

**NEVADA COMMUNITY SCHOOL DISTRICT
BOARD OF DIRECTORS**

**MINUTES OF REGULAR MEETING
MONDAY, APRIL 22, 2019
BOARD ROOM AT 1035 15TH STREET**

PRESENT: BOARD MEMBERS: Tori Carsrud, Joe Anderson, Mark Crawford, Leanne Harter. **ABSENT:** Tom Maier.

STAFF: Steve Gray, Kody Asmus, Katie Borton, Carla Creswell, Kevin Ericson, Lisa Hartman, Erin Klopstad, Dave Kroese, Tony Sneiderman, Marlys Swanson-Brehm, Brian Schaeffer.

1. Call to Order at 6:30 p.m.

2. Approval of Agenda The Board noted additions and changes to personnel for the consent agenda for this meeting. Motion by Harter, second by Crawford to approve the agenda as amended. Motion Carried 4-0.

3. Public Comment - none

4.1 Elementary Literacy Presentation Mrs. Swanson-Brehm joined Ms. Creswell and Ms. Klopstad in reviewing the use of the Reading Recovery program at the Elementary School. Reading Recovery is a 16-20 week intervention for students which serves the neediest first graders. The students are given an oral language test - if the student can't speak the text provided, he/she can't read it. Reading Recovery is all individual plans which build on a student's strengths over time. Ms. Klopstad said the Reading Recovery program is a top ten in the country for research-based learning. Ms. Creswell noted an example of student who was very successful in the Reading Recovery program who started at a very low reading level but ended first grade at right at grade-level for reading. Mrs. Swanson-Brehm noted other examples with accelerated reading growth: 70% of the students in Reading Recovery made more than one year's growth. Reading Recovery is not a "canned" program and is not for every student. The District provides many hours of professional development to help students accelerate more. Ms. Klopstad says she serves as an Instructional Model to go to help other classrooms. Ms. Creswell said that the District needs to sustain reading growth and, if students are pulled out of their regular classroom, the program needs to be working. The Board viewed a video from Mrs. Barloon with her testimony on how Reading Recovery works. Mrs. Swanson-Brehm said that there has only been two Reading Recovery teachers on staff at one time and one has retired. One year, Mrs. Swanson-Brehm only worked with two students on Reading Recovery; the others were placed in the Title or Special Education programs. The teachers said, when Dr. Gray came to the District, using his five-year plan, the District stepped up using Reading Recovery. The District actually fully used Reading Recovery and there were no students requiring Reading Recovery for a period of time. As Mrs. Swanson-Brehm is retiring, Ms. Klopstad will be the only Reading Recovery teacher next school year. Ms. Creswell said she would like to be in training for Reading Recovery but no training is being offered this year.

4.2 Update: Standards-Based Grading at Middle School Dr. Gray said the District goes back five or six years on its use of Standards-Based Grading (SBG). The High School has taken big steps in SBG over the years. Now, the Middle School is making big strides in the program. Dr. Hartman said the Middle School has had big progress in SBG this year. Mr. Sneiderman and Ms. Borton are helping with this. This year, SBG was a Middle School building goal. Mr. Sneiderman reviewed an action plan and evaluation used for SBG. "Framework Fridays" from the Area Education Agency were used for training which included examples from other districts. Dr. Hartman reviewed goals for this year for SBG. Next year, all Middle School teachers will be using SBG. Ms. Borton noted that SBG Handbook, SBG Stairway, and the SBG Timeline had all been prepared to use. Mr. Sneiderman noted a wide range of experience in SBG in

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the staff and the guides from Ms. Borton were a big help. Dr. Hartman complimented the Board and the Middle School staff on the SBG implementation.

4.3 2019-20 Student-Parent Handbooks The 2019-20 student handbooks from all three buildings were presented for Board review only.

5.1 Approval of Tentative Agreement - Nevada Community Education Association The District has reached an agreement with the Nevada Community Education Association:

- Total package increase: 2.2%
- Changes to Schedule B: High School Plays from 10% to 12%, new Assistant High School Plays position at 6%, new First Tech Robotics position at 6%
- Sub pay for coverage during prep period: If a teacher covers for more than 40 consecutive minutes on their only prep of the day, pay is \$25.
- Agreed on language changes to Master Contract per changes in the Iowa Code; five-year agreement with wages and salaries to be opened annually.

Motion by Crawford, second by Harter to approve the agreement with the Nevada Community Education Association for 2019-24. Motion Carried 4-0.

5.2 2019-20 Meal Prices Dr. Gray said that, for meal prices for 2019-20, he was suggesting an increase in adult meal prices of five cents and, for all other meals, ten cents. Motion by Anderson, second by Harter to approve the meal prices for 2019-20. Motion Carried 4-0.

5.3 Summer Concrete Repairs Mr. Kroese said he put out for quotes for concrete repair in the Elementary parking lot on April 8. Quotes were due back on Friday, April 19. Three quotes were received and Lakeside Contractors of Ames was low. Crawford asked about the testing for the project. Mr. Kroese said that he is asking for a survey with Snyder & Associates then Terracon will do the site testing. Motion by Crawford, second by Anderson to approve the quote of \$106,350.70 from Lakeside Contractors for replacement of the Elementary School Parking Lot. Motion Carried 4-0.

5.4 Story County Hazard Mitigation Plan Resolution Motion by Harter, second Anderson to approve the resolution adopting the Story County Multi-Jurisdictional Local Hazard Mitigation Plan. Motion Carried 4-0.

6. Consent Agenda Motion by Crawford, second by Harter to approve the consent agenda items:

- Bills
- Contracts: 2019-20 contracts listing salaries and insurance benefit (2.2% raise for non-teachers, 2.2% for teachers' package - see item 5.1 above)
- Appointments: Mike Foley - Volunteer Boys' Track Coach; Devon O'Connell - Middle School Guidance Counselor
- Resignations: Karah Appleget - Cheer Coach; Mike Chirstiansen - Cross Country & Track Coach; Maggie Davis - Elementary Teacher; Karter Ewing - Middle School Football Coach
- FY 18 Audit Report

Motion Carried 4-0.

7.1 Board Member Comments Crawford had questions on any additional schools considering moving to the Heart of Iowa Conference. Carsrud noted students at the Elementary are planting trees. Anderson complimented the accessibility of stadium facilities for the track meets.

7.2 Board Calendar was reviewed. The next regular Board meeting is Monday, May 13, 2019 at 6:30 p.m.

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8. Superintendent Evaluation Motion by Crawford at 8:24 p.m. to go into closed session as provided in Section 21.5(1) of the open meetings law to evaluate the professional competency of an individual whose performance is being considered to prevent needless and irreparable injury to that individual's reputation, as that individual has requested a closed session. Second by Anderson. Roll Call Vote: Harter – aye; Carsrud – aye; Anderson – aye; Crawford – aye. Motion Carried 4-0.

Motion to go out of closed session at 8:47 p.m. by Harter, second by Crawford. Motion Carried 4-0.

9. Adjournment at 8:48 p.m.

Respectfully Submitted,

Board President

Board Secretary