



**MINUTES
CARLISLE COMMUNITY SCHOOL
Regular School Board Meeting**

Monday, May 10, 2021, Regular Meeting at 6:00 p.m.

Carlisle Community School Board Room

In-Person Live Stream Viewing available in the Carlisle Elementary School Media Center

Livestream: CCSD.LIVE

The Carlisle School Board will follow CDC and Iowa Department of Public Health guidelines on physical distancing. The district will provide in-person live stream viewing in the Carlisle Elementary School Media Center for individuals who want to attend the school board meeting. The live stream will also be available at ccsd.live.

Patrons who want to participate in public comment can do so in person in the school board room and then view the board meeting proceedings in the Carlisle Elementary School Media Center.

President Hill called to order the May 10 regular meeting at 6:00 p.m.

Directors Present: Art Hill, President
Mindy Donovan, Vice President
Samantha Fett
Hillary Gardner

Director Absent: Jeramie Eginore

Also Present: Bryce Amos, Superintendent
Jean Flaws, Board Secretary/Business Manager

The agenda was amended to include a resignation that was just received.

Motion by Gardner to approve the amended agenda as presented. Seconded by Donovan. Motion carried unanimously.

Motion by Gardner to approve the minutes of the April 12, 2021 regular meeting as presented. Seconded by Fett. Motion carried unanimously.

COMMUNICATIONS

- A. Visitors – Todd Erzen expressed a genuine thank you to the board as the District has been open the entire time this school year. He asks that they keep that same boldness in mind as we open in the fall and don't require masks. He also expressed concern about student complaints on his daughter's position paper in composition class because they think that being disagreed with is being disrespected but nothing could be further from the truth. We need to be able to debate the tough issues with respect and kindness but just because you're disagreed with doesn't mean that you are invalidated. Don't let those groups receive special treatment by shutting down those conversations. Nip this in the bud.
Chad Webb addressed the board with his request to have access to be in the building to visit his son's classroom because he has special needs and has suffered trauma. He feels the need to be there to provide emotional support and security for his son. He knows of other people who have been in the building so he doesn't know why he is being denied. The teachers have been great. He is asking the board to do something as he wants to work with the District. Thanks to those who have reached out to him.
- B. Board Communication – Mr. Hill received the Polk County Assessor's annual report for board members to review. Also, he received a postcard from KPE firm advertising their architecture, engineering and forensics services.

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- C. IASB Communication – May is School Board Appreciation month. Mr. Amos extended a big thank you from the District and District staff for their leadership and service during a challenging year. Art Hill has served since 2015, Mindy Donovan has served since 2019, Jeramie Eginore has served since 2017 Samantha Fett has served since 2019 and Hillary Gardner has served since 2020. Certificates were given to the board members and cookies were served.

UPDATES/INFORMATION

- A. Update: School Business Official Selection Process – There were 11 applicants of which 4 were screened May 6. Three applicants will be interviewed May 11. Mr. Hill and Mrs. Donovan will represent the school board in the interviews. The new hire will start July 1 to allow time for transition.
- B. Return to School Updates
- District Metrics – There has been a slight increase in student quarantines. District and Warren County positivity rates remain steady. Sub fill rates for paraprofessionals could be better but comparable to previous years. For teachers, there tends to be more absences during this time of year so that affects the fill rate. The staff is doing a great job of covering. The percentage of students doing remote learning is 12% and 88% on-site.
 - District Mitigation Plan for remainder of 2020-21 School Year – The District is in the green section of the school model opening protocols but Mr. Amos is recommending to maintain the current mitigation strategies through the end of the school year because of the quarantine criteria.
 - District Mitigation for Summer 2021 Activities & Programs – Mr. Amos is requesting feedback from the board members for the proposed following changes starting June 1. Masks would be recommended/optional at events and in the buildings but still required in buses/suburbans. Quarantine criteria would still be the same. It is believed that the students attending summer school should be able to social distance because of the smaller numbers. Mr. Amos is not ready to make a recommendation for next school year. He will wait and see what the CDC and Warren County Health guidelines will be and what the whole situation is when it gets closer. There was a discussion on the relationship between the wearing of masks, close contacts and quarantine. Mr. Amos will take the feedback from the board and the principals and then bring back a plan at the May 26 meeting.
 - ESSER II & III Funding Plan – The District will have the ESSER I, ESSER II and GEER I funds spent by the end of the fiscal year 2021. ESSER III funds totaling \$1,271,172 will need to be spent over the next two school years with a minimum of 20% of funds being required to address learning loss. This is one-time funding. Building administration and supervisors submitted proposals on how to spend the funds. After reviewing the proposals, Mr. Amos is proposing the following: purchase 8 chrome carts for the high school, install HVAC controls to increase the fresh air flow intake, hire at the high school an additional ASC teacher and social worker, hire for the middle school an ASC paraprofessional and a social worker, hire a K-5 math interventionist, hire a reading interventionist at the elementary, continue with transportation paras and additional nurse paras, hire one full-time teacher sub per building and continue extended summer programming. This totals approximately \$1,018,000 leaving a cushion for any unexpected expenses. These staffing positions will be re-evaluated in the spring of 2023 for continued need, outcomes and ability to fund.

BUSINESS/ACTION ITEMS

- A. BSN Sports Nike Agreement
Mr. Schreck is proposing a 5 year agreement with BSN Sports/Nike. Currently the District has an agreement with Graphic Edge/Underarmour that ends on June 1. This agreement will give back to

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Carlisle Community School
Regular Board Meeting Minutes
05/10/2021
www.carlislecsd.org



CARLISLE COMMUNITY SCHOOL

www.carlislecsd.org

the District \$40,000 over the next 5 years to help purchase new uniforms. It will also provide a rebate at the end of the year to allow the District to purchase equipment. Within three years the District will have all varsity teams switched over to Nike.

Motion by Fett to accept the BSN Sports Nike Agreement as presented. Seconded by Donovan. Motion carried unanimously.

B. Raccoon River Conference Admission Fees for 2021-22 (\$6.00 Varsity/\$4.00 SubVarsity)

The Raccoon River Conference athletic directors and superintendents met to discuss admission fees for 2021-2022. They are proposing to increase the varsity level tickets to \$6.00 and sub-varsity tickets to \$4.00. This will take affect for the fall sports. It's been 5 years since there was a price increase. This makes it even more of a benefit to purchase season passes. The live feed programming will continue next year as well for free.

Motion by Gardner to accept the Raccoon River Conference Admission Fees for 2021-22. Seconded by Donovan. Motion carried unanimously.

C. Approval of District Mitigation Plan for remainder of 2020-21 School Year

The plan is to maintain current mitigation strategies.

Motion by Gardner to approve the District Mitigation Plan for the remainder of the 2020-21 school year. Seconded by Donovan. Motion carried unanimously.

D. District ESSER Budget Plan for 2021-23

Motion by Donovan to approve the District ESSER Budget Plan for 2021-23. Seconded by Gardner. Motion carried unanimously.

E. Open Enrollment Grade Level Limits for 2021-22 School Year

The governor has signed the bill removing the ability of districts with diversity plans the ability to deny open enrollment applications because of the plan. The District received a larger than normal number of applications into the District and limits need to be set due to classroom space (board policy code 606.9) and class size. Mr. Amos met with building principals to get their input on the number of applications they thought each grade level could handle based on enrollment trends and projected numbers for next school year. Grades 1, 3, 5, 8, 9 and 10 will be closed for open enrollment. The other grade levels will have limits for the number of open enrollment applications that can be accepted (Kindergarten-20. K-Prep-10, 2nd grade-5, 4th grade-5, 6th grade-10, 7th grade-5, 11th grade-10 and 12th grade 10). Board policy 501.16 does state that the District will consider applications in the order they were received. Mr. Amos will work with building principals so families that have students in closed grades and limited space grades would not be split. This is a process the District will have to go through each year.

Motion by Donovan to approve the open enrollment grade level limits for 2021-22 school year. Seconded by Fett. Motion carried unanimously.

F. Board Action on Open Enrollment Applications for 2021-22

The board was presented with a list of 22 open enrollment applications to be denied because of grade level limits and insufficient classroom space.

Motion by Fett to deny the open enrollment applications for 2021-22 as presented. Seconded by Donovan. Motion carried unanimously.

G. Pay-To-Ride Services for 2021-22 School Year

The District is proposing to offer pay-to-ride services for the 2021-2022 school year. It was not offered for the current school year due to mitigation protocols. There will be 120 seats available and 11 stops. Registration will be by zone and begin May 25-June 4. There are three zones based on the distance from the main campus. Zone 1 is 1.0-1.5 miles, Zone 2 is 0.75-0.6 miles, and Zone 3 is 0.5-0.3 miles. There isn't a Zone 4 this year which was a two block radius from the main campus. Open registration will begin June 11 for any of the bus stops if there's bus space. The District will maintain a wait list. Fees will be the same as 2019-2020 with payment due prior to the start of school. The

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Carlisle Community School
Regular Board Meeting Minutes
05/10/2021
www.carlislecsd.org



CARLISLE COMMUNITY SCHOOL

www.carlislecsd.org

fees are: \$250 for the first student, \$150 for the second student and \$100 for each additional student in a family. The reduced rate for families who qualify per the free and reduced meal application is \$100/first student, \$60/second student and \$40/each additional student in the family.

Motion by Donovan to approve the Pay-To-Ride services for the 2021-22 school year. Seconded by Gardner. Motion carried unanimously.

H. Board Policy 505.6, Second Reading

This policy was presented at the April board meeting and was updated to match current practice for graduation requirements allowing more flexibility for students.

Motion by Gardner to approve the second reading of board policy 505.6. Seconded by Donovan.

Motion carried unanimously.

I. Simpson College Teacher Education Program Agreement, 2021-2022

The agreement represents a continuation of the partnership with Simpson College for student teachers and practicum work in the District.

Motion by Gardner to approve the Simpson College Teacher Education Program Agreement for 2021-2022 school year. Seconded by Donovan. Motion carried unanimously.

J. Resolution 0521-001 Prepare, Publish and Distribute Notice of Hearing to Sell and Remove Structure at 200 School Street, Carlisle, Iowa

The District is seeking bids for the purchase and removal of the house at 200 School Street. A public hearing and approval of purchase with a viable bid will be May 26 at 6:00 p.m.

Motion by Donovan to approve Resolution 0521-001 Prepare, Publish and Distribute Notice of Hearing to Sell and Remove Structure at 200 School Street, Carlisle, Iowa. Seconded by Fett.

Motion carried unanimously.

K. Award Audit Services for District's Financial Records

The District put out an RFP for audit services. One response was received from Hunt & Associates, who is the District's current auditor. Their proposed fee is \$12,700 for FY 20-21, \$13,300 for FY 21-22 and \$14,000 for FY 22-23. There will be an additional fee not to exceed \$2,750 each year a single audit is required.

Motion by Donovan to award audit services for the District's financial records. Seconded by Fett.

Motion carried unanimously.

L. Acceptance of Purchase Agreement on Building Trades Home, 2021-2022

The purchase agreement is for the building trades home for next school year in the amount of \$325,000. The price includes the finishing of the basement.

Motion by Gardner to accept the purchase agreement on the building trades home for 2021-2022.

Seconded by Fett. Motion carried unanimously.

M. Approval of Non-Certified Staff Wages for 2021-22

Mr. Amos presented wage increases for the following groups: secretaries, food service workers, paraprofessionals, custodians, maintenance, bus drivers, mechanics, substitute teachers, full-time substitute teachers and technology assistants. The District uses the Raccoon River Conference for comparables and ranges. The proposed increases are well within the conference ranges.

Motion by Donovan to approve the non-certified staff wages for 2021-22. Seconded by Fett. Motion carried unanimously.

N. Approval of Administrators and Directors Salaries & Benefits for 2021-22

Mr. Amos also looks to the conference for comparables and ranges. A 3.3% increase is the average but some may have a larger increase due to additional job responsibilities.

Motion by Donovan to approve the administrators and directors salaries and benefits for 2021-22.

Seconded by Fett. Motion carried unanimously.

O. Resignation for 2020-2021

- a. Arik Berndt Custodian, Night

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Carlisle Community School
Regular Board Meeting Minutes
05/10/2021
www.carlislecsd.org



CARLISLE COMMUNITY SCHOOL

www.carlislecsd.org

Motion by Gardner to accept the resignation for 2020-2021. Seconded by Donovan. Motion carried unanimously.

P. New Hires for 2020-2021

- a. Brock Van Loon Baseball Coach, 8th Asst Step 0-1 Group 6
- b. Isaac Gavin Baseball Coach, 7th Asst Step 0 Group 6

Motion by Gardner to approve the new hires for 2020-2021 as presented. Seconded by Fett. Motion carried unanimously.

Q. Resignations for 2021-2022

- a. Stephanie Ingle Elementary Teacher Step 5 Lane 4
- b. Ashley Bailey Advisor: Elementary Yearbook
- c. Lauren Baker Juvenile Court Liaison Officer
- d. John Elkin MS Principal
- e. Chris Karpuk Asst Var Boys Basketball Coach Step 1 Group 3
- f. Nic Schroeder Asst Var Volleyball Coach Step 0 Group 3
- g. Jamie Elkin Elementary Teacher Step 16 Lane 2
- h. Aaron White K-5 STEM Teacher Step 11 Lane 1

Motion by Gardner to accept the resignations for 2021-2022. Seconded by Donovan. Motion carried unanimously.

R. New Hires for 2021-2022

- a. Rebecca Roskam Elementary Teacher Step 0 Lane 1
- b. McKenzie Coons Cheer Coach, MS
- c. Taylor Charron Family & Consumer Science Step 2 Lane 1
- d. Nicole Clark HS Special Education Teacher Step 7 Lane 4
- e. Erika Owens HUES Special Ed Teacher Step 12 Lane 5
- f. Hollie Butler Food Service Director
- g. Emma LeValley Elementary Music Step 6 Lane 1
- h. Isaiah Kent-Schneider Asst Var Football Coach Step 1 Group 3

Motion by Donovan to accept the new hires for 2021-2022. Seconded by Fett. Motion carried unanimously.

Motion by Fett to approve the presentation of bills in the amount of \$644,814.50. Seconded by Donovan. Motion carried unanimously.

Motion by Donovan to approve the April, 2021 financial reports for approval. Seconded by Fett. Motion carried unanimously.

REPORTS

- C. CHS Graduation Ceremony – May 23 @ 2:00 (Wildcat Activities Center) – There will be 10 tickets available per graduate allowing for 75% capacity in the WAC. There will be limited seating on stage allowing for only two board members on the stage. Mitigation strategies will be in place.
- D. Superintendent Evaluation Process – Mr. Amos will send out the 360 survey the week of May 17. He will then send the evaluation documents and survey results to the board members May 26 for them to complete. They should return the completed documents to the board president by June 7. Mr. Amos' evaluation will be June 14 in closed session at 5:00. The evaluation process will change for next year due to the standards are changing.
- E. District Strategic Planning (5-Year Plan) – It is time to develop a new five year plan. The process will begin at a meeting in June. The CIAC will meet to discuss as well. There will also be a stakeholder survey to gather feedback. Mr. Amos will bring a five-year plan proposal to the board meeting in August.
- F. Construction Update – Boring for the conduits will begin May 15. It takes one day per pole. June 5 is still the deadline but progress will be based on the weather. The parking lot project will be mid-July to

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September. The other baseball updates will begin after the season ends.

FUTURE MEETINGS

- A. May 26, 2021 Special Board Meeting and Public Hearing
- B. June 14, 2021 Regular Board Meeting, ~~6:00~~ 5:00 p.m. Carlisle Community School Board Room

ADJOURNMENT

Motion by Gardner to adjourn the May 10 regular board meeting. Seconded by Donovan. Motion carried unanimously.

Meeting adjourned at 7:54 p.m.

Art Hill, Board President

Attn: Jean Flaws, Board Secretary/Business Manager

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These minutes will be presented for approval at the June 14 Regular School Board Meeting.

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Carlisle Community School
Regular Board Meeting Minutes
05/10/2021
www.carlislecsd.org