

BETTENDORF COMMUNITY SCHOOL DISTRICT
BETTENDORF, IOWA

Minutes of the July 14, 2022, 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 Administration Center, 3311 18th Street, Bettendorf, Iowa, on July 14, 2022. President Rebecca Eastman 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, Lynch, Pyevich, Smithson

Members absent: None

Other officials present: Dr. Michelle Morse, Superintendent; Brietta Collier, Director of Finance; Celeste Miller, Director of Communications; Jayme Olson, Director of Curriculum Instruction and Assessment; Karen Allison, Director of Special Student Services; Kait Burke, BEA Rep; Melissa Laufenberg, BESA Rep; Wendy Meyer, Legal Counsel; David Farmer, Treasurer; Colleen Skolrood, Board Secretary.

2. Agenda Approval.

2.01 Motion to Approve the Agenda.

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

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

Nays: 0

Motion carried 7-0

3. Communications.

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.

Sara Wells said she has asked for information but has not received a complete response.

Analicia Gomes addressed the board regarding validating the petition.

Melissa Zumdom addressed the board regarding the superintendent.

Tristan Zumdom finished reading his mom's statement.

Cyndi Diercks addressed the board regarding the petition.

Janice Goldsberry spoke about the direction the district is going.

Melissa Von Maur spoke on behalf of her 14 year old son who attended BMS last year as a 7th grader.

Matt Shaw believes that strict discipline should be able to be easily applied at BMS

3.02 **Board Shared Communication.** Director Pyevich noted he has viewed the board meetings he missed. He said he follows two traits of a good school board member. The first one is what is best for each student. The second one is if all other things are equal then what is best for the taxpayer. He noted that it is going to be a tough year with people leaving, but he is tired of finger pointing and we are where we are and we need to dig in and start doing the work.

Director Doerder has seen a ton of activity from students and staff this summer. She said there is a lot of great stuff going on this summer. She requested we schedule a time for a board development session.

Director Smithson seconded Director Doerder's request for a board development session. President Eastman noted they are looking at doing monthly board development sessions.

President Eastman reported that Dr. Morse was one of ten out of three hundred superintendents in Iowa that was selected by the Iowa Department of Education to serve on the Superintendent Advisory Council for the 2022-2023 school year. As a member of the Superintendent Advisory Council, Dr. Morse will have the unique opportunity to represent educational colleagues in our region as they collectively work to inform and shape strategies and initiatives to best support Iowa students, families and communities.

President Eastman said she cannot say enough good things about Summer Fit and what she has seen. She gave Matt Seabold a shout-out.

3.03 **Superintendent's Report.** Dr. Morse said it has been a busy summer prepping and preparing for the start of the next school year. She said they have already begun preparing for the New Teacher Orientation on August 8. They have expanded it from two days to four days.

Building PBIS Leadership Teams as well as all district administrators have been engaged in a lot of work around PBIS, our new Social Emotional Learning initiatives and curriculum as well as working on the creation of one district behavior flowchart. Previously, every site had their own version.

The preschool team will grow by one next school year. The demand for preschool is increasing and our need to serve students with IEPs at that age level has necessitated us to increase by one.

Staff continues to work on our District Family Handbook updating. The 6-12 team has really worked hard to align things such as our cell phone policy and district dress code so that expectations that are set at sixth grade will continue as they move onto high school.

LETRS training is going well and the feedback has been overwhelmingly positive.

Summer school and ESY are still going and will wrap up the week of July 25.

Neil Armstrong was once again identified to be a fresh fruit and vegetable site. The students will have access to fresh fruits and vegetables each day and get to try and expand their palates.

Hoover held a “If you build it, they will learn” event last Tuesday night. Over forty storage towers were built and the PTO sponsored a dinner. They had a tremendous turnout.

Dr. Morse noted that we have had transitions in our district and are working to fill positions and get people in place. Sometimes timing is not what we want it to be. Dr. Morse is a big believer in not putting in individuals to have to break contracts and she also believes that we have the talent within our own organization to step up and do the leadership that is needed. Typically we would post for positions, but there has been a need to make appointments this summer so that we have people in place and ready to go for the start of the school year.

Dr. Morse thanked the Bettendorf PD, Bettendorf Fire and our new SROs. They were on site on Monday, July 11 and will be back tomorrow, July 15. They are conducting active shooter training and tactical response training. Dr. Morse will be part of the training tomorrow.

- 3.04 **Director of Finance Report.** Director of Finance Brie Collier reported the fiscal new year began on July 1. The Finance Department has been hard at work closing out the books and getting ready for the new year. They have begun working on the audit documents and preparing for the auditors in September. Our Medicaid program has really soared this year. Courtney Broderick and Theresa Miguel have done a fantastic job working with our staff and students making sure we file those claims and are receiving those dollars. The district has received over \$715,000 this year compared to roughly \$396,000 last year. Participating in Medicaid directly offsets the deficit balance in our special education programming.
- 3.05 **BEA Report.** Kait Burke reported the last couple of weeks have been busy. The middle school and high school PBIS teams met with each other, administration and Sarah Harris to continue work on our behavior matrix that we will be using. The elementary teams have also been working on theirs. Earlier this week, BMS Principal Alan Hartley shared a newsletter with all BMS families and staff that detailed the changes that people in the community and staff have asked for as well as where we are in the process and what still needs to happen. One of those small steps toward change is happening at the secondary level. A new program has been started. At the high school it is called Link and at the middle school it is called WEB. It focuses on building positive culture and community among the students. Ms. Burke gave a shout out to Emily Pendelton who is the BEA’s new Social Chair and has been instrumental in helping finalize the new teacher breakfast. She also thanked Sarah Roeder, the new BEA Secretary.
- 3.06 **BESA Report.** Melissa Laufenberg noted much work is being done this summer to prepare for the new school year. She reported there are several open classified positions. One of the open positions belongs to their BESA Treasurer, who has retired and relocated down south. They will be holding a special election in the fall to fill that position. The Peer Mentoring Program training is going well. She thanked the district for collaborating with them to build and develop a program to mentor our new and existing classified staff.
- 3.07 **Student Representative’s Report.** There was no one in attendance.

4. Consent Agenda.

Motion by Director Champion, seconded by Director Doerder, to approve the consent agenda as printed.

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

Nays: 0

Motion carried 7-0

4.01 Approval June 23, 2022 Regular Board Meeting Minutes

4.02 Approval of June 8, 2022 Closed Board Meeting Minutes

4.03 Approval of July 14, 2022 Bills Recommended for Payment

4.04 Approval of Administrative Recommendations - Personnel

Administrative Resignation

David Hlas/District/Director of Special (Student) Services/Effective 6/30/22

Jennifer Like/District/Director of Instructional Technology & Data

Management/Effective 6/30/22

Administrative Approval to Hire

Trampus Budde/BMS/Associate Principal/1.0 FTE/\$105,000 annual salary/261 day contract/Replacing Chad Uhde/Effective 7/1/22

Kory Esbaum/HH/Interim Principal/1.0 FTE/\$101,200 annual salary/261 day contract/Replacing Karen Allison/Effective 7/1/22

Justin Galbraith/BMS/Dean of Students/1.0 FTE/\$79,642 annual salary/205 day contract/New position/Effective 7/1/22

Conrad Keibler/BHS/Associate Principal/1.0 FTE/\$100,740 annual salary/261 day contract/Replacing Kristy Cleppe/Effective 7/1/22

Jennifer McFate-Wikan/BHS/Dean of Students/1.0 FTE/\$85,799 annual salary/230 day contract/Replacing Rachel Cuppy/Effective 7/1/22

Anthony Wittemeyer/BHS/Dean of Students/1.0 FTE/\$85,799 annual salary/230 day contract/New position/Effective 7/1/22

Administrative Transfer

Karen Allison/From HH to District/From Principal to Director of Special (Student) Services/1.0 FTE/\$113,000 annual salary/261 day contract/Replacing David Hlas/Effective 7/1/22

Tamara Chelf/From TE to BMS/From At-Risk Coordinator to Associate Principal/1.0 FTE/\$96,600 annual salary/261 day contract/Replacing Lorelei Andedo/Effective 7/1/22

Rachel Cuppy/From BHS to NA/From Dean of Students to Interim Principal/1.0 FTE/\$101,200 annual salary/261 day contract/Replacing Jayme Olson/Effective 7/1/22

Maile Mejia/District/From Interim Director of Nutrition Services to Assistant Director of Human Resources/1.0 FTE/\$70,000 annual salary/261 day contract/New position/Effective 7/1/22

Jayme Olson/From NA to District/From Principal to Director of Curriculum, Instruction, & Assessment/1.0 FTE/\$113,000 annual salary/261 day contract/Replacing Jillian Dotson/Effective 7/1/22

Certified Resignation

Christopher Like/District/Curriculum and Professional Development Leader-Science/Effective 6/30/22

Certified Transfer

Erika Dvorak/From District to BMS/From Instructional Coach-Behavior to Special Education/1.0 FTE/Voluntary transfer replacing Michelle Silvera/

Effective 2022-23 school year

Sheala Wentink/From NA to BMS/Special Education/1.0 FTE/Voluntary transfer replacing Morgan Steffen/Effective 2022-23 school year

Certified Contract Modification

Kari Pencil/MT/Counselor/1.0 FTE/From MA,8 to MA,9/From \$58,943 to \$60,619/Increase due to experience verification/Effective 2022-23 school year

Marcy Volkstorf/District/Counselor/From 0.50 FTE to 1.0 FTE/Increase in FTE due to student needs/Effective 2022-23 school year

Certified Approval to Hire

David Kietzman/GW/4th Grade/1.0 FTE/MA,13/\$67,324/Pending licensure and verification/Replacing Taylor Vanderham/Effective 2022-23 school year

Brody Lyall/BMS/Physical Education/1.0 FTE/BA,2/\$42,415/Pending licensure and verification/New position/Effective 2022-23 school year

Shawna McLeod/BMS/Art/1.0 FTE/MA,10/\$62,295/Pending licensure and verification/Replacing Kassi Moorehead/Effective 2022-23 school year

Molly Mitola/BHS/Interim Media Specialist/1.0 FTE/BA,3/\$43,990/ Pending licensure and verification/Replacing Mary Heeringa/Effective 2022-23 school year

Megan Richmond/BMS/Nurse/1.0 FTE/MA,11/\$63,971/Pending licensure and verification/Replacing Holly Scott/Effective 2022-23 school year

Megan Rutledge/NA/5th Grade/1.0 FTE/BA,9/\$53,646/Pending licensure and verification/Replacing Stephanie Ross/Effective 2022-23 school year

Debbie Thomas/BMS/Family Consumer Science/1.0 FTE/BA,12/\$57,333/Pending licensure and verification/Replacing Brett Van Deventer/Effective 2022-23 school year

Julie Wince/District/Elementary Orchestra/1.0 FTE/MA,16/\$72,353/Pending licensure and verification/Replacing Sara Calderon/Effective 2022-23 school year

Schedule D Resignation

Scott Berg/MT/Intra-extramurals/Effective 6/30/22

Christopher Like/BHS/Planetarium Director/Effective 6/30/22

Elizabeth Woolley/BMS/Drama Club Director/Effective 6/30/22

Schedule D Approval to Hire

Stacey Jemison/BHS/Assistant JV Girls Basketball Coach/\$4,157/Replacing Jessica Stewart/Effective 2022-23 school year

Drew Sass/BHS/Head Girls Wrestling Coach/\$8,381/New position/Effective 2022-23 school year

Bridgette Tribbett/BHS/Assistant Cheerleading Coach/\$2,347/Replacing Haley Brock/Effective 2022-23 school year

Julie Wince/District/Elementary Orchestra Director/\$3,017/Replacing Sara Calderon/Effective 2022-23 school year

- 4.05 Approval of Level I and Level II Investigators
- 4.06 Approve the following investigators for school year 2022/23:
 - Level I – Maile Mejia, and Jill Matherly
 - Level II – James McDonald, McDonald Services, Windsor Heights, IA
- 4.07 Approval of Hanover Research Agreement for Quarter 1
- 4.08 Approval of Technology Outsource Service Agreement between BCSD and Grant Wood AEA
- 4.09 Approval of UnityPoint at Home Nursing Services Contract 2022-2023
- 4.10 Approval of MOU between BCSD and Bethany For Children and Families
- 4.11 Approval of MOU between BCSD and Blue Tree Counseling and Consultation
- 4.12 Approval of MOU between BCSD and Core Counseling

- 4.13 Approval of MOU between BCSD and Family Empowerment
- 4.14 Approval of MOU between BCSD and Laurel Ritter, LLC
- 4.15 Open Enrollment Requests (Info Only)
The following students have been approved for open enrollment.
Into Bettendorf for 22/23
1 - from Pleasant Valley
3 - from Davenport
Out of Bettendorf 22/23
4 - Pleasant Valley
- 4.16 Open Enrollment Request
Denial of the Open Enrollment Request.
Into Bettendorf
2 - Davenport

5. Informational/Action Items.

- 5.01 **Review of Validity of Petition - "Save Our Schools by Bettendorf Parents United" - under Iowa Code 279.8B.** President Eastman read a statement from the district regarding this matter *"Public education across the country and around the world, is dealing with increased pressure, scrutiny and criticism. Bettendorf is no exception. We have and will continue to welcome input from students, staff, parents and community members regarding how we, as a district, can better serve our students, staff, and families. We are steadfast in our commitment to collaborate with all stakeholders to identify solutions and cultivate stronger relationships.*

Bettendorf like other districts in Iowa and across the country saw some increase in resignations and retirements. Compared to last school year, Bettendorf had 18 more staff resign. The majority of the staff leaving the district are moving on to other positions and advancements for family and personal reasons. Some are making a change due to the intense pressures of working in education. According to an American Federation of Teachers' , "Under Siege", July 2022 survey of its members, "The unprecedented challenges of continuing instruction during a pandemic may have eased, but newly energized book-banning campaigns, political interference, and the latest school shootings are draining more teachers of enthusiasm for their jobs."

Further, with unanimous support from our Board of Directors, twenty six staff took advantage of an early retirement incentive as compared to only two retirements last school year. In spite of the perception of some, Bettendorf continues to be a highly desirable district. The majority of our vacancies are filled, and have been filled by highly qualified, experienced and passionate educators, while other districts continue to look to fill many open positions.

As our new administrative team prepares for the upcoming school year, they are dedicated to remaining solution focused and finding opportunities to improve the Bettendorf Community School District for students, families and staff. Our goal, going into the 2022-2023 school year, is to center our work on our district core values of community, integrity, lifelong learning and empowerment.

At the June 23, 2022 Board Meeting, community member Analicia Gomes presented the board with a Petition entitled "Save our Schools" by Bettendorf Parents United. The

Petition requests the board dismiss Dr. Morse or that she resigns of her own accord.

Iowa Code 279.8B was signed into law in June 2021. Because of the relative recency of the law, there is little guidance on its interpretation. Wendy Meyer, District's Legal Counsel, believes the Petition is invalid for two reasons. The petition must be signed by eligible electors of a school district equal to at least 10% of the persons who voted in the last preceding election of school officials or 500 eligible electors, whichever is less. The Petition has approximately 48 written signatures and 26 pages of electronic signatures. Many of the signers are not eligible electors in the school district. There are signatures reflecting individuals from different states and cities outside of the district. Some signatures are not legitimate and do not include last names. For the Petition to be valid based on signatures alone, it must have at least 341 signatures from eligible electors. There is no way to determine from this Petition if the signatures are from eligible electors to reach the required threshold.

As the Department of Education has noted, not all situations can be addressed through the petition process. A public petition cannot override procedures outlined in existing law. The proposal requested in the Petition, that the board dismiss Dr. Morse, is not appropriate for this petition process. Dr. Morse has procedural safeguards required under Iowa Code Chapter 279. The board is legally required to follow the statutory procedure for termination/dismissal of an administrator.

As noted above, the Petition is not valid based on the format and the subject matter/request of the Petition.

Motion by Director Lynch, seconded by Director Champion, that the Board decline to move forward on the Petition for its lack of validity.

Ayes: 7 Directors Doerder, Eastman, Lynch, Pyevich, Smithson, Castro, Champion
Nays: 0
Motion carried 7-0

- 5.02 **Review and Approval of 28(E) Agreement to Join the Iowa Local Government Risk Pool - FY23.** The district will pay a single premium at the beginning of the fiscal year to cover all natural gas services for the year (from utility expenses to the gas itself). The premium is based on historical usage, calculated as the gas prices the Iowa Local Government Risk Pool (LGRP) procures, plus a risk premium to establish a fixed budget. The wholesale gas cost itself is passed through to the premium with no additional markup. All risks are transferred to the service providers so the district has budget certainty and known heating costs for the fiscal year.

Total premiums for enrolled meters for all district facilities is \$398,873.48 and will begin on July 1, 2022 and end on June 30, 2023.

Motion by Director Champion, seconded by Director Lynch, to approve the 28E Agreement to join the Iowa Local Government Risk Pool.

Ayes: 7 Directors Eastman, Lynch, Pyevich, Smithson, Castro, Champion, Doerder
Nays: 0
Motion carried 7-0

June Financials. Director of Finance Brie Collier presented the monthly financial reports for June 2022. Through June, General fund revenue totaled \$51,075,827 and expenses totaled \$54,460,329. The fund balance in the General Fund at June 30, 2022 was \$8,711,572. Also presented were Management, PPEL, Debt Service, SAVE, Food Service, Insurance, Fiduciary, and Activity Funds reports.

The following variances were noted: All financials are preliminary at this time. We have sixty days to reconcile and close out our fiscal year. The revenues and expenditures presented in these statements WILL change.

Property taxes are up as collections increased this year. The largest increase in revenue comes from Federal dollars. Another increase in revenues comes from increased participation in Medicaid. The district has received over \$715,000 this year compared to roughly \$396,000 last year. Participating in Medicaid directly offsets the deficit balance in our special education programming. We have roughly \$3.8 million remaining to spend in ESSER dollars. All has been allocated except for \$727,000.

There are several new staffing positions, which increased our salaries and benefits costs. ESSER dollars have been used to fund curriculum purchases and Hanover Strategic Planning work, which fall into the purchased services and supplies line items. The increase in “other objects” comes from the transfer of ESSER dollars to the SAVE fund to cover the cost of the Hoover windows and secure entrance portion of the Hoover remodel and addition project. General Fund expenditures will increase as we continue to close out fiscal year 2022.

The Activity Fund, Management Fund, Sales Tax Fund and Scholarship funds ended with deficit spending. While revenues increased in the Activity Fund from the prior year, expenditures outpaced revenues. We had more expenses for officials, travel and supplies as programs returned to normal. This will be monitored closely in the 2022/2023 school year. In the Management Fund, we paid out the 2021/2022 early retirement package, which led to deficit spending. We also planned to spend down our Sales Tax revenues with completing the Hoover project. Monitoring cash flow in this fund will be very important for FY23 as the state will no longer send pre-set quarterly payments.

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

Ayes: 7 Directors Lynch, Pyevich, Smithson, Castro, Champion, Doerder, Eastman
Nays: 0
Motion carried 7-0

6. Closed Session.

6.01 Motion to Enter Closed Session.

Motion by Director Lynch, seconded by Director Smithson, to go into closed session pursuant to Iowa Code 21.5(1)(c), which allows for a closed session to discuss strategy with counsel in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation.

Ayes: 7 Directors Pyevich, Smithson, Castro, Champion, Doerder, Eastman, Lynch
Nays: 0
Motion carried 7-0

Legal Counsel Ian Russell was in attendance. Directors entered into closed session at 7:42 pm and returned to open session at 8:21 pm.

6.02 Action Item.

Motion by Director Lynch, seconded by Director Pyevich, to approve the Resolution negotiated and paid by EMC in the case Scott v. Bettendorf Community School District pending this Resolution's approval by the Iowa District Court.

Ayes: 4 Directors Pyevich, Castro, Champion, Lynch
Nays: 0
Abstained: 3 Directors Eastman, Smithson, Doerder
Motion carried 4-0-3

7. Future Events and Informational Items:

- August 11, 6:00 PM - Regular Board Meeting
- August 23, First Day of School
- August 25, 6:00 PM - Regular Board Meeting
- September 8, 6:00 PM - Regular Board Meeting

8. Adjournment.

Director Castro motioned to adjourn the meeting at 8:23 pm.

Rebecca Eastman, President

ATTEST:

Colleen Skolrood, Secretary