

The Clarion-Goldfield-Dows Board of Directors held its Board of Education Meeting on Monday, January 9, 2017. In attendance was Beth Severson, Troy Seaba, Clint Middleton, Corey Jacobsen, Beth Jackson, Carter Bridges, Jason LaPage, Heather Walker, Dwight Tew, HS Principal Erik Smith, MS Principal Steve Haberman, Elem. Principal Tricia Rosendahl, Seniors Emma Konvalinka and Zack Leist, Wright Co. Reporter Kasey Ginn, Supt. Dr. Robert Olson, and Board Secretary Anita Frye.

President Severson Called the Meeting to Order at 5:00 P.M.

CGDEA Initial Bargaining Position Presentation (IA Code: 20.17.3)

Carter Bridges presented the CGDEA's Initial Proposal –

1. Extended pay per diem/hour for employee (salary and hourly) working outside of school hours. For example: Preschool home visits after school hours, and Mandatory After School Activities (math Night, Literacy Night, Concert/Music Programs).

Rationale: Staff members are putting in a lot of additional time with these activities and are not being compensated for them. This would be similar to an extended contract because of agricultural events during the summer.

2. Hourly Pay for Sporting Events in exchange for one base pay per event.

Rationale: There are several sporting events that take longer than others. It is unfair for one person to get paid for 2 hours of work while another person is working 4 to 5 hours and getting paid the same amount. We believe having an hourly amount of say \$9.00/hr. would help compensate state for the time that they are putting in.

3. Flex work Day in accordance to our required hours. Staff will get the choice to work wither 7:30-3:30 or 8:00-4:00.

Rationale: There are times that staff members, both hourly and salary, have group meetings before or after school and so having the choice to come in at 7:30 (when the meeting starts) and then able to leave at 3:30 would be equal for others who do not have those meetings. Along the same reasoning, if a staff member has a meeting after school they may choose to come in at 8:00 that day and then leave at 4:00. Currently we are being required to come in for those meetings unpaid and remain at school until 4:00 except for Fridays. That can add up to a lot of uncompensated hours as some meetings are weekly.

4. Exchange our current Business Day for a Personal Day.

Rationale: There are very few employees who find the need for this business day – therefore a lot of staff are not being able to use a benefit day that they are given. Changing the wording to a personal day would allow those use the business day to have that day off, but it also allows those who do not have that need to be treated equally.

5. We would also like to see that 1 Personal Day is allowed to be carried over per year.

Rationale: Not every year do employees need all of their personal days but they choose to take it rather than losing it. Allowing 1 day to carry over would allow staff to stay in their classroom when desired, which as we know-students learn best from their classroom teacher opposed to a substitute. The max number of personal days an employee can have in one year is 4. This would be beneficial to those who have family emergencies or other personal needs that require more than just a day or two.

6. We will not be giving a total package proposal at this time.

Rationale: Due to lack of information regarding salary, and insurance.

The next public meeting for the District Response will be held on Wednesday, January 25, 2017 at 5:00 P.M.

Open Forum – Seniors Emma Konvalinka and Zack Leist officially addressed the board to request Open Campus for Class of 2017 Seniors that meet the requirements starting with 2nd semester.

Wright County Reporter Kasey Ginn addressed the board with a couple items that had recently been printed in the Wright County Reporter. She took the opportunity to apologize to the board directly and to administration and to the students.

Old Business

CGD Sports Boosters Report – None

TAG Program – Carter Bridges and Heather Walker gave the board a presentation on the upcoming TAG trip to Washington, D.C. and New York City planned for June 3rd through June 7th. The trip has been booked with EF Tours and everything is on schedule. The students have been fund raising since last June. They are approximately 48 students, staff and parents attending the trip.

Transportation – Director Dwight Tew gave an overview of the shared program between Clarion-Goldfield-Dows and Eagle Grove. Right now CGD and Eagle Grove combined are the 2nd largest transportation district in the state. Last year CGD's transportation rate per mile was \$2.93, and he is in charge of about 73 total vehicles between the 2 districts.

Principals' Reports – The staff will be holding Professional Development on Monday, January 16, 2017 at the Clarion Movie Theater. They will be showing the movie "Paper Tigers" that deals with toxic stress in children and the affects it has on the students.

New Business

Motion by Middleton to Approve the Consent Agenda with the pulling of reviewing Policy 306.1 Family Night, until next month. Second by Seaba. Approve Regular Meeting Minutes held on December 12, 2016; Approve Payment of Monthly Bills; Approve Payment of Additional Bills;

Approve Review of Board Policies 305.1 – The Management Team, Policy 305.2 – Administrative Team, Policy 305.3 – Administrative Structure, Policy 305.4 – Superintendent Advisory Group, Policy 400 – Statement of Guiding Principles, Policy 401.1 – Equal Employment Opportunity, Policy 401.2 – Definition of Certificated Personnel, Policy 401.3 – Recruitment of Certificated Personnel, Policy 401.4 – Qualifications and Selection of Certificated Staff; Approve Second Reading of Policy 408.4 – Insurance, Leaves and Vacation for support Personnel; Approve Wright County Monitor as District’s official newspaper; Approve Work Agreement with Knute Severson as Asst. Wrestling Coach for 50% of Step One Stipend for FY17; Approve Educational Lane Advancement for Deborah Vance from MA+10 to MA+20; Approve Open Campus for Seniors beginning 2nd Semester for those that meet all requirements of classroom performance, timely assignments, behavioral standards leading to timely graduation and citizenship: Approve After Prom request to use school transportation to transport students to Fort Frenzy in Fort Dodge at the rate of \$2.93 per mile; Approve solicitation for bids to replace the middle school boiler; Approve the bid to remove asbestos from the Goldfield building from Site services of Algona for the amount of \$66,800.00; Approve variance in the Early Graduation Policy to allow student to graduate one semester early. Motion carried 4-0. Beth Severson abstained from voting.

Facility Report

Dr. Olson informed the board he is working with Bob Malloy to provide information to Neighborhood Development Corporation of Des Moines, that may have interest in the Goldfield building. Spencer Steel has completed the cut part of the new district office sign, and it is the process of having LED lights put around it and hopefully will be in place soon. This year the district will be putting together a priority list and this will be the year the voted PPEL will need to be renewed.

Motion by Middleton to Approve Initiation of the Process for the Sale of the Dows Parking Lot. Second by Jackson. Motion carried 5-0.

Motion by Jackson to table decision on former FCNB drive-up bank. Second by Seaba. Motion carried 4-0. Clint Middleton abstained from voting.

Motion by Middleton to Approve Application to SBRC for At-Risk & Drop Out Prevention for the Maximum Modified Supplemental amount possible of \$320,268.00, to provide a maximum budget of \$469, 039.00. Second by Jacobsen. Motion carried 5-0.

The next Regular Board Meeting will be held on Monday, February 13, 2017 at 5:00 P.M.

At 6:40 P.M. the CGD Board moved into Exempted Session: Strategy Session (IA Code 20.17.3)

Motion by Middleton to Adjourn. Second by Jackson. Motion carried 5-0. Meeting adjourned at 7:10 P.M.

Elizabeth Severson, President

Anita Frye, SBO/Board Secretary

