molly | 1.00 | MA+30 | \$79,130 | \$79,130 | MA+30 | \$83,087 | \$83,087 | \$3,957 | 3 |
| Jones | Amy | 1.00 | PHD | \$77,668 | \$77,668 | PHD | \$81,551 | \$81,551 | \$3,883 | 3 |

| |
|---|
| 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 |

VII. vi. Agreement - Cedar Rapids Community School District & Novus Insight

Contact Person

Karinne Tharaldson

Recommended Action

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Novus Insight - Magnet School Lottery Services for the 2024-2025 School Year.

Details

Novus Insights provides Cedar Rapids Community School District the application and lottery services. The proposal encompasses three lotteries for six schools within the District (three elementaries, two middle, and one high school). Pricing encompasses managing each school's online application process and lottery, plus supporting the application and CRCSD administrators throughout the year.

Scope of services will include:

- Application and lottery customization
- Running practice lottery using school data
- Running live lottery
- Unlimited administrator accounts
- Year-round application access for parents and administrators
- Year-round phone and email support
- Lottery consulting services
- Private Cloud application hosting, backup services, application data retention, and audit logging.

100% of the cost (\$7,500) will be financed with federal money awarded by the Magnet School Assistance Program (MSAP) grant.

Supporting Documents

 [Quote-6041-v2-Cedar-Rapids-Community-School-District](#)

Novus Choice Application and Lottery Services

2024 - 2025 School Year

Prepared for:

Cedar Rapids Community School District

Delivered:

November 16, 2023

Prepared by:

Novus Insight

This document is strictly private, confidential, and personal to its recipients and should not be copied, distributed, or reproduced in whole or in part, nor passed to any third party.

November 16, 2023

Adam Zimmermann
355 18th Street SE
Cedar Rapids , IA 52403
azimmermann@crschools.us

Adam & Jillian,

Enclosed is a proposal for CRCSD to renew student application and lottery services and support for the 2024-25 school year. This assumes no major changes are planned for the coming year. If there are changes planned, let's please discuss and I can modify this document if needed.

The pricing is fixed and all-inclusive. There are no add-on costs you should expect to see unless work beyond the scope of this proposal is requested, at which point we reserve the right to quote and charge separately as a project.

The full terms and conditions for this service agreement are located at <https://novusinsight.com/master-services-terms-conditions/>.

Thanks,

Joe McGrattan
Novus Insight, Inc.

Proposal Summary

This service renewal agreement is for providing application and lottery services to Novus Insight, Inc.. The service coverage is for application submission and lottery + waitlist management for 6 schools within the district (3 elementary, 2 middle, 1 high school).

Included Services

- Consulting throughout the year on further automating the application, lottery, and enrollment management processes
- Any branding modifications needed
- Any needed changes to client's application settings and system configuration for collecting student application data
- Running test lotteries with school data (if needed)
- Administrator training as needed
- Running lotteries when needed
- Managing wait lists for schools, as needed
- Providing ongoing help-desk support to school administrative staff -- same-day response to all inquiries and resolution of nearly all issues (unlimited number of administrative accounts available)

Novus Choice Features

- Single Sign-on – Parents manage applications for multiple children from one place
- Powerful Reporting – Filtering, sorting, triggering notifications, sharing report views, and user-level customization allow for just about any reporting requirement to be met
- Simple Application Management – Administrators can add, edit, and verify applications very easily
- Waiting List Management – Automatic list generation based on any type of preference requirements
- Push-Button Lottery – Runs within seconds, regardless of the number of applications
- Registration Integration – Information from applications can be used to pre-fill student registration forms that are hosted on Novus Choice or in a 3rd party system
- Exportable Data – Output of application results and registration data to Excel, CSV or other formats
- Email & Text Notifications – Ability to easily configure an unlimited number of email and/or text templates for a wide range of alerts and notifications
- Power BI and Tableau Integration - For expanded data analysis
- Multi-lingual Support – English, Spanish and many other languages supported
- High Levels Of Security – 256-bit encryption and other security measures ensure data protection and integrity
- Mobile-friendly Platform – Accessible from anywhere, using any device
- Integration with GIS applications, SIS applications, and any 3rd party system that makes an API available
- Full Transparency & Auditability – Every action taken in the public and administrative areas are logged, auditable, and able to be reported on
- Flexible Lottery Rules – Easily adjustable to each school's specific needs
- Service Reliability – Hosted on a redundant database cluster within Amazon Web Services, with all application data backed up continuously

Novus Insight, Inc.
222 Pitkin Street
East Hartford, CT 06108
United States

T: (860) 282-4200

Prepared for Cedar Rapids Community School District
Adam Zimmermann
355 18th Street SE
Cedar Rapids, IA 52403
United States
E: azimmermann@crschools.us

| | |
|----------------|-------------------|
| Quote # | 6041 v2 |
| Date | November 16, 2023 |
| Expires | December 30, 2023 |
| Contact | Joe McGrattan |

ACCEPT QUOTE

Novus Choice Renewal Agreement, School Year 2024-2025

Software Service Fees

Annual Fees

| Item | Qty | Price | Total |
|--|-----|------------|-------------------------|
| Novuis Choice Subscription | 1 | \$7,500.00 | \$7,500.00 [†] |
| Novus Choice FLEX Hosting, Support, and Application Maintenance Services | | | |
| Code: WAFLEXS21 | | | |

[†] Non-taxable item

Please contact us if you have any questions.

| | |
|-----------------------|-----------------------|
| Total Annually | \$7,500.00 USD |
| One-Time | \$0.00 |
| Recurring Up-front | \$7,500.00* |
| Total Up-front | \$7,500.00 USD |

* Recurring fees billed annually with 1 upfront payment(s).

ACCEPT QUOTE

Cost Breakdown

| Category | Annual Fees |
|-------------------------------------|-----------------------|
| Application Development / Webauthor | \$7,500.00 |
| Total | \$7,500.00 USD |

Service Dates

Start Date: January 1, 2024

End Date: December 31, 2024

Terms & Conditions

Full terms and conditions can be found in Novus Insight's Master Services Agreement (MSA) found at <https://novusinsight.com/master-services-terms-conditions/>.

This agreement is subject to the AltruLink/Novus FLEX terms and conditions. Customer accepts the latest service agreement referenced at <https://novusinsight.com/terms/flex/>.

Taxes, shipping, handling and other fees may apply. Payment is due 30 days from invoice. Invoices will be submitted on a monthly basis, and Client shall be responsible for such ongoing payment even past the expiration date until either Novus Insight's services are terminated or Client executes a renewal quote. See Section A.3. PAYMENT of the Novus Insight MSA.

This proposal expires 45 days from creation

Appendix A - Rate Structure

Novus Insight's breadth of experience and knowledge is a valuable resource for our clients and Novus is always ready to take on additional challenges. Should our client request additional services or projects that fall outside the scope of this proposal Novus will be pleased to provide a separate proposal detailing the additional services and related cost based on our standard rates.

Time & Materials Project Fees

Fees for consulting services offered as Time & Materials are determined based on the estimated labor, travel, and expenses related to the performance of the tasks detailed in this proposal. Given the unknowns within the project, the final costs may vary from the estimates detailed in this proposal. The client will be billed the actual time, travel, and expenses related to the project.

Service Consultant Tiers and Rates:

There are 5 Tiers of IT staff selected based on the client's requirements in support of any project.

- Tier I staff handle desktop support, workstation installations, workstation software patches, workstation security updates, user password resets, printing issues, and day-to-day issues confronting most users in an organization. \$95/hr; \$142/emergency hr*
- Tier II staff support users and smaller networks. They also can assist with technical projects that can impact small numbers of users, such as wireless controller configurations in small office environments. In addition, they can manage and maintain small networks that Tier III and Tier IV consultants have deployed. \$110/hr; \$165/emergency hr*
- Tier III staff manage smaller networks, can perform basic server migrations, and can handle technical projects that can impact many users, such as a larger network's switching and firewalls. In addition, they can manage and maintain more complex networks that Tier IV consultants have deployed. \$145/hr; \$218/emergency hr*
- Tier IV staff focus on larger technology deployments. Examples of Tier IV projects include setting up private cloud infrastructure, migrating environments to the cloud, virtualizing servers, virtualizing a desktop environment, and assessing the security profile of a network. Non-technical examples of Tier IV include strategic technology planning and consulting for smaller organizations. \$175/hr; \$262/emergency hr*
- Tier V are senior advisors and are responsible for strategic consulting at the intersections of process, technology, strategy, and mission. While these professionals tend to not to work directly with technology, there may be examples of highly specialized technology engagements that would also fit into Tier V. \$205/hr; \$305/emergency hr*

| Tier of Professional | Standard Hourly Rate | Emergency Hourly Rate* |
|---|----------------------|------------------------|
| Tier I – Support Specialist | \$95 | \$142 |
| Tier II – Senior Support Specialist | \$110 | \$165 |
| Tier III – Junior Systems Administrator | \$145 | \$218 |
| Tier IV – Senior Systems Administrator | \$175 | \$262 |
| Tier V – Senior Advisor / CISO / VCIO | \$205 | \$305 |

*Emergency Support/Special Rates services apply to emergency and/or planned projects and activities performed outside normal support hours. Emergency support will have a 4-hour response time to begin diagnosis or initiate service.

Appendix F - Service & Support Details

Lottery Consulting & Management Services

Novus Choice Consulting Services provide all the expertise and tools to run a school lottery.

The consulting services include:

- Consultation about the requirements for the district's lottery program
- Customization of the software based on the district's requirements
- Training for school administrators

The client responsibilities include:

- Helping to identify all the data elements necessary for student applications for the identified schools
- Helping to identify all the data needed for student information system integration
- Supplying critical timelines and deadlines for the student application process and for the school lottery(s)
- Identifying key personnel and contacts during the customization and implementation
- Providing first line of support for parents and students. Novus Choice provides escalation support that a school is unable to provide themselves.

Customization, integration, or additional consulting beyond the specified amounts in this agreement are available at additional cost (Tier II or Tier III rates) under separate agreement.

Lottery Application

The Novus Choice Lottery Application is a hosted lottery application for school districts to provide lottery selection services. This application has administrative and user features that can be customized and managed by the client organization. The application consists of a program application that allows parents to apply their children to school choice programs, an administrative suite to allow district administrators the ability to set parameters and run both test and real lotteries, and robust reporting features.

Application Support

Help desk services include email and phone support 5 days per week, 9 hours per day (8 AM to 5 PM) with a response time of less than 1 hour to begin diagnosis via phone support, management agent, or email ticket system. Email development@novusinsight.com with a detailed description of your issue for assistance.

As a secondary method of contact, call 860-282-4200 and dial 1 at the prompt. Call the help desk in an emergency situation when you need immediate attention, and they will contact the Application Development team. Identify yourself as a Novus Choice client. Even in an emergency situation, still send an email to development@novusinsight.com to generate a ticket and alert the Novus Choice team. In many situations, they are able to address an issue on the spot. This support service is for lottery administrators, not for parents to use directly as a first point of contact.

Emergency support is initiated by client request and will be provided at special/emergency rates, detailed in the rate structure portion of this agreement, for projects and activities that are not covered under this agreement and are performed during non-support hours. This special/emergency support will have a 4-hour response time to begin diagnosis or initiate service.

VII. vii. Amended Agreement - Cedar Rapids Community School District and University of Dubuque - Section 127 - Education Assistance Plan

Contact Person

Darius Ballard

Recommended Action


It is recommended that the Board of Education approve the Amended Agreement between the Cedar Rapids Community School District and the University of Dubuque for Section 127 - Education Assistance Plan.

Details

The current partnership with the University of Dubuque offers a pathway for Paras to become teachers through the University of Dubuque LIFE program. The Plan provides educational benefits pursuant to an Educational Assistance Program under Section 127 of the Internal Revenue Code to all eligible full-time and part-time employees of the District.

The Amendment allows maintenance to receive educational reimbursement for obtaining licensure to be a certified maintenance mechanic.

Supporting Documents

 Cedar Rapids CSD EAP Section 127 Plan (EE Revised 9.6.23) (02250635x7F7E1).docx (1)

 Cedar Rapids CSD EAP Section 127 Plan Resolution (9.6.23) (02250943x7F7E1).docx (1)



SECTION 127 – EDUCATIONAL ASSISTANCE PLAN

I. PLAN

The Cedar Rapids Community School District (“the District”) shall establish an Educational Assistance Plan (“Plan”) to provide educational benefits pursuant to an Educational Assistance Program under Section 127 of the Internal Revenue Code to all eligible full-time and part-time employees of the District.

II. PURPOSE

The following provisions shall be for the District’s Educational Assistance Plan pursuant to Internal Revenue Code Section 127.¹ The purpose of the District’s Educational Assistance Plan is to provide Eligible Employees of the District access to educational assistance which allows them the opportunity to obtain the skills necessary to develop professionally.

Section 127 of the Internal Revenue Code generally provides that “gross income of an employee does not include amounts paid or expenses incurred by the employer for educational assistance to the employee if the assistance is furnished pursuant to an educational assistance plan.”² To that end, the District will reimburse Eligible Employees up to a maximum of five-thousand two-hundred fifty dollars (\$5,250.00) per calendar year to those obtaining approved educational credits that improve or develop necessary skills for the benefit of the Eligible Employee as outlined in this Plan.³

¹ See 26 U.S.C. § 127 (2021).

² See 26 U.S.C. § 127(a)(1) (2021).

³ See 26 U.S.C. § 127(a)(2) (2021).



III. DURATION AND TERMINATION

This Educational Assistance Plan shall be deemed a pilot program and may be discontinued at any time and without prior notice by the Cedar Rapids Community School District’s Board of Directors (“the Board”) through a majority of affirmative votes. Should the Board cease this Educational Assistance Plan, participants will be notified and allowed to submit reimbursement for current approved education courses they are enrolled in at the time of termination of the Educational Assistance Plan. No reimbursement will be provided for any educational courses that begin after Plan termination and notification.

Unless otherwise discontinued or extended by the Board, the Cedar Rapids Community School District will provide course reimbursement pursuant to Section 127 of the Internal Revenue Code until June 30, 2024, for courses taken and completed previous to this date.

IV. DEFINITIONS

- a. Education – The term “education” in this Plan means both “Education for Instructional Work” and “Education for Maintenance Work.”
- b. Education for Instructional Work – The term “education for instructional work” in this Plan means any form of instruction or training through the **University of Dubuque LIFE Program** that improves or develops the capabilities of an individual, but does not include education or training in sports, games or hobbies unless required as part of a degree program or directly related to the Eligible



Employee's work responsibilities for the Employer. "Education for Instructional Work" is not limited to courses that are job-related or part of a degree program.

- c. Education for Maintenance Work – The term "education for maintenance work" in this Plan means any form of instruction or training through a reputable organization or entity that is considered coursework for the Eligible Employee to obtain a state-issued journeyman or masters license in electrical, plumbing, or mechanical or an associates or high degree in industrial maintenance or a similar field, but does not include education or training in sports, games or hobbies unless required as part of a degree program or directly related to the Eligible Employee's work responsibilities for the Employer. "Education for Maintenance Work" does not include coursework that is completed during assigned work hours, and coursework that is completed during assigned work hours is not eligible for reimbursement. "Education for Maintenance Work" also does not include in-service training or credits, and such in-service training or credits are not eligible for reimbursement. "Education for Maintenance Work" also does not include courses or programs that are duplicative and/or that the Eligible Employee has already completed and received credit and/or received reimbursement, and duplicative course are not eligible for reimbursement.



- d. Educational Assistance – The term “educational assistance” in this Plan means any payment, by the District, of tuition or coursework expenses incurred by or on behalf of an Eligible Employee for the Education of the Eligible Employee (including, but not limited to, tuition and similar payment; but not including payment for or provision of books, supplies, electronic hardware or software, and other equipment; or tools or supplies which may be retained by the Eligible Employee after completion of a course of instruction; or meals, lodging, or transportation).
- e. Eligible Employee – The term “eligible employee” in this plan includes for any calendar year, any employee who is currently employed by the District working at least twenty (20) hours per week; who has been employed by the District for at least one (1) academic year without interruption prior to beginning coursework; who remains employed by the District working at least twenty (20) hours per week at the conclusion of the coursework for which reimbursement is requested and who continues working at least twenty (20) hours per week for a period of at least twenty-four (24) months after the conclusion of the coursework for which reimbursement is requested; and who remains in good standing with the District from the time the employee begins coursework through the conclusion of the coursework for which reimbursement is requested.
- f. Employer – The term “employer” in this Plan means the Cedar Rapids Community School District (also referred to as “the District”).



g. Plan – The term “plan” means the District’s Educational Assistance Plan made pursuant to Section 127 of the Internal Revenue Code.

h. Successfully Complete – The term “Successfully Complete” in this Plan means the Eligible Employee receives an overall grade of “C” or higher in a letter-graded course, a “Pass” in a Pass/Fail course, or an equivalent grade in a course utilizing a different grading structure at the conclusion of the course. An Eligible Employee who withdraws from, is removed from, or for any reason does not complete a course (i.e., course cancellation) has not met the requirement of “Successfully Completing” the course and will not be eligible for reimbursement for that course. Should an Eligible Employee withdraw from or be removed from a course or the course is cancelled, the Eligible Employee must promptly notify their supervisor.

V. ELIGIBLE EMPLOYEES

In order to be an Eligible Employee under this Plan, the employee must:

- A. Be currently employed by the District working at least twenty (20) hours per week;
and
- B. Have been employed by the District for at least one (1) academic year without interruption prior to beginning coursework; and
- C. Remain employed by the District working at least twenty (20) hours per week at the conclusion of the coursework for which reimbursement is requested and continue working at least twenty (20) hours per week for a period of at least twenty-four (24)



months after the conclusion of the coursework for which reimbursement is requested; and

- D. Remain in good standing with the District from the time the employee begins coursework through the conclusion of the coursework for which reimbursement is requested.

Any employee that has been subject to or received any of following will not be considered to be in “good standing” with the District and will be ineligible under this Plan:

1. Any employee who has received any formal written reprimand and/or warning within three months prior to seeking course approval pursuant to this Plan or after receiving course approval pursuant to this Plan but prior to completing coursework; or
2. Any employee who has been placed on any type of employee performance improvement plan, including an Intensive Assistance Plan, within three months prior to seeking course approval pursuant to this Plan or after receiving course approval pursuant to this Plan but prior to completing coursework.

An Eligible Employee seeking Educational Assistance under this Plan must comply with all applicable rules and procedures, including but not limited to eligibility rules and approval and reimbursement procedures, as set forth in this Plan or other applicable policies and procedures of the Employer.



VI. NOTIFICATION TO ELIGIBLE EMPLOYEES

The District will provide each Eligible Employee with reasonable notice of the terms and availability of this Plan by making this Plan available for review by Eligible Employees on the District's web site. An Eligible Employee shall be entitled upon written request to a paper copy of this Plan document.

VII. COURSEWORK APPROVAL

Eligible Employees who anticipate taking coursework, instruction, or training for which they intend to seek reimbursement pursuant to this Plan must complete an application form outlining the anticipated coursework and obtain approval from an authorized representative of the District prior to enrolling in said coursework to qualify for reimbursement under the Plan. The District will not reimburse for any coursework that has not received proper approval by an authorized representative of the District prior to the Eligible Employee starting the coursework.

VIII. REIMBURSEMENTS

Eligible Employees must pay their tuition directly to the institution providing the coursework, instruction, or training to the employee. Upon Successful Completion of the course, the Eligible Employee must complete a request form and provide an official transcript or certificate of grades, a validated receipt, and proof of payment, for all items in which the Eligible Employee seeks reimbursement within 45 calendar days of the end of the course to qualify for reimbursement under the Plan. The District will not reimburse any amounts already reimbursed by any financial assistance, scholarship, or any other



financial benefit derived from public or private programs. The District reserves the right not to reimburse for a request for reimbursement submitted beyond the timeframe outlined herein. The District will reimburse the Eligible Employee within 45 calendar days of the request and proper submission of supporting documents.

IX. BENEFITS

The District will provide benefits pursuant to this Plan to those Eligible Employees who meet all of the requirements outlined in this Plan. The District will provide an Eligible Employee up to five-thousand two-hundred fifty dollars (\$5,250.00) per calendar year as Educational Assistance reimbursement for any pre-approved **Education for Instructional Work** coursework the Eligible Employee has Successfully Completed. The District will provide an Eligible Employee an amount equal to **one-half (1/2) of the coursework fee** up to five-thousand two-hundred fifty dollars (\$5,250.00) per calendar year as Educational Assistance reimbursement for any pre-approved **Education for Maintenance Work** coursework the Eligible Employee has Successfully Completed.

The benefits provided under this Plan consist solely of the Educational Assistance described in the Plan. The benefits provided under this Plan are for the exclusive benefit of the Eligible Employee. Spouses and children of the Eligible Employee do not qualify to participate in this Plan, as such educational expenses incurred for spouses and/or children of Eligible Employees is not subject to any type of



reimbursement pursuant to this Plan. This Plan shall not allow any Eligible Employee a choice between educational assistance and other remuneration.

If the Eligible Employee shall cease to become or to remain an Eligible Employee during the time period in which the Employee is taking coursework, receiving reimbursement, or for the twenty-four (24) months following reimbursement (i.e., if the Employee terminates their employment with the District prior to 24 months after receipt of reimbursement), the Employee will be required to pay back to the District any reimbursement amounts previously provided by the District to the Employee when the Employee was not an Eligible Employee.

X. FUNDING

The District will pay approved educational benefit funds out of its general fund assets. The District does not maintain a special fund to cover the benefits. Further, the District does not require participants to make contributions as a condition of receiving benefits.

XI. PROHIBITED PAYMENTS

Furthermore, this Plan is intended to benefit the Employer's Employees in general; and shall not discriminate in favor of or make payments in a discriminatory manner to officers or highly compensated employees of the Employer. To this end, this Plan prohibits payment of more than five percent (5%) of the amounts paid or incurred by the District for Educational Assistance during the year for the class of individuals who would be considered officers or highly compensated individuals/employees under the



Code. This Plan will not be considered discriminatory merely because any Educational Assistance that is available under the Plan to a non-discriminatory class of Eligible Employees is utilized to a greater degree by officers or highly compensated employees included in that class. Otherwise, the classification of Eligible Employees for any Education Benefit Program must comply with the non-discrimination standards of Code Section 410(b)(1)(B), without regard to the exceptions in Code Section 401(a)(5).

XII. TAX CONSEQUENCES

An Eligible Employee who receives any Educational Assistance benefits under this Plan shall be responsible for any income or other tax liability arising from his or her receipt of such benefits under this Plan, regardless of whether the Employer withheld tax on those benefits. To the extent that any Eligible Employee receives from the Employer under this Plan any Educational Assistance benefits that exceeds \$5,250 in a calendar year, such excess benefits shall be subject to federal and/or state income tax and payroll tax withholding in accordance with federal and state law.

XIII. MISCELLANEOUS

This Plan shall not be deemed to constitute a contract between the Employer and any Eligible Employee. Nothing contained in this Plan shall be deemed to give any Participant or Eligible Employee the right to be retained in the service of the Employer or to interfere with the right of the Employer to discharge any Eligible Employee at any time, regardless of any effect that such discharge shall have upon him or her as a Participant of this Plan.



This Plan shall be construed and enforced according to the laws of the State of Iowa, to the extent not preempted by any federal law.



Educational Assistance Plan Application for Coursework Approval

1. Employee Information

Employee Name: _____
 Employee Position: _____
 Employee Address: _____
 City: _____ State: _____ Zip: _____
 Start date with the District: _____ Date of Application: _____

2. Desired Coursework

- a. School/University (*check/complete one*):
 University of Dubuque LIFE Program or
 Maintenance Certification/License/Degree at the following: _____

b. Degree/License Sought: _____

c. Course(s) Seeking Approval:

| Name of Course | Location | Dates of Course |
|----------------|----------|-----------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

d. Cost: _____

3. Statement of Intent Regarding Coursework/Degree:

4. By signing below, I state that I have read and understand the District's Section 127 - Educational Assistance Plan and agree to abide by the terms of the Plan.

| | | |
|------------------------|------------------------|-------------|
| _____ | _____ | |
| Date | Signature of Employee | |
| <i>Approved by:</i> | | |
| _____ | _____ | _____ |
| <i>Supervisor Name</i> | <i>Department</i> | <i>Date</i> |
| | Human Resources | |
| _____ | _____ | _____ |
| <i>Name</i> | <i>Department</i> | <i>Date</i> |



Educational Assistance Plan Application for Coursework Reimbursement

1. Employee Information

Employee Name: _____
 Employee Position: _____
 Employee Address: _____
 City: _____ State: _____ Zip: _____
 Start date with the District: _____ Date of Application: _____

2. Completed Coursework

a. School/University (*check/complete one*):
 University of Dubuque LIFE Program or
 Maintenance Certification/License/Degree at the following: _____

b. Degree/License Sought: _____ *and check/complete one*:
 Still Seeking Degree/License or
 Degree/License Obtained (Date Obtained: _____)

c. Course(s) Completed:

| Name of Course | Date Completed | Grade Achieved |
|----------------|----------------|----------------|
| _____ | _____ | _____ |
| _____ | _____ | _____ |
| _____ | _____ | _____ |

*****MUST ATTACH TRANSCRIPT FOR ALL COURSES LISTED ABOVE*****

d. Cost for All Completed Courses Listed Above: _____

*****MUST ATTACH RECEIPT/BILL AND PROOF OF PAYMENT FOR ALL COURSES LISTED ABOVE*****

3. By signing below, I state that I have read and understand the District's Section 127 - Educational Assistance Plan and agree to abide by the terms of the Plan.

| | |
|--------------------------|---|
| _____ Date | _____ Signature of Employee |
| <i>Approved by:</i> | |
| _____ Supervisor Name | _____ Department Human Resources |
| _____ Name | _____ Date |



Educational Assistance Plan Reimbursement Repayment Agreement

I, _____, an Eligible Employee of the Cedar Rapids Community School District, hereby state that:

- I have read and understand the District’s Section 127 - Educational Assistance Plan documentation and agree to abide by the terms of the Plan.
- I have applied for reimbursement for my participation and enrollment in the District’s Section 127 - Educational Assistance Plan, which is an educational assistance program pursuant to Section 127 of the Internal Revenue Code.
- Following completion of the program for which reimbursement is sought, I understand I will be required to provide the District with a copy of my final transcripts for all coursework in order to be eligible to receive any reimbursement.
- I acknowledge and understand that pursuant to Section 127 of the Internal Revenue Code, I will be reimbursed no more than five-thousand two hundred fifty dollars and zero cents per calendar year (\$5,250.00/year) for qualified and approved courses.
- I acknowledge and agree that in the event my employment with the District ends, whether voluntary or terminated, prior to the expiration of twenty-four (24) months after the date of reimbursement, I will be required to pay back the full amount of the reimbursement.
- I acknowledge and agree that, to the extent permitted by law, the amount of reimbursement paid to me under this Educational Assistance Plan Reimbursement Repayment Agreement may be deducted from my last pay and/or any other sums due to me from District; and I specifically authorize said payroll deduction.
- I acknowledge and agree that, in the event such withholding is insufficient to repay the full amount I owe, I will be responsible for repaying the difference between the amount deducted from my pay and the amount I owe under this Educational Assistance Plan Reimbursement Repayment Agreement.

By my signing below, I understand, acknowledge, and agree to comply with the provisions of the Program, the Plan, and those specific statements outlined above.

Date

Signature of Employee

| | | |
|---------------------|------------|------|
| <i>Approved by:</i> | | |
| Name | Department | Date |

RESOLUTION ESTABLISHING A QUALIFIED EDUCATIONAL ASSISTANCE PLAN

WHEREAS, pursuant to Iowa Code section 279.8, the Board is authorized to make rules for its own government and that of the directors, officers, employees, teachers, and pupils; and

WHEREAS, pursuant to Iowa Code section 279.12, the Board may specifically approve reimbursement for tuition paid by licensed school employees for courses approved by the Board; and

WHEREAS, the State of Iowa, including the Cedar Rapids Community School District, is experiencing a shortage of skilled employees, including a shortage of teachers and professional maintenance employees, such that it has become difficult to fill and maintain the number of staff to meet the needs of the District; and

WHEREAS, the Board of Directors of the Cedar Rapids Community School District finds it to be in the best interests of the District to offer a program to existing and new staff that will assist in paying coursework and tuition costs to pre-approved learning institutions in the furtherance of training, licensure, and/or certification relevant to the needs of the District; and

WHEREAS, the public purpose of this program is to reduce staff turnover, encourage retention of existing staff, fill high-need employee shortage areas within the District, create skilled employees from within our current workforce, and provide an incentive to new applicants to help ensure that the District can maintain its mission of providing a high-quality education to its students.

NOW, THEREFORE, BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT THAT:

1. The Board hereby authorizes and approves the Superintendent to create and facilitate an educational assistance reimbursement program for eligible employees that may include actual coursework and tuition costs and other qualified expenses, not to exceed the IRS statutory maximum, currently \$5,250 (five thousand two hundred fifty dollars), per calendar year towards completion of relevant instruction and coursework that leads to additional skills and training for Employees of the District

PASSED AND ADOPTED this ____ day of _____, 2023.

Board President

ATTEST:

Board Secretary

VII. viii. Approval – 2023/24 New Elementary at the Arthur ES Site Project (Trailside Elementary) - Change Order #5

Contact Person

Karla Hogan

Recommended Action

It is recommended that the Board of Education approve change order #5 to Larson Construction for the 2023/24 New Elementary at the Arthur ES Site Project (Trailside Elementary).

Details

Larson Construction is the contractor for this project with a contract amount of \$29,509,702.78, and the source of funding is the Secure an Advanced Vision for Education fund (SAVE).

Larson Construction is requesting a Change Order in the amount of \$26,863.62, for a new contract amount of \$29,536,566.70.

- COR #010R results from an unforeseen condition requiring storm structure revisions.
- COR #012 results from an owner's request to omit inertia bases from base mounted pumps.
- COR #013 results from an unforeseen condition requiring tile revisions due to unavailability.
- COR #014 results from an owner's request to omit tnemec paint at support angles.
- COR #015 results from an error or omission on the plans and specifications requiring dock leveler.
- COR #016 results from an owner's request to decrease the restroom partition wall height in area C restroom.
- COR #017 results from an error or omission on the plans and specifications requiring 6" columns at grid J, second floor area B.
- COR #018 results from an owner's request to delete cafeteria floor boxes.
- COR #019 results

Supporting Documents



G701-2017 22219000 - Trailside Change Order 005 - OPN_Larson Signed



AIA®

Document G701® – 2017

Change Order

| | | |
|--|---|--|
| PROJECT: <i>(Name and address)</i> 22219000 Trailside Elementary 2630 B Ave NE Cedar Rapids, IA 52402 | CONTRACT INFORMATION: Contract For: General Construction Date: 02/28/2023 | CHANGE ORDER INFORMATION: Change Order Number: 005 Date: 12/12/2023 |
| OWNER: <i>(Name and address)</i> Cedar Rapids School District 2500 Edgewood Road NW Cedar Rapids, IA 52405 | ARCHITECT: <i>(Name and address)</i> OPN Architects 200 Fifth Avenue SE, Suite 201 Cedar Rapids, IA 52401 | CONTRACTOR: <i>(Name and address)</i> Larson Construction 600 17 th Street, P.O. Box 112 Independence, IA 50644 |

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.)

| | | | |
|----------|---------|--|----------------|
| COR 010R | ITC-009 | Storm Structure Revisions | \$ 2,585.76 |
| COR 012 | None | Omit Inertia Bases from Base Mounted Pumps | (\$ 2,107.00) |
| COR 013 | ITC-019 | Tile Revisions due to Unavailability | (\$ 416.00) |
| COR 014 | None | Omit Tnemec Paint at Support Angles | (\$ 13,668.00) |
| COR 015 | ITC-004 | Dock Leveler | \$ 52,743.81 |
| COR 016 | RFI-048 | Area C Restroom Partition Wall Height | (\$ 14,732.00) |
| COR 017 | RFI-058 | Second Floor Area B - 6" Columns at Grid J | \$ 4,687.64 |
| COR 018 | ITC-020 | Delete Cafeteria Floor Boxes | (\$ 2,684.58) |
| COR 019 | ITC-016 | Casework Revisions Rooms 1403 and 2403 | 454.29 |

TOTAL: \$ 26,863.92

| | |
|--|------------------|
| The original Contract Sum was | \$ 29,453,000.00 |
| The net change by previously authorized Change Orders | \$ 56,702.78 |
| The Contract Sum prior to this Change Order was | \$ 29,509,702.78 |
| The Contract Sum will be increased by this Change Order in the amount of | \$ 26,863.92 |
| The new Contract Sum including this Change Order will be | \$ 29,536,566.70 |

The Contract Time will be increased 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 <i>(Firm name)</i> <u>Kelly L. Slota</u> SIGNATURE Kelly Slota, Construction Administrator PRINTED NAME AND TITLE 12/12/2023 DATE | Larson Construction CONTRACTOR <i>(Firm name)</i> <u>Doug Larson</u> SIGNATURE Doug Larson PRINTED NAME AND TITLE 12/13/23 DATE | Cedar Rapids Community School District OWNER <i>(Firm name)</i> <u>Ryan Rydstrom</u> SIGNATURE Ryan Rydstrom - Board Secretary PRINTED NAME AND TITLE DATE |
|--|--|--|

VII. ix. Agreement – Cedar Rapids Community School District and Coe College - Data Sharing & Use - 2023-2024 School Year

Contact Person

Craig Barnum

Recommended Action

It is recommended that the Board of Education approve the Data Sharing and Use Agreements between the Cedar Rapids Community School District and Coe College for the 2023-2024 School Year.

Details

The Board is asked to consider the approval of the Data Sharing Agreement for Cedar Rapids Community Schools to provide data for the following:

Coe College – This project is intended to utilize student-level data to assess the impact of the KOC program on the lives of the individuals it serves. The project team will coordinate with the Cedar Rapids School District (CRSD) to collect, visualize, and analyze data across various groups. The project will produce two final deliverables for Zach Johnson Foundation (ZJF) staff and Board members. First, we will produce a report that provides a descriptive analysis of the typical KOC student profile. This report will consist of several figures, tables, and infographics that the ZJF staff can use in their constituent and stakeholder communications. The second deliverable will formally assess the KOC program’s statistical impact. In essence, we will explore the statistical differences between KOC and non-KOC students before and after the program was created. This work will be conducted by Assistant Professor of Economics, Dr. Chelsea J. Lensing and Associate Professor of Economics and the Henry B. Tippie Chair in Business and Economics, Dr. Drew E. Westberg. These materials will be delivered to ZJF staff in accordance with the workplan (see attached) and in formal presentations to the Board and staff.

Supporting Documents



23-24 Coe College DSA - 12.15.23

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 Coe College (Recipient), having as its principal place of business 5008, 1220 1st Ave NE, Cedar Rapids, IA 52402 for the purposes set forth hereinafter. This Agreement will be in force from the date last signed below through and including 6/30/2024.

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 studies exception (CFR 99.31 (a)(6)). Under this exception, the signing party attests they are conducting a study for or on behalf of a school or the Provider. Furthermore, Recipient agrees they are conducting a study in one of the following areas: developing, validating or administering predictive tests; administering student aid programs; improving instruction.

- 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:** This project is intended to utilize student-level data to assess the impact of the KOC program on the lives of the individuals it serves. The project team will coordinate with the Cedar Rapids School District (CRSD) to collect, visualize, and analyze data across a range of groups. The project will produce two final deliverables for Zach Johnson Foundation (ZJF) staff and Board members. First, we will produce a report that provides a descriptive analysis of the typical KOC student profile. This report will consist of a number of figures, tables, and infographics that can be used by the ZJF staff in their constituent and stakeholder communications. The second deliverable will be a formal assessment of the KOC program's statistical impact. In essence, we will explore the statistical differences between KOC and non-KOC students before and after the program was created. This work will be conducted by Assistant Professor of Economics, Dr. Chelsea J. Lensing and Associate Professor of Economics and the Henry B. Tippie Chair in Business and Economics, Dr. Drew E. Westberg. These materials will be delivered to ZJF staff in accordance with the workplan (see attached) and in formal presentations to the Board and staff.

II. RESTRICTED DATA

- a. For purposes of this Agreement, the following is designated as Restricted Data to be provided to Recipient:
 - **School Years:** 12-13, 13-14, 14-15, 15-16, 16-17, 17-18, 18-19, 19-20, 20-21, 21-22, 22-23, 23-24
 - **Student Data:** personID, householdID, School, Grade Level, Race/Ethnicity, Gender, IEP Status, Section 504 Status, ELL Status, Gifted Status, FRL Status, DOB, address
 - **Attendance Data:** Attendance in the form of days missed and days attended

- **Discipline Data:** Major Referrals and Suspensions
 - **Academic Data:** Teacher Identifier, Grade data, GPA data, and standardized test data (FAST, iReady, MAP, ISASP, Iowa Assessment), as applicable.
- 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. Because FRL is a key component to KOC's grant, student-level data will be shared. Special waivers will be signed by each researcher to ensure compliance with data security protocols. Additionally, student names will not be a part of any datasets shared.

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 Studies Exception - specifically, administering student aid programs (KOC).
 - 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: Drew Westberg

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 through 6/30/2024.

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:

| | |
|---|--|
| <p><u>PROVIDER:</u></p> <p>Cedar Rapids Community School District Care of Heather Marnier 2500 Edgewood Road NW Cedar Rapids, Iowa 52405</p> | <p><u>RECIPIENTS:</u></p> <p>Drew E. Westberg Coe College 5008, 1220 1st Ave NE Cedar Rapids, IA 52402 dwestberg@coe.edu</p> |
|---|--|

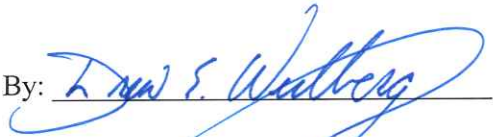
PROVIDER:

Cedar Rapids Community School District

By: _____
Board Secretary

Date: _____

RECIPIENTS:

By:  _____

Date: Dec. 14, 2023

VII. x. Agreement - Cedar Rapids Community School District and School-Based Health Alliance

Contact Person

Karinne Tharaldson

Recommended Action

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and School-Based Health Alliance.

Supporting Documents



SBHC Technical Assistance_Cedar Rapids_Consulting_\$31860_2023.12.12 (1).docx

PROFESSIONAL SERVICES AGREEMENT

IDENTITY OF ORGANIZATION **School-Based Health Alliance**
1032 15th St. NW, Suite 365, Washington, D.C. 20005
Business Telephone: (202) 638-5872
Tax ID: 54-1752058

IDENTITY OF CLIENT Cedar Rapids Community School District
Contact: Sam Pape
Educational Leadership and Support Center
2500 Edgewood Rd NW Cedar Rapids, IA 52405
Phone: 319-558-3613
Email: spape@crschools.us

WHEREAS, the parties hereto desire to enter into a written agreement (hereinafter referred to as "Agreement") under which the **School-Based Health Alliance** will provide services as a contractor to **Cedar Rapids Community School District** (hereinafter referred to as "**Client**"). The parties hereto, intending to be legally bound hereby, agree as follows:

1. WORK TO BE PERFORMED The **School-Based Health Alliance** agrees to perform the work described in Attachment A: Scope of Services
2. TERMS OF PAYMENT In payment for the Scope of Services, the **Client** agrees to provide the **School-Based Health Alliance** \$31,860.

Payment shall be made to the **School-Based Health Alliance** by the **Client** upon completion of each deliverable and within 30 days of receipt of invoices for payment.

Such payment shall constitute full compensation for all services provided by the **School-Based Health Alliance** pursuant to this Agreement.
3. ELECTRONIC PAYMENT All payments by the **Client** under this contract shall be made by electronic funds transfer (EFT) to the School-Based Health Alliance. ACH/EFT payments are more convenient, efficient, and secure. The School-Based Health Alliance will provide the **Client** with banking information for the electronic payments upon full execution of this agreement.
4. REIMBURSEMENT OF EXPENSES Should travel or meeting expenses be expected, a budget for such expenses shall be submitted by the School-Based Health Alliance for approval by the **Client** prior to such expenses being incurred. The **Client** will reimburse travel and meeting expenses to the **School-Based Health Alliance** after the submission of an invoice for expenses incurred.
5. FEDERAL, STATE AND LOCAL PAYROLL TAXES The **School-Based Health Alliance** is not an employee of the **Client**, but an independent contractor. The School-Based Health Alliance is solely responsible for all matters relating to the payment of its employees, including compliance with workers' compensation, and any and all applicable federal, state, and local taxes.
6. PRODUCT OWNERSHIP/ PUBLICATION Work performed under this agreement shall remain the property of the **School-Based Health Alliance** with the exception of materials developed exclusively for the **Client** (i.e., findings, reports). The **Client** shall not use **School-Based Health Alliance's** name, logo, or likeness in any press release, marketing materials, electronic email marketing, campaigns or blasts, newsletters, or other public forum without **School-Based Health Alliance's** prior written consent.
7. TERM OF AGREEMENT This Agreement shall be effective on signature of both parties and shall terminate on **10/31/24** unless terminated sooner by one of the parties or extended by agreement of both parties.

1

PROFESSIONAL SERVICES AGREEMENT

8. TERMINATION Either party may terminate this Agreement at any time for no cause with 30 days advance notice in writing.
9. CONDUCT UPON TERMINATION Upon termination of the Agreement, the **School-Based Health Alliance** shall cease all work and deliver all materials belonging to the **Client**. Upon the effective date of termination, there shall be an accounting conducted by the **School-Based Health Alliance** requesting immediate payment for all services rendered up to the effective termination date.
10. NO AUTHORITY TO Neither party has the authority to enter into contracts or agreements on behalf of the other

party. This Agreement does not create a partnership or agency relationship between the parties.

- 11. **DECLARATION BY INDEPENDENT CONTRACTOR** The **School-Based Health Alliance** declares that it has complied with all federal, state, and local laws regarding business permits and licenses that may be required to carry out the work to be performed under this Agreement.

- 12. **HOW NOTICES SHALL BE GIVEN** Any notice given in connection with this Agreement shall be given in writing and shall be delivered either by hand to the party or by certified mail, return receipt requested, or by courier to the party at the party's address stated herein. Any party may change its address stated herein by giving notice of the change in accordance with this paragraph.

- 13. **HOLD-HARMLESS CLAUSE** The **School-Based Health Alliance** and **Client**, as the case may be, shall indemnify the other party for, and hold it harmless against, any loss, liability, or expense, including attorney's fees, that the other party may incur, as a result of any act of sole negligence or failure to act of **School-Based Health Alliance** or the **Client**, as the case may be, that gives rise to a claim for damage or loss by a third party. It is the intent of this paragraph that each of the **School-Based Health Alliance** and the **Client** shall be alone responsible for the legal consequences of their own acts and protect the other from such consequences.

- 14. **CHOICE OF LAW** Any dispute under this agreement or related to this Agreement shall be decided in accordance with the laws of the District of Columbia.

- 15. **ENTIRE AGREEMENT** This document contains the entire agreement between the parties and supersedes all prior oral or written agreements. All modifications to this Agreement must be in writing and signed by both parties.

- 16. **SEVERABILITY** If any part of this Agreement shall be held unenforceable, the rest of this Agreement will nevertheless remain in full force and effect.

- 17. **WARRANTIES** The **School-Based Health Alliance** makes no warranties, express, or implied, concerning the results of this Agreement or the ownership, merchantability, or fitness for a particular purpose of such results. Neither Party shall be liable for any direct, consequential, or other damages suffered by the other Party or any others as a result of this Agreement.

School-Based Health Alliance

Cedar Rapids Community School District

Robert Boyd
President/CEO

Chris Gibson
Director of Student Services

PROFESSIONAL SERVICES AGREEMENT

Date

Date

Contract Manager: _____
Received: _____

Funder: _____ Date

PROFESSIONAL SERVICES AGREEMENT

Attachment A: Scope of Services

| Phase One: Determining Roles & Responsibilities (Deliverables 1 and 2 recommended to occur during the SAME in-person visit) | Cost |
|---|---------|
| <p>1. SBHC 101 training (<i>in-person recommended</i>)</p> <ul style="list-style-type: none"> a. <i>Time</i>: four-hour training b. <i>Recommended attendees</i>: SBHC staff, clinical and administrative staff from each partner organization, school administrator c. <i>Content</i>: <ul style="list-style-type: none"> i. Introductions and orientation to the scope of work ii. SBHC 101, including an overview of school-based health care models, an overview of national data on SBHCs, and a discussion of the evidence base for SBHCs iii. Overview of Core Competencies for School-Based Health Care iv. Virtual tours of SBHCs, including discussion of facilities, services and staffing, and workflow v. Introduction of SBHC Start-Up Work Plan | \$4,500 |
| <p>2. Conversations with key partners, who may include: school nurses, school administration, Eastern Iowa Health Center, St. Luke's Hospital (<i>in-person recommended</i>)</p> <ul style="list-style-type: none"> a. SBHC planning leads will coordinate one-hour meetings for School-Based Health Alliance to meet with key stakeholder groups. b. School-Based Health Alliance will facilitate conversations to learn about each partner's capacity, strengths, and needs. SBHA will request that each partner share average reimbursement rates by payor types, which will be considered a factor when assessing sponsorship and staffing model options. c. School-Based Health Alliance will facilitate a debrief with SBHC planning leads | \$3,000 |
| <p>3. Coaching on SBHC sponsorship, partnerships, and staffing model (<i>in-person or virtual</i>)</p> <ul style="list-style-type: none"> a. Half-day workshop with SBHC leads to review of sponsor responsibilities and staffing models, review sample Pro Formas by sponsor type and staffing models (workshop time can be split over two days) b. Following the workshop, SBHC leads will meet with key partners, determine partner roles and responsibilities, identify sponsor, and identify the desired staffing model within 30 days. SBHA will be available to answer questions and offer feedback throughout this process. c. SBHC sponsor will review and update the SBHC Pro Forma and share with SBHA for feedback. | \$4,500 |

| Phase Two: Strengthening Partnerships & Planning for Sustainability | Cost |
|--|----------------|
| 4. Capacity-building offerings to be determined based on progress and needs. See descriptions of each deliverable below. <ul style="list-style-type: none"> a. One-hour capacity-building sessions with SBHC planning leads (virtual).....\$1,500 per session b. Self-Assessment coaching (virtual).....\$3,000 c. Nuts & Bolts training (virtual or in-person).....\$4,500 d. Site visit to exemplary SBHC (in-person).....\$4,750 e. SBHC Year 1 business plan coaching (virtual or hybrid).....\$3,000 f. Travel costs.....varies, see <i>estimates</i> below | Up to \$19,860 |

Phase Two deliverable descriptions

One-hour capacity-building calls with the SBHC team (health and education) (virtual)

- For calls, the SBHC team will prepare and share the agenda five business days before the calls. Examples of possible topics include (but are not limited to): business planning, MOUs, engaging stakeholders, governance, quality improvement, outreach and marketing, benchmark development, strengthening school partnerships, navigating policy challenges, and youth development.
- Alternatively, technical assistance time can be used for SBHA consultant to review and prepare feedback on documents and materials.
- SBHA will participate in calls, jointly identify topics for planning team calls, and prepare and follow up as indicated.

Self -Assessment coaching (virtual)

The **SBHC Self-Assessment tool** captures a snapshot of how well an SBHC employs best practices in the areas of partnerships, care management, and business operations. These three categories represent the interacting areas of High Quality Practice, Strong Partnerships, and Sound Business Model that drive SBHC sustainability. This work is done using a team-based approach. The results will assist the SBHC team to identify and prioritize areas for improvement. The self-assessment results establish a baseline against which the SBHC team can develop an improvement plan and measure progress.

Over the course of two coaching calls with school partner and health partner(s):

- Session 1: training and review of **Self-Assessment tool**.
- Homework between sessions: SBHC team will complete Self-Assessment and share with SBHA for review.
- Session 2: review and discuss SBHC team's completed Self-Assessment.

PROFESSIONAL SERVICES AGREEMENT

Nuts & Bolts training (virtual or in-person)

- *Time*: Four hour training
- *Recommended attendees*: SBHC team, clinical and administrative staff from each partner organization, HIT staff from lead health partner
- *Content*:
 - Discussion of differences in practice for FQHCs and SBHCs
 - Strong partnerships: **partnerships assessment**; strategies for communicating across health and education; identification of critical MOU elements including review of **sample MOUs**; innovative examples of healthcare and education working together to reduce non-academic barriers to learning.
 - High-quality practice: strategies for effective data extraction and reporting, routine workflow and data analysis, measuring quality indicators; overview of our **National Performance Measures for School-Based Health Centers (clinical and business measures)**.
 - Sound business practices: introduction to year one business planning

Site visit to exemplary SBHC (in-person)

- *Recommended attendees*: SBHC team, clinical and administrative staff from each partner organization
- SBHA will identify exemplary SBHC(s) and coordinate site visit(s) for client.
- SBHA will participate in visit(s) to facilitate discussion and learning.
- SBHA will share a list of **Questions to Ask at an SBHC Site Visit** for reference.

SBHC Year One business plan coaching (virtual or hybrid)

- Session 1: training and review of **sample Year One Business Plan** and **Year One Business Plan Work Plan**.
- Homework between sessions: SBHC team will complete Year One Business Plan and share with SBHA for review.
- Session 2: review and discuss SBHC team's completed Year One Business Plan.

Travel costs

Estimated travel costs per visit

| | |
|--|---------|
| hotel (3 nights x 2 consultants) | \$1,200 |
| airfare (round trip flights to Cedar Rapids x 2 consultants) | \$1,200 |

PROFESSIONAL SERVICES AGREEMENT

| | |
|-----------------------------------|----------------|
| per diem (3 days x 2 consultants) | \$360 |
| rental car | \$350 |
| TOTAL | \$3,110 |

VII. xi. Agreement - Cedar Rapids Community School District and Melissa Summers: Teaching Artist Residency - 2023-2024 School Year

Contact Person

Karinne Tharaldson

Recommended Action

It is recommended that the Board of Education approve Melissa Summer's mentoring and teaching artist residency services for Johnson STEAM Academy between 1/8/24 - 2/29/24.

Details

The CRCSD's Future Ready Magnet Schools project was awarded a Magnet Schools Assistance Program (MSAP) grant in the fall of 2022. Johnson STEAM Academy is an MSAP project school whose magnet program revisions include an enhanced focus on the arts and art integration.

Melissa Summers is a retired Johnson STEAM Academy music teacher and Arts Integration Specialist who provides arts integration educator mentoring, and teaching artist residencies. The primary services provided through this agreement include:

- A 10-week, 30-hour teaching artist residency with 3rd grade students and teachers.
- Coordination and collaboration with a representative of Johnson STEAM Academy prior to the scheduled professional learning.

100% of the cost will be financed with Federal money awarded by the Magnet School Assistance Program (MSAP) grant.

Supporting Documents



Summer Contract 12.18.23

Melissa Summers
2831 14th Ave SE
Cedar Rapids, IA 52403
319-329-8802

AGREEMENT

SCOPE OF WORK

Melissa Summers agrees to provide a 10-week, **30-hour** teaching artist residency at Johnson STEAM Academy. This residency will include co-development of an arts-integrated social studies unit with 3rd-grade teachers as well as implementation of arts-integrated learning experiences with 3rd-grade students. **Melissa Summers** will coordinate and collaborate with a representative of Johnson STEAM Academy prior to the scheduled teaching artist experience.

FEE

Cedar Rapids Community School District agrees to pay a fee of **\$2,250** for the onsite teaching artist residency to **Melissa Summers** upon receipt of invoice. As an independent contractor, **Melissa Summers** will not receive any additional compensation or fringe benefits from the district and is responsible for reporting income received to taxing authorities.

TERMS

A representative from Johnson STEAM Academy will coordinate all logistics needed by **Melissa Summers** to execute the agreed upon services.

Agreement signified by signatures:

Authorized Representative
Cedar Rapids Community School District

Date


(Name of contracted person or business)

12/18/2023
Date

CONTACT: Sarah Jones
Magnet Coordinator
Johnson STEAM Academy
sjones@crschools.us

VII. xii. Purchasing Tabulation - Micro School Buses - 2023-2024 School Year

Contact Person

Karla Hogan

Recommended Action

It is recommended that the Board of Education approve the Purchasing Tabulation - Micro School Buses for the 2023-2024 School Year.

Details

CRCSD is in need of micro buses with wheelchair accessibility to support special services student transportation. Special services funds will be allocated in the 2023-2024 school year for two - micro buses.

District bidding procedures were used to identify the source for purchase. The award will be made from the lowest responsive and responsible bidder based upon total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date and other factors deemed relevant.

Three bids were received and evaluated.

Supporting Documents



Tabulation - Sheet1

MICRO SCHOOL BUS BID TABULATION

| <u>VENDOR</u> | <u>AMOUNT QUOTED</u> | <u>TOTAL COST</u> | <u>NOTES</u> |
|------------------|----------------------|-------------------|---|
| SCHOOL BUS SALES | 2 GM G5 | \$256,708.00 | |
| THOMAS TRUCKING | 2 MINOTOUR DRW 051MS | \$108,000.00 | Incomplete; Vendor also withdrew their bid. |
| HOGLUND BUS | 2 COLLINS DES16WR | \$283,798.00 | |

VII. xiii. Agreement - Cedar Rapids Community School District and CrisisGo - 2023-2024 School year

Contact Person

Karla Hogan

Recommended Action

It is recommended that the Board of Education approve the agreement between Cedar Rapids Community School District and CrisisGo.

Details

CrisisGo is a technology platform that will enhance the safety and security measures in our learning environments. With this platform, we will be able to 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 put in place a comprehensive training program for our staff to ensure that they are well-equipped to use the platform and respond to any emergency.

Supporting Documents



Cedar Rapids Community School District - Safety iResponse - 3-Year Price Quote



Cedar Rapids Community School District - Safety iResponse - 3-Year Price Quote

Quote created: September 25, 2023 Reference: 20230925-094110069

Cedar Rapids Community School District

720 7TH AVE. SW
Cedar Rapids, IA 52405
United States

Janessa Carr

jcarr@crschools.us
(319)-558-4744

Justin Schaefer

jschaefer@crschools.us
319-721-7647

Comments

Thank you for evaluating CrisisGo for your crisis preparation and response platform. Please review this information and contact me with any questions you have. We look forward to working with you.

Contract Start Date: March 1, 2024*

Contract Term: 3 years

1st Year: \$60,130

2nd Year: \$52,630

3rd Year: \$52,630

Billing Options (check one)

Bill annually (multiple invoices)

Pay full term (one invoice)

*Implementation and app use is available upon receipt of signed Agreement, with no payment needed until Contract Start Date noted above.

Ed Renshaw - Regional Sales Manager CrisisGo Inc.



Products & Services

Safety iResponse (3-year contract) (2023 Edition)

15,000 x \$2.00 /year
for 3 years

Per user/student (min. 500) per year.

Safety iResponse provides staff members with easy-to-use safety tools that assist them in confidently completing their tasks. Our platform empowers your staff members to recognize, prepare, address, and review incidents at all levels and to gain knowledge and experience along their designated pathways. It can be accessed on our app and through any web browser.

From daily emergency to critical crisis, deliver critical alerts and messages to staff, students, parents and visitors via mobile/desktop app and email in the fastest and flexible way. Built for high throughput emergency communication, capacity, reliability and security is highly guaranteed.

SAFETY PLAN:

- Digitalize Organization's Safety Plan into Actionable Role Based Checklists - available on-line and off-line.
- Digital Maps, Documents and Emergency Contacts - available on-line and off-line.
- Drill Management. (drill planning, schedule, pre and post drill report/dashboard)

EMERGENCY COMMUNICATION and SITUATION AWARENESS

CrisisGo iControl (Powerful and easy-to-use, this web-based version of the CrisisGo application brings together your community with one virtual safety command center and dashboard, which can be accessed on any type of device.

- Instant Alert for Variety of Threats (One Place to Warn).
- Customizable "Amber" Alert Types, Sounds, Icons.
- Personal Panic Notification to Designated Personnel with Optional GPS Tracking.
- Immediate Notification to all Necessary Staff
- One-way and Two-way Communication Including Multimedia Options.
- Multiple Groups for Team Incident Management.
- Escalation of Alerts, Panics, and Reports to Upper Level Managers and/or First Responders
- Emergency Mass Notification - email
- Cabinet Reports
- Staff, visitors, parents receiving Alert, checklist, map, checkin, roster event, report, with no login, nor app required.

NON-EMERGENCY COMMUNICATION

Staff notification for non emergency matters, allow users to filter staff from user list, and then send notification by app or email.

ACCOUNT FOR PEOPLE

- Personnel Check-In - account for people during/after incident. (Roster is SIS integration).
- Safety CheckIn - Customizable/Flexible Scheduled Online Survey (Students,

Parents, Citizens, Residents...) | Multiple Channels Delivery (SMS (if purchased), Email, App)

ESCALATION

- During the response process of critical situation, escalate staff and students situation awareness with first responders and law enforcement to facilitate collaboration and rescue.

INTEGRATION

-AlertGateway Email - Activate CrisisGo Alerts and Notifications via Inbound Email (like IT alerting)

TRAINING, SUPPORT AND PLATFORM

-Rollout Supporter to Help safety leaders to distribute login credentials, training resource, guidance to facilitate rollout process of CrisisGo safety tool.

-Embedded CrisisGo academy training center

-Geo-Redundant Platform, AWS Scalability and Redundancy

- FirstNet Verified. Available on Multiple Devices (IOS, Android, Windows, Mac, Chromebook) and Web browsers.

- Automated User Management with SSO/SAML

- 24/7/365 Support

Activation/Account Set-Up/Implementation. (2023 Edition)

15,000 x \$0.50

One-time fee for projects over 4 sites

Includes activation of license(s), account set-up and implementation services for new CrisisGo accounts.

API Student Roster Sync - SIS Sync (others)

1 x \$595.00 /year
for 3 years

per database

Syncing with LDAP, Active Directory, ADFS, SSO

1 x \$395.00 /year
for 3 years

per database per year

CrisisGo Safety Reunification Manager (SRM) (2023 Edition)15,000 x \$0.50 /year
for 3 years

Per student per year.

CrisisGo Safety Reunification Manager (SRM) is a standalone service or added to existing Safety iResponse deployment, or working in conjunction with customer existing emergency notification system (s) like paging system or mass notification systems.

CrisisGo SRM main benefits:

- provides capabilities to school to get real time update of student and teacher safety status;
- facilitate the process to reunify students with parents;
- provide transparent situational awareness to first responders to rescue students and teachers in dangers;
- connect safety team, teachers, first responders, parents with managed 2 way emergency communication.

CrisisGo SRM main features:

- Real time student and staff safety status management (Roster event, checkIn)
- Digital reunification management - Fully aligned with I Love You Guys Foundation Standard Reunification Methodology
- Community connection for transparent situational awareness of student and staff safety status to first responders
- Two-way emergency communication channel to connect every stakeholder
- Auto synchronization with all major SIS systems
- Auto synchronization with LDAP to manage staff information
- Single Sign On
- Web based safety client and safety command center without mandatory app downloading for parents
- Mobile and desktop apps available

CrisisGo Direct911 (2023 Edition)31 x \$295.00 /year
for 3 years

Per site per year.

Provides accurate details along with 911 call. When a CrisisGo Alert is escalated to 911, CrisisGo Direct911 will transmit location information to the 911 Call taker, anywhere in the US, without the need to use CrisisGo technology at the PSAP. Every PSAP supporting E911 will get CrisisGo Direct911 location information.

CrisisGo Academy Services (>10k users/students)1 x \$4,995.00 /year
for 3 years

Unlimited access during the term of the contract to CrisisGo Academy Learning Management Platform, In-App Learning Center, Training Toolkits, and live weekly Webinars to assist with initial and refresher learning.

| | |
|-------------------------|-------------|
| Annual subtotal | \$52,630.00 |
| One-time subtotal | \$7,500.00 |
| Total | \$60,130.00 |

Signature

Signature

Date

Printed name

This quote expires on March 31, 2024

Purchase terms

Quote is valid through March 31, 2024.

All Fees corresponding to all one-time and first year of service must be paid in advance of the activation of CrisisGo Services listed in the Quote.

Taxes (if applicable) and Shipping (if any) are not included in the quote.

Please provide:

-Tax exemption ID or certificate:

-For the Invoice, please provide the following information:

Name of Billing Contact:

Email:

Phone:

Billing Address:

-If a Purchase Order will be used:

PO#:

PO Date:

Purchase Orders should be made out to CrisisGo. Click [here](#) for a copy of CrisisGo's W-9 form.

By signing I acknowledge that I have read and agree to the [CrisisGo Terms of Use](#).

Questions? Contact me



Ed Renshaw

Regional Sales Manager

erenshaw@crisisgo.com

+16185275407

CrisisGo Inc.

800 W El Camino Real Suite 180
Mountain View CALIFORNIA 94040
United States

VII. xiv. Preliminary Approval – Kingston Stadium – ADA Locker Room Upgrades Project

Contact Person

Karla Hogan

Recommended Action

It is recommended that the Board of Education approve the Preliminary Documents and Schedule for the Kingston Stadium –ADA Locker Room Upgrades Project.

Details

The Administration herewith submit specification, and form of contract for Cedar Rapids Community School District–Kingston Stadium–ADA Locker Room Upgrades Project.

Schedule leading to award of contract:

Notice of Public Hearing Publish January 3, 2024

Hold Public Hearing 5:30pm January 8, 2024


Notice to Bidders Publish January 10, 2024

Receive Bids 2:30 January 30, 2024

Award Contract February 26, 2024

This project consists of ADA upgrades to the locker room at Kingston Stadium. The Architect's estimate for construction is \$650,000 and the funding source for this project is PPEL.

Supporting Documents

 2024.01.03 Architect's Opinion of Probable Cost - Kingston Lockers (1)

January 3, 2024

Mr. Chris Gates
Building and Grounds Manager
Cedar Rapids Community School District
2500 Edgewood Road NW
Cedar Rapids, IA 52405

RE: Probable Cost of CRCSD 2023-24 Locker Room Renovation – Kingston Stadium

Dear Chris:

In accordance with Iowa Code 38.3(2), the total probable cost of labor, materials, equipment, and supplies (excluding architectural & engineering design and construction services) for the above-mentioned project is as follows:

Total Estimated Cost of Construction: \$650,000.00

Respectfully,

Darci K. Merrill, AIA, NCARB
Solum Lang Architects



*The Architect, as a design professional familiar with the construction industry, has prepared the Opinion of Probable Construction Costs. It is recognized, however, that neither the Architect nor the Owner has control over the cost of labor, materials, or equipment, over the Contractor's method of determining bid prices, or over competitive bidding, market, or negotiation conditions. Accordingly, the Architect cannot and does not warrant or represent that bids or negotiated prices will not vary from the Opinion of Probable Construction Costs.

VII. xv. Purchasing Tabulation - Kennedy HS Show Choir Nationals

Contact Person

Karla Hogan

Recommended Action

It is recommended that the Board of Education approve the Purchasing Tabulation - Kennedy HS Show Choir Nationals for the 2023-2024 School Year.

Details

Show Choir competitions are large features for students who can showcase their musical and dance talents amongst schools from around the country. Show Choir Nationals gather elite competitive groups to participate and provide the best performance judged by current educators who have worked in show choir themselves or who have remained active in judging.

Show Choir Nationals is now in their 23rd year and hosting their 21st competition at the Grand Ole Opry in Nashville, Tennessee. Kennedy High School Show Choir qualified to participate and would like to send 149 students to compete in March 2024.

Student activity funds will be used to cover the cost of registration, which includes entry, lodging, and fees. The purchase is considered a sole source.

Supporting Documents

 SCN additional info (1)

SHOW CHOIR NATIONALS, INC.
Gaylord Opryland Hotel, Grand Ole Opry House, Wildhorse Saloon - Nashville, Tennessee
March 21 through March 23, 2024

Agreement between Show Choir Nationals, Inc. and Kennedy High School

Package Price. The price of the competition is computed in accordance with the following schedule. **Package Price is on a per participant / spectator/chaperone basis, based on four persons per room.** Price does not include transportation charges.

| | | |
|--------------------------------|---|-----------------------------|
| | \$600 per person - participant 4 days/ 3 nights | |
| | \$600 per person - spectator/chaperone 4 days/ 3 nights | |
| Additional Room Charges | Participants | Spectator/ Chaperone |
| Triple room - | \$685.00 per person | \$685.00 per person |
| Double room - | \$845.00 per person | \$845.00 per person |
| Single room - | \$1330.00 per person | \$1330.00 per person |

Payment Schedule. Show Choir Nationals, Inc. has agreed upon a payment schedule with its vendors on your behalf to provide the competition that you expect at the price we have agreed upon. Prices and services are guaranteed only on the condition that deposits are received from you in accordance with the following payment schedule and are otherwise subject to change. Invoices will be sent regularly to remind you of the payment amounts and due dates.

| <u>Payment Date</u> | <u>Amount Due</u> |
|---------------------|---|
| December 19, 2023 | \$200 per participant, \$200 per spectator/chaperone |
| January 20, 2024 | \$200 per participant, \$200 per spectator/chaperone |
| February 10, 2024 | \$200 per participant, \$200 per spectator/chaperone |
| March 10, 2024 | Remaining Balance, including additional package charges |

Cancellation. Because deposits to vendors, including hotels, bear cancellation penalties in their contracts with SCN, there will be a cancellation penalty if your group cancels its participation, in accordance with the following schedule. Cancellations must be made in writing and are effective only upon receipt by SCN.

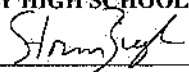
| <u>Cancellation Date</u> | <u>Amount of deposit previously paid refunded to you</u> |
|--------------------------|---|
| Before January 20, 2024 | 75% per person of amounts previously paid refunded to you |
| Before February 10, 2024 | 50% per person of amounts previously paid refunded to you |
| Before March 10, 2024 | 25% per person of amounts previously paid refunded to you |
| After March 10, 2024 | No refund |

Changes in Group Size. Space is reserved for participants in your group based upon your application. Statements will be adjusted as the group size changes. We rely on you to keep us informed if the numbers in your group change. **In order to comply with Hotel Contract Restrictions, no room changes are allowed after March 1, 2024.**

Miscellaneous. You agree that your group may be videotaped and/or photographed and you authorize SCN to use such material in any advertising without any compensation to your school or your participants. The laws of the State of Alabama govern the interpretation of this Agreement. Any litigation arising out of the terms of this Agreement shall be filed in Jefferson County, Alabama. In any litigation concerning this Agreement, the prevailing party shall be entitled to recover its reasonable attorneys' fees and costs. This Agreement supersedes any oral agreement or prior written information provided to you. Any amendment to this Agreement must be made in writing and signed by both parties. All of the terms of this Agreement are considered accepted by both parties thirty days after SCN receives your first deposit, whether or not this Letter of Agreement is signed by both parties.

SHOW CHOIR NATIONALS, INC. KENNEDY HIGH SCHOOL

By: Daryl Ussery
 President

by: 
 Representative



Show Choir Nationals 2024
 March 21, 22, 23, 2024
 Gaylord Opryland Complex &
 Grand Ole Opry House
 Nashville, Tennessee

2453 Kenvil Circle, Vestavia Hills, AL 35243
 +1 205-305-8543
 scnhost@gmail.com



Search ...

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Package Info

2024 Package Price \$600 (per person)

Participants and Spectators/Chaperones
 Price based on QUAD occupancy

Packages are only available for purchase through your school's choir director.

DO NOT contact the hotel directly, they are unable to sell rooms to individuals outside of the package. For more information, [please contact Show Choir Nationals directly.](#)

Four (4) days, three (3) nights in the [Gaylord Opryland Hotel](#) with it's 2885 guest rooms, Delta Island Food Court, shopping, Restaurants, Indoor Pool and Outdoor Pools, Delta Flatboat ride through the hotel and free Cyber Cafe. Performance in the world famous [Grand Ole Opry House](#)

Entrance to:

- Three days of Competition
- Show Choir Nationals Opening Ceremonies
- Middle School Competition
- Women's Division Competition
- Mixed Division Prelims
- Mixed Division Finals
- Dinner and Dance at the Marathon Music Works
- One Director's package Free per school



Future Dates:

- < 2024 - March 21-23
- > 2025 - March 20-22

Recent Posts

- 2024 Participants
- 2025 Applications are open!
- 2023 Results
- NEW EMAIL
- 2022 Finals Results

Additional Activities

VII. xvi. Tabulation - Staff Chromebooks – for Elementary School Teachers, Administrators, Meet and Confer Groups

Contact Person

Craig Barnum

Recommended Action

It is recommended that the Board of Education approve the Purchasing Tabulation for Staff Chromebooks – for Elementary School Teachers, Administrators, Meet and Confer Groups.


Details

As part of Technology’s annual device refresh cycle, we plan to purchase new Chromebooks for the Elementary Staff for the 23-24 fiscal year.

We would like to purchase the Lenovo Flex5 Chrome i5

CRCSD will be utilizing a cooperative purchasing agreement. NCPA Promark 01-96 contract pricing through Sterling.

Supporting Documents

 Cedar Rapids - Lenovo Flex 5 Chromebook- Q-00575862 (1)



Quote No. Q-00575862
Ref. No. Cedar Rapids - Lenovo Flex 5 Chromebook

Date 12/2023
Exp. Date 1/19/2024

Sterling Account Manager
Angie Sexton
303 Centennial Drive
North Sioux City, SD 57049 P:
(605) 242-4037
F: (605) 242-4001
angie.sexton@sterling.com

Customer Information
Cedar Rapids CSD
Jacqueline Collingwood
2500 Edgewood Rd NW
Cedar Rapids, IA 52405
P: (319) 558-1262
F: (319) 398-2164
jcollingwood@crschools.us

| | | | |
|--------|-------------|--------------------|-----------------------|
| Terms | FOB | Contract | Estimated Lead Time |
| Net 30 | Destination | NCPA PROMARK 01-96 | 30 Days ARO Estimated |

| Line No. | QTY | Part Number | Description | Unit Price | Extension |
|--------------|-----|-----------------|--|------------|-------------------|
| 1 | 875 | 83AKS01000 | ASSEMBLY Lenovo Flex5 Chrome i5, 16gb, 256, no pen, ZTE. WARRANTY 3Y Courier/Carry-in, PROTECTION 3Y ADP Add On, Chrome OS Zero-Touch Enablement Service, I51245U UMA 16G BL, 4 Cell Li-Polymer 51Wh, 1080P FHD with Dual Microphone, Storm Grey, 14 WUXGA GL 300N MT N, Fingerprint Reader14wuxga 300N T FHD GY Aadt, No Pen, 16 GB LPDDR4X-4266MHz (Soldered), 45W USB-C 30% PCC 3pin AC Adapter - US, 12th Generation Intel® Core™ i5-1245U Processor (E-cores up to 3.30 GHz P-cores up to 4.40 GHz), 256 GB SSD M.2 2242 PCIe Gen4 TLC, Wi-Fi 6E 2x2 AX & Bluetooth® 5.1 or above | \$628.87 | \$550,261.25 |
| 2 | 875 | CROSSWDISEDUNEW | Google Chrome Management Console License - Education | \$32.00 | \$28,000.00 |
| TOTAL | | | | \$ | 578,261.25 |

Quotation Comments

Ask your Sterling Account Manager about our Complete Ship Services: An efficient, convenient, and secure way to receive your order.

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CAGE: 06AP0 | DUNS: 938836541 | UEID: YZTLALWM4UC7



VIII. Action Items

VIII. i. Resolution – At Risk/Dropout Prevention Funding – 2024-2025 School Year

Contact Person

Karinne Tharaldson/Karla Hogan

Summary

1. Per Iowa Code, the School Board is required to approve the Resolution regarding At Risk and Drop-Out modified supplemental funding associated with At Risk and Dropout Prevention programs.
2. The Cedar Rapids Community School District utilizes Modified Supplemental Aid (Drop-Out/At-Risk funds) to provide programming and support for the following programs and areas:
 1. Metro Staffing
 2. Credit Recovery Teachers and Paras
 3. I-Jag Contracted Services
 4. Learning Supports Liaisons
 5. School Counselors
 6. School Resource Officers
 7. Engagement Specialist/Facilitators/Behavior Technicians/Health Services Interventionists
 8. Supplemental Contracted Services
3. The Drop-Out/At-Risk prevention programs serve drop-out, potential drop-out, and at-risk students in all buildings in grades K-12. The requested modified supplemental aid funding for 2024-2025 is \$6,161,254.00.
4. The application has been completed and is now pending the Board's approval before being submitted to the Iowa Department of Education.

Recommended Action


It is recommended that the Board of Education approve the Resolution - Modified Supplemental Aid Application for Drop-Out/At-Risk Prevention for the 2024-2025 School Year.

Goals

1. Strategic Pillar: Elevate Students' Plans, Pathways, and Passions
 - A. Strategic Anchor: Student Achievement
 - B. Strategic Anchor: Equitable Student Outcomes
 - C. Strategic Anchor: Safe and Secure Learning Environment
 - D. Strategic Anchor: Graduating College and Career-Ready Students

Supporting Documents



 2024 RESOLUTION - at-risk and dropout.docx

 2024 Exhibit-Resolution

RESOLUTION

At-Risk and Dropout Prevention Funding

Cedar Rapids Community School District – Board of Directors

Be it resolved, the Cedar Rapids Community School District shall approve the Resolution for funding and approving the District Dropout Prevention program in Fiscal Year 2025 at maximum allowable levels through a combination of General Fund resources and Modified Supplemental Amount, the SBRC application completed prior to January 15th,^t 2024. The FY2025 Dropout Prevention funding levels are as follows: \$2,053,751 from general fund, (Modified Supplement Amount) \$6,161,254 as provided in the funding formula. Modified Supplement Amount is calculated as follows: \$7,635 (District cost per pupil) X 16,139 (Certified Enrollment October 2021) X \$.05 (Maximum Modified Amount).

Passed and Adopted this 8th day of January, 2024.

School Board President

Attested by:

School Board Secretary

Modified Supplemental Amount

MODIFIED SUPPLEMENTAL AMOUNT

| # | Description | Amount |
|--|--|--------------------|
| 1 | District cost per pupil | \$7,635 |
| 2 | Certified enrollment (October 1, current school year) Certified enrollment was found and certified on 10/13/2023 12:42:52 PM. | 16,139.5 |
| 3 | Maximum modified supplemental amount possible (0.05 x line 1 x line 2) | \$6,161,254 |
| 4 | Previous FY Carry-forward from CAR Project 1116 Carry-forward: \$0 Project 1119 Carry-forward: \$0 | \$0 |
| 5 | Requested modified supplemental amount Enter an amount equal to, or less than (Ln3 - Ln4): \$6,161,254 | 6161254 |
| <i>"Requested MSA and required match (and the associated spending authority) is solely for the purpose of implementing the district's board-adopted At-Risk/Dropout program."</i> | | |
| 6 | Required local match (Total Project Cost(Line 5 / 0.75) X 0.25) | \$2,053,751 |
| 7 | Enter the number of enrolled students in the budget year identified as returning dropouts and potential dropouts. | 259 |

Questions?

VIII. ii. Approval - 2024-2025 School Year Calendar

Contact Person

Dr. Tawana Grover / Ryan Rydstrom

Recommended Action

It is recommended that the Board of Education approve the 2024-2025 School Year Calendar.

Details

CRCSD's calendar committee proposes a SY 24-25 calendar in which CRCSD eliminates Friday early-releases and uses those hours to create full-day professional learning days.

The feedback has been positive about the shift to full-day professional learning for most work groups; however, some workgroups provided feedback about losing wages due to the shift. CRCSD acknowledged this feedback and ensured there would not be a loss of wages for the food and nutrition workgroup.

Supporting Documents



DRAFT - SY 2024 - 2025 Calendar

2024-25 School Calendar

August 23, 2024 (Early Dismissal)









June 3, 2025 (Early Dismissal)

- Elem. School: 8:50 am – 2:20 pm

- Middle School: 7:50 am – 1:20 pm

- High School: 7:50 am – 1:20 pm

Calendar Legend

| | |
|--|---|
|  | New Teacher Pre-Service |
|  | First Day of Classes/Early Dis. Last Day of Classes/Early Dis. |
|  | Staff Professional Learning (No School for Students) |
| S | End of Semester |
|  | Teacher Directed (No Students) |
|  | Teacher Comp Day (No School for Students) |
|  | Break (No School) |
|  | District Holiday (All Offices Closed) |
|  | Inclement Weather Make-Up |

School Hours:

Elementary School: 8:50 am - 3:50 pm

Middle School: 7:50 am - 2:50 pm

High School: 7:50 am – 2:50 pm

Weather Related

Late Start Hours:

Elementary School: 10:50 am – 3:50 pm

Middle School: 9:50 am – 2:50 pm

High School: 9:50 am – 2:50 pm

The District will take all full day closures and make them up at the end of the school year in June. We will not make up late starts and early release times unless we have missed more than 15.5 hours of instruction.

| August 2024 | | | | | Hours |
|----------------|----|----|----|----|-------|
| | | | 1 | 2 | |
| 5 | 6 | 7 | 8 | 9 | |
| 12 | 13 | 14 | 15 | 16 | |
| 19 | 20 | 21 | 22 | 23 | 5 |
| 26 | 27 | 28 | 29 | 30 | 37.5 |
| September 2024 | | | | | |
| 2 | 3 | 4 | 5 | 6 | 63.5 |
| 9 | 10 | 11 | 12 | 13 | 96 |
| 16 | 17 | 18 | 19 | 20 | 122 |
| 23 | 24 | 25 | 26 | 27 | 154.5 |
| 30 | | | | | 154.5 |
| October 2024 | | | | | |
| | 1 | 2 | 3 | 4 | 180.5 |
| 7 | 8 | 9 | 10 | 11 | 206.5 |
| 14 | 15 | 16 | 17 | 18 | 239 |
| 21 | 22 | 23 | 24 | 25 | 265 |
| 28 | 29 | 30 | 31 | | 291 |
| November 2024 | | | | | |
| | | | | 1 | 297.5 |
| 4 | 5 | 6 | 7 | 8 | 330 |
| 11 | 12 | 13 | 14 | 15 | 356 |
| 18 | 19 | 20 | 21 | 22 | 388.5 |
| 25 | 26 | 27 | 28 | 29 | 401.5 |
| December 2024 | | | | | |
| 2 | 3 | 4 | 5 | 6 | 434 |
| 9 | 10 | 11 | 12 | 13 | 466.5 |
| 16 | 17 | 18 | 19 | 20 | 499 |
| 23 | 24 | 25 | 26 | 27 | 499 |
| 30 | 31 | | | | 499 |

15.5 extra built in hours
191 for teacher days

| January 2025 | | | | | |
|---------------|----|----|------|----|--------|
| | | 1 | 2 | 3 | 499 |
| 6 | 7 | 8 | 9 | 10 | 531.5 |
| 13 | 14 | 15 | 16 s | 17 | 557.5 |
| 20 | 21 | 22 | 23 | 24 | 583.5 |
| 27 | 28 | 29 | 30 | 31 | 616 |
| February 2025 | | | | | |
| 3 | 4 | 5 | 6 | 7 | 648.5 |
| 10 | 11 | 12 | 13 | 14 | 674.5 |
| 17 | 18 | 19 | 20 | 21 | 707 |
| 24 | 25 | 26 | 27 | 28 | 733 |
| March 2025 | | | | | |
| 3 | 4 | 5 | 6 | 7 | 765.5 |
| 10 | 11 | 12 | 13 | 14 | 798 |
| 17 | 18 | 19 | 20 | 21 | 798 |
| 24 | 25 | 26 | 27 | 28 | 830.5 |
| 31 | | | | | 830.5 |
| April 2025 | | | | | |
| | 1 | 2 | 3 | 4 | 856.5 |
| 7 | 8 | 9 | 10 | 11 | 889 |
| 14 | 15 | 16 | 17 | 18 | 915 |
| 21 | 22 | 23 | 24 | 25 | 941 |
| 28 | 29 | 30 | | | 960.5 |
| May 2025 | | | | | |
| | | | 1 | 2 | 967 |
| 5 | 6 | 7 | 8 | 9 | 999.5 |
| 12 | 13 | 14 | 15 | 16 | 1025.5 |
| 19 | 20 | 21 | 22 | 23 | 1058 |
| 26 | 27 | 28 | 29 | 30 | 1084 |
| June 2025 | | | | | |
| 2 | 3 | 4 | 5 | 6 | 1095.5 |
| 9 | 10 | 11 | 12 | 13 | |
| 16 | 17 | 18 | 19 | 20 | |
| 23 | 24 | 25 | 26 | 27 | |
| 30 | | | | | |

Graduation Information

January 23 at 7:00 pm: Metro (Winter)

May 21 at 7:00 pm: Metro (Spring)

May 22 at 7:00 pm: Jefferson

May 23 at 7:00 pm: Kennedy

May 24 at 7:00 pm: Washington



IX. Learning and Leadership Work Session

Contact Person

Ryan Rydstrom

Quick Summary / Abstract

Executive Cabinet members, along with other CRCSD employees and stakeholders, provide pertinent informational updates regarding action steps within CRCSD's strategic plan.

IX. i. Office of Academics and Instructional Empowerment

Contact Person

Karinne Tharaldson

Details

Instructional Empowerment assists district leaders with building and improving school's instructional systems and enhancing the capacity of their schools. Their mission is to help schools achieve measurable, long-term outcomes for their students by focusing on prioritizing rigorous classroom instruction and school advancement.

CRCSD seeks support for a comprehensive continuous improvement process and instructional design.

This is an information item for a work session.

Goals

1. Strategic Pillar: Elevate Students' Plans, Pathways, and Passions
 - A. Strategic Anchor: Student Achievement
 - B. Strategic Anchor: Equitable Student Outcomes
2. Strategic Pillar: Energize Our Staff



X. Adjournment
