

September School Board Notes

I. We will have a work session at 6 p.m. to interview student board member applicants.

4b. Finances look good. We are only two months in and this doesn't include anything from the new year so take it with a grain of salt. Salaries are down as we didn't have the new building costs and support staff are going away from 12 month pay.

4c. We have recommendations for Bob Vorwald as a bus driver and Assistant Cross Country Coach (they have over 30 participants). Also, Kristin Farr as a paraeducator and I expect a bus driver by the time of the meeting.

8a. Last month you approved the purchase of a new Thomas Bus. I have put off that purchase because I wanted to check with our local mechanics to gain their input on switching buses. They have shared some concerns with me that I will share at the meeting.

9a. I have a couple of student board member applications. You are conducting interviews in the work session before the meeting, so you will have time to make a decision.

9b. Our Instructional Support Levy will be expiring this year. This levy is good for 5 years at a time if the board approves it, or we could take it to the voters and it would be good for 10 years. Staying with 5 years avoids any election costs. This generates approximately \$544,321 for the district. We do the maximum amount (10%) and do as much as possible via Income Surtax. The process we follow is to pass a resolution that you want to consider extending it another five years and then schedule and hold a public hearing. After the public hearing, you will vote whether to extend it or not. If you approve to extend it, then any patrons of the district have 28 days to file a petition asking for this to be put before the voters. Today, you are just passing a resolution to hold the hearing and consider extending the Levy.

9c. There is a severe shortage of substitutes. Our principals and staff have done a fabulous job in being flexible to handle coverage, but as time goes on it's going to be more challenging. I will be proposing a temporary increase in sub pay or potentially an incentive for someone who subs X number of days in the district. For example, maybe so much additional daily pay for subbing 10 days a month in the district or simply adding on to the rate. I will share more at the meeting.

9d. With the severe shortage of substitutes I am looking at a plan to pay our staff more for their unused personal days at the end of the year. The goal will be to incentivize them to use less personal days which means less need for subs throughout the year. Currently, staff can carry over up to 2 personal days or be paid at the current sub rate for any they didn't use and don't carry over. I'm proposing that for their first two days—they may carry them over or be paid at the current sub rate

(without the sub incentive if it's passed)—any days over the first two personal days would be paid at a higher rate. I will have some examples with the highest amount being at the staff members per diem rate. This would be for this year only because of COVID 19.

9e. There is a lot going on with our staff members this year. It's been a challenging start with all the new requirements related to scheduling, sanitizing, etc. I'm considering adding 1 or 2 virtual days each month to allow our teachers some time to get caught up. The students would still need to check in and attendance would need to be taken—but once students are up and working from home the teachers would have time to work on what they need. It would cost the bus drivers some money as it would mean less days they would be needed. It may also cost some paraeducators—unless we had a plan where the paraeducators took care of the elementary students during this time. Looking for some discussion on the appropriateness of doing this and the thoughts the board has. Currently, schools are doing all types of schedules. Some take a day off every week for this—others are moving away. I think this would be a great help to our teachers.

9g. We need to approve our LAU plan. This is our plan for working with ELL students in the district.

9h. We have a little concrete work to do downtown. This is near the loading dock and also the entrance to the gym. We would like to get this taken care of before it starts freezing as water accumulates in these areas and causes ice problems in the winter.

9i. It's hard to believe but it's time to think about snow removal. We will have them by the time of the meeting for your review and approval.

9j. I will give a short update on where we're at with school finances including an enrollment estimate at the time of the meeting.

9k. I will give a short update on COVID-19

9l. The AEA purchased these books and access to some other materials for all school board members in our area. I will review some things about them and then we can discuss if we want to do a book study. You can see the poster I attached that shows all of the things that schools have been required to do over the years. All without adding any time to the school day or year.

10a. I will share some information on the school board convention. It will all be virtual this year. Here's the link to check it out: https://www.ia-sb.org/Main/School_Board_U/Annual_Convention/Convention_Home.aspx