

- I. CALL TO ORDER: President Skylar Rawlins called the meeting to order at 7:00 pm. Roll call: Don Goodman, Dr. Becky Maher, Jan Myers, Billie Jo Russell and Mardell Tomlonovic. Absent: Doug Garrett. Administrators present: Superintendent Lucas, Principal Jones, and Principal Summy.
- II. Approval of Agenda: Tomlonovic moved, Maher seconded to approve the agenda as presented. Motion carried 6-0.
- III. Recognition of Guests:
Two staff members, one parent and an AFSCME union representative requested the Board consider other options rather than reducing associate hours to comply with Affordable Care Act requirements related to offering health care benefits.
- IV. Board Member Reports: None presented
- V. Administrator Reports:
Elementary –The Board reviewed procedures for students being outside in cold weather before school and at recess. Data meetings are held with each grade level to identify students’ learning methods. The goal is to meet with each grade level every two weeks to review progress. Staff will assess a student weekly and track performance. This chart will depict systems that work and those that don’t for each student. The staff avoids “one size fits all” and strives to ensure each student gets the support they need.
The elementary is rolling out the first Chromebooks. These devices will be able to access the internet, download apps, and be used for reports and presentations. This is an exciting time for students and staff.
The elementary student council organized a Stomp Out Bullying assembly during October with the help of the high school. Thanks to the high school staff and Mr. Jones for allowing them to come down and be the positive role models they have become. The elementary students had a great time and also received a great message about bullying. The student council coordinates a food drive during November then participates in Adopt-A-Family in December.
The elementary will be adding an additional special education teacher after Thanksgiving break due to an increase of students since the beginning of the school year. Several of the students are also requiring 1:1 associates.
Jr/Sr High –We will be looking in the future at dropping the Valedictorian and Salutatorian at graduation and expanding our recognition of the top 10 to 15% of the graduating class. This will not happen this year and would be phased in over a couple of years. About 62% of the junior high students earned honor roll. About 10% had a failing grade. Both Junior High Basketball and wrestling teams started this past Monday. The high school girls’ basketball started last week and the wrestling and boys’ basketball start on Monday. We had a wonderful play last weekend. The students enjoyed the opportunity. There was a 60% turnout for Parent/Teacher conferences. This does not count the phone and email conferences that took place before the conferences. The Messenger Center up and running with the JMC system. The school will be able to email, call or text parents and students in cases of emergency or schedule changes. There was a great turnout last Tuesday for the Veterans’ Day celebration. Natalja Handy was recognized as one of the top 3% of Black Americans who took the PSAT. We celebrated this at our last pep rally. The staff is working on Formative Assessments during our Professional Development.
- VI. Consent Agenda: Russell moved, Goodman seconded to approve the 10/20 and 10/28 minutes, November payables and the October financials as presented. Motion carried 6-0.
- VII. Action Items:
 - 7.1 Personnel Matters
Tomlonovic moved, Maher seconded to approve the resignation of Samantha Sloan as football cheer coach effective immediately. Motion carried 6-0.
Russell moved, Maher seconded to approve the recommendation to hire Jean Thomas as assistant to the business manager for the 2014-2015 school year. Motion carried 6-0.
Russell moved, Maher seconded to approve the recommendation to hire Amy Hitchcock as junior high girls’ track coach for the 2014-2015 season. Motion carried 6-0.
 - 7.2 Tomlonovic moved, Myers seconded to approve the recommendation to accept the resolution authorizing review of disclosure activities and participation in the municipalities continuing disclosure cooperative initiative of the securities and exchange commission. Roll call: Ayes-Goodman, Tomlonovic, Myers, Maher, Russell, Rawlins. Nays-none. Motion carried 6-0.

- 7.3 Tomlonovic moved, Maher seconded to approve the recommendation to accept the second reading of board policies in the 100, 400, 500, 600 and 900 series. Motion carried 6-0.
- 7.4 There was no motion received for the recommendation to approve offering an early retirement plan for certified staff this 2014-2015 school year. The action item dies for lack of motion. There will be no retirement plan offered this school year.

VIII. Discussion Items:

- 8.1 Superintendent Lucas has consulted with seven companies who provide services to analyze facility needs. He will obtain proposals from all, narrow the selection down to two or three firms, then schedule the Properties Committee to interview each firm and bring a recommendation to the Board at the December meeting.
- 8.2 The building administrators explained a rotation schedule for associates that can be used to comply with the Affordable Care Act work week requirements. The Board requested cost analysis of staff and benefits, and information on a low-cost insurance plan.
- 8.5 The Board considered options to renew the district's Instructional Support Levy, which expires in 2016. They requested it be put it to public vote to renew it for ten years.

IX. Superintendent's Report: He will meet with the engineer and contractor on Wednesday to discuss replacement of the damaged sidewalk at the elementary. The safety rail will be installed this week. The boiler at the Mingo site has been repaired. The window broken during a recent break-in has been boarded. Staff and students are now using the Chromebooks. Superintendent Lucas is compiling information and prices on doors at the elementary and a buzz-in system for the elementary and high school. He will convene with the Properties Committee to discuss. He reviewed recent events of threats made at the Southeast Polk schools and the role social media played. Social media apps are blocked at the high school, but are not once the tech device is taken off school property. Superintendent Lucas will continue to review and update policies and place them in the Google drive for board members to review and comment.

X. Adjourn: Tomlonovic moved to adjourn. Motion carried 6-0. Time 7:46 pm.

APPROVAL

Skylar Rawlins, Board of Directors President

ATTEST

Debra A. Hodgson, Board of Directors Secretary