

BETTENDORF COMMUNITY SCHOOL DISTRICT
BETTENDORF, IOWA

Unofficial Minutes of the September 8, 2020, Regular Meeting
of the Board of Education
(pending Board approval)

1. Call to Order.

The Board of Directors of the Bettendorf Community School District, in the County of Scott, State of Iowa, met in open session according to Iowa law for their regular Board meeting at the BHS Performing Arts Center, 3311 18th Street, Bettendorf, Iowa, on September 8, 2020. President Adam Holland called the meeting to order at 6:00 p.m. and the Board recited the Pledge of Allegiance. Colleen Skolrood, Board Secretary, verified that the meeting notice had been posted and mailed to the media as required by law.

Members present: Directors Castro, Champion, Doerder, Eastman, Holland, Lynch, Pyevich
Members absent: None

Other officials present: Dr. Michelle Morse, Superintendent; Brietta Collier, Director of Finance; Jill Matherly, Director of Human Resources; Celeste Miller, Director of Communications; Curt Pratt, Director of Operations; Joy Kelly, BHS Principal; Tammy Chelf, Edison Academy Student Services Coordinator; David Farmer, Treasurer; Mary Heeringa, BEA Representative; Colleen Skolrood, Board Secretary.

2. Approve the Agenda.

Motion by Director Lynch, seconded by Director Champion, to approve the agenda as presented.

Director Castro approved of everything on the agenda except for the resignation of the strength and conditioning coach at BHS under Consent Agenda Item 4.03.

Ayes: 6 Directors Champion, Doerder, Eastman, Holland, Lynch, Pyevich
Nays: 0
Abstained: 1 Director Castro
Motion carried 6-0-1

3. Communication.

3.01 **President's Statement.** Any member of the audience may address the board with comments about items of interest or concern. Please state your name and address and please limit your comments to three minutes. Iowa law prohibits discussing specific employees or their job performance. Please refer to policy 213.E1 - Public Input At Board Meetings.

Hope Mohr, 3014 Somerset Drive, Bettendorf, addressed the board on the Do BETTER Facebook group and concerns about bullying, racism, and homophobia.

3.02 **Board Shared Communication.** Director Castro reported the Bettendorf High School Wrestling team from 1982 was inducted into the Glen Brand Wrestling Hall of Fame in Waterloo, Iowa on August 22. He mentioned trophy cases and not having enough places to display all of the BHS accomplishments over the years.

Director Pyevich wanted to make sure that someone is looking into the concerns we just

heard from Hope Mohr.

- 3.03 **Superintendent's Report.** Dr. Morse thanked all of the BCSD staff, students and families for a tremendous opening to our new school year. She has had the pleasure of walking all of our sites and almost every one of our classrooms in the district. She said it is inspiring to see how quickly our students have learned the new routines and protocols.
- 3.04 **Director of Finance Report.** Brie Collier said we are currently going through our fiscal audit and will be finishing up tomorrow. She thanked everyone who devoted time to that. She gave an update on ESSER Funds spent to date. The district has spent approximately \$287,000.
- 3.05 **BEA Report.** Mary Heeringa thanked Hope for speaking tonight and sharing her experience and the experiences of others. Everyone should feel safe when they come to school or attend school events. She wanted them to know that the BEA is committed to working with them and the district to make sure that we are creating a safe and welcome environment for all of our students.
- The BEA raised over \$5,000 and filled three U-Haul trailers for the Fill the Truck Event.
- She said the first couple of weeks have been a challenge. She thanked the students and caregivers for their patience and understanding.
- They had their first Round Table and BEA meeting of the year.
- Dr. Morse thanked Hope for speaking tonight. She said she had the distinct privilege to meet with her along with other district administrators. She said they had a productive conversation.
- 3.06 **SELL Crew Project - A student Lead Leader Initiative.** BCSD is one of only 40 districts across the country to receive this grant. Student Success Coach Teresa Freking, Feature Ready Coach Haleigh Hoyt, and the student SELL Crew shared with the board their SELL Crew Project grant and their goal to welcome, inspire, and lead through a student-led social and emotional learning engagement effort.

4. Consent Agenda.

Motion by Director Pyevich, seconded by Director Eastman, to approve the consent agenda as printed.

Ayes: 6 Directors Champion, Doerder, Eastman, Holland, Lynch, Pyevich

Nays: 0

Abstained: 1 Director Castro

Motion carried 6-0-1

- 4.01 Approval of August 17, 2020 Regular Board Meeting Minutes
4.02 Approval of September 3, 2020 Bills Recommended for Payment
4.03 Approval of Administrative Recommendations – Personnel
Classified Resignation
Ryan Anderson/BMS/Paraeducator/Effective 08/17/20

Haley Bierman-Holloway/MT/Paraeducator/Effective 08/19/20
Dawn Edwards/MT/Secretary B/Effective 08/28/2020
Elizabeth German/MT/Paraeducator/Effective 08/17/20
Mike Hayward/BHS/Strength and Conditioning Coach/Effective 08/19/20
Jill Howard/BMS/Paraeducator/Effective 08/28/20
Mary Madsen/MT/Paraeducator/Effective 08/27/20
Molly Mayer-Pophan/GW/Paraeducator/Effective 09/11/20
Tiana Naguina/BMS/Paraeducator/Effective 08/14/20
Hannah Nugent/BMS/Paraeducator/Effective 08/17/20
Terri Pennings/NA/Paraeducator/Effective 08/19/20
Kayla Schmell/BHS/Paraeducator/Effective 08/20/20
Heidi Shaw/GW/Paraeducator/Effective 08/13/20
Kristopher Tieso/BMS/Paraeducator/Effective 08/18/20
Jessica Walker/BMS/Paraeducator/Effective 08/17/20
Kristine Wilkins/PN/Paraeducator/Effective 08/24/20
Classified Recommendation to Hire
Sarah Arians/HH/Paraeducator/\$17.00 per hour/5.75 hours per day/Replacing Sandra Tebbe/Effective 08/31/20
Anne Budde/BMS/Paraeducator/\$17.00 per hour/5.75 hours per day/Replacing Ryan Anderson/Effective 09/02/20
Paula Carlson-Parella/BMS/Paraeducator/\$17.00 per hour/29 hours per week/Replacing Maria Pieper/Effective 08/18/20
Carlos Cedeno-Perez/GW/Paraeducator/\$17.00 per hour/5.75 hours per day/Replacing Heidi Shaw-Molly Mayer-Popehn/Effective 08/31/20
James Martens/BMS/Paraeducator/\$17.00 per hour/5.75 hours per day/Replacing Joan Honson/Effective 08/18/20
Wendi Ward/BMS/Paraeducator/\$17.00 per hour/6.25 hours every other day/Replacing Lynn Thompson/Effective 08/18/20
Cynthia White/BMS/Paraeducator/\$17.00 per hour/5.75 hours per day/Replacing Carolyn Garnaas/Effective 08/18/20
Classified Letter of Assignment Modification
Emily Baker/PN to HH/Paraeducator/Same rate of pay/5.75 hours per day/Replacing Michelle Speak/Effective 09/08/20
Paige Bender/MT/Paraeducator/Same rate of pay/3.0 to 5.75 hours per day/Building needs/Effective 08/24/20
Rachel Jackson/PN/Paraeducator/Same rate of pay/From 4.75 to 3.0 hours per day/Building needs/Effective 08/19/20
Fern Martinez/MT/Nutrition Services-Part-Time/Same rate of pay/From 1.5 to 5.0 hours per day/Replacing Susan Rashid/Effective 09/08/20
Michelle Meggers/HH to BMS/Same rate of pay/From 3.0 to 6.25 every other day/Replacing Theresa Harris/Effective 08/19/20
Kelly Perez/MT/Paraeducator/Same rate of pay/From 5.75 to 5.5 hours per day/Building needs/Effective 09/01/20
Sandra Tebbe/HH/Paraeducator/Same rate of pay/5.75 hours per day/Replacing Michelle Meggers and Special Education/Effective 09/08/20
Certified Resignation
Sally Talbot/HH/Academic Interventionist/Effective 8/24/20
Myka Walljasper/MT/5th Grade/Effective 8/13/20
Certified Approval to Hire
Maria Pieper/BMS/7th Grade Science/1.0FTE/BA+30,10/\$55,552/Pending licensure

and verification/Replacing Shannon Clayton/Effective 2020-2021 school year
Catherine Strahl/MT/5th Grade/1.0 FTE/BA,2/ \$40,133/ Pending licensure and
verification/Replacing Myka Walljasper/Effective 2020-2021 school year
Schedule D Resignation

Caleb Claus/BHS/Head Freshman Football Coach/Effective 8/21/20

Jacob Koepnick/BHS/Assistant Sophomore Football Coach/Effective 8/18/20

Katherine Masterson/BMS/Assistant 8th Grade Volleyball Coach/Effective 8/21/20

Sarah Montgomery/BHS/Assistant Varsity Tennis Coach/Effective 7/20/20

Schedule D Approval to Hire

Jerad Block/BHS/Assistant Freshman Football Coach/\$3,949/Replacing Casey
Nabb/Effective 2020-2021 school year

Shannan Campbell/BHS/Team Leader-SpecEd/\$2,740/Replacing Sarah
Hackbarth/Effective 2020-2021 school year

Mickey Hines/GW/Intramurals/\$2,421/Replacing Joe Girsch/Effective 2020-2021
school year

Jacob Koepnick/BHS/Head Freshman Football Coach/\$4,778/Replacing Caleb
Claus/Effective 2020-2021 school year

Katherine Masterson/BMS/Head 8th Grade Volleyball Coach/\$2,867/Replacing Lora
Hayes/Effective 2020-2021 school year

Casey Nabb/BHS/Assistant Sophomore Football Coach/\$1,975/Replacing Jacob
Koepnick/Effective 2020-2021 school year

Amanda Ray/BHS/Head Sophomore Volleyball Coach/\$3,949/Replacing Mackenzie
Voss/Effective 2020-2021 school year

Drew Sass/BHS/Assistant Boys Soccer Coach/\$3,949/Replacing Alec Clark/Effective
2020-2021 school year

Drew Sass/GW/Intramurals/\$2,421/Replacing Dan Bartel/Effective 2020-2021 school
year

Brennen Schmertmann/BMS/Assistant 7th Grade Football Coach/\$1,911/Replacing
Chad Schmertmann/Effective 2020-2021 school year

4.04 Approval of the Scott County Kids Flexible Funding Agreement 2020-2021

4.05 Approval of an anonymous donation of \$46,350 for the purchase and installation of a
Colorado Time Systems full color video display and timing system. The District will
coordinate the purchase and installation of the system once the donation is received. The
intended installation is for the 2020/21 school year

4.06 Approval of three tuition applications for students enrolling from Davenport, IA
and one student enrolling from Rock Island, IL

4.07 Open Enrollment Requests (info only). The following numbers have been approved for
open enrollment.

Into Bettendorf

4 -from Davenport

5 - from Pleasant Valley

1 - North Scott

Out of Bettendorf

2 - Clayton Ridge

1 - Iowa Connections Academy

3 - Pleasant Valley

5. Informational/Action Items.

5.01 **Return to Learn Planning Updates.** Dr. Morse said we have successfully started week

3 and overall things are going well. She said we do recognize we have some challenges to address and work through. She commended the students for how quickly they have learned the new processes and protocols and for their fidelity to following them on a daily basis. She said it was a pleasure to meet with Mary Heeringa and the BEA leadership team last week. It was recommended to recognize our students for following protocols. Dr. Morse is working with our site administrators on what that would look like so we can commend them for their wearing masks and social distancing.

We are continuing to learn, reflect and adjust as necessary. She said this is a tremendous opportunity for us to model that learning is ongoing, and that there are times when we do not have all the answers. Together we will work through any challenge that is presented. We are also modeling perseverance and grit, which are tremendous life skills to learn.

Our Director of Instructional Technology and our Director of Curriculum continue to provide differentiated training and support for staff, students and parents. We are looking to conduct focus groups for our teachers, parents, and students involved with the 100% online model.

FAST and MAP testing have already started in all grade levels. Dr. Morse said we are thankful for the additional hour that has been added on Wednesdays to be able to dedicate to professional learning community work as well as professional development for all staff.

5.02 **Herbert Hoover RFP Updates.** Curt Pratt said proposals for the Herbert Hoover Elementary Secure Entry Addition and Renovation were received on Tuesday, September 1. The RFP was posted to the district website and sent to thirteen firms. Eleven firms submitted proposals. The review team will meet on Wednesday, September 9, 2020 to review proposals and develop a short list to interview selected firms. Interviews will be conducted on Friday, September 18, 2020.

5.03 **Policies.** Jill Matherly gave an update on the changes made to the following policies:

Policy 106: Discrimination and Harassment Based on Sex Prohibited

This is a new policy provided by the Iowa Association of School Boards (IASB). The policy is a result of rule changes to Title IX issued by the Department of Education on May 7, 2020. We have also received proposed procedures to comply with the new rule. During board discussion, it was requested to revise to add reference to where they can request or find the procedures.

Policy 401.1: Equal Employment Opportunity

The change made is to allow the Superintendent to appoint the Affirmative Action Coordinator to provide flexibility for staffing.

Policy 401.1E2: Compliance Violation Grievance Procedure for Title IX

New procedures have been provided by IASB based on new guidance for compliance with Title IX. The District will be following those new procedures and will add language to the employee handbook.

Policy 404.1: Employee Conduct

Added Appearance to the title of the Policy and changed to allow the specifics on dress code to be moved to the Employee Handbook.

Policy 404.1R2: Employee Appearance Regulation

Deleted and move to the Employee Handbook.

Policy 404.1R3: Required Notification of Arrest, Criminal Charges, or Child Abuse Complaints Regulation

Employees should notify Human Resources prior to returning to work in all instances rather than in 3 days. There are times when an employee should not be returning to work with students and we want to be able to make that judgment.

ACTION: Motion by Director Pyevich, seconded by Director Castro, to approve the policies with the changes as discussed for a first and final read.

Ayes: 7 Directors Doerder, Eastman, Holland, Lynch, Pyevich, Castro, Champion

Nays: 0

Motion carried 7-0

6. Future Events and Informational Items.

- September 21, 2020, BOE meeting, 6:00 p.m.

7. Adjournment.

Director Castro motion to adjourn the meeting at 7:13 p.m.

Adam Holland, President

ATTEST:

Colleen Skolrood, Secretary