

# Proud Past, Successful Present, Growing Future

Devin Embray - Superintendent                      Kristi Meckna - Director of Finance  
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September 10, 2020

To:                      All School Board Members                      Voting Order:  
From:                      Devin Embray, Superintendent                      Greg Schultz - At-Large '21  
Ann Staiert - At-Large '21  
Elizabeth Richardson - At-Large '21  
Tim Becker - At-Large '23  
Curt Becker - At-Large '23

**Re:    Regular Meeting -** Monday, September 14, 2020 - 7:00 p.m.  
High School Media Center, 504 East Sharp Street, Glenwood

1.    **PLEDGE OF ALLEGIANCE**
  - A.    Call to Order
  
2.    **SPOTLIGHT ON EDUCATION**
  - A.    None
  
3.    **FRIENDS OF EDUCATION**
  - A.    None
  
4.    **CONSIDERATION OF ACTION ON CONSENT ITEMS**
  - A.    Approval of Minutes
    1.    [August 11, 2020 - Regular Meeting](#)
    2.    [August 31, 2020 - Work Session](#)
  
  - B.    Approval of Agenda
  
  - C.    Approval of Board Policies - [Second Readings](#)

POLICY #	DESCRIPTION
1003	Public Use of School Facilities and Materials
1003.2	Public Use of School ICN Room
1003.3E2	GHS Auditorium Facility Usage Request Sheet
1003.3E4	Use of School District Facilities and Equipment Indemnity and Liability Insurance Agreement
1003.4	Gratuities to Personnel

D. Approval of Board Policies - [First Readings](#)

POLICY #	DESCRIPTION
104.1	Equal Opportunity and Non-Discrimination, Non-Harassment, Non-Retaliation
104.1N1	Annual Notice of Non-Discrimination
104.1N2	Continuous Notice of Non-Discrimination
104.1E1	Equal Opportunity and Non-Discrimination, Non-Harassment, Non-Retaliation Notice
104.1R1	Grievance Procedures
104.1R2	Title IX Grievance Procedures
104.2	Anti-Bullying and Anti-Harassment Policy
104.2P	Anti-Bullying and Anti-Harassment Investigation Procedures
405.2	Abuse of Students by District Employees
405.2R	Allegations of Abuse of Students by School Employees Regulations
405.3	Staff Personnel Complaints
500.17	Equal Education Opportunity
500.18	Equal Educational Opportunity Program
1000	Statement of Guiding Principles for Community Relations
1001	Public Communications
1001.1	Board Community Relations
1001.2	Releases to News Media
1001.3	Public Examination of School District Public Records
1001.4	Distribution or Display of Non-Curricular Materials
1001.4R	Distribution or Display of Non-Curricular Materials Regulations

E. [New Hires](#) - **Contingent upon completion of pre-employment requirements and favorable background check results**

NAME	POSITION	SALARY
Kenneth Akers	Building Custodian	\$11.70 per hour
Jaime Apperson	National Honor Society Sponsor	\$825
Michael Bennett	Building Custodian	\$11.70 per hour
David Cook	Substitute Bus Driver	\$39 per route after probationary period
Crystal Dees	Special Education Teacher Associate - Level I	\$9.92 per hour
Joseph Fustos	Substitute Teacher	\$160 per day

Justina Harris	Lead Teacher @ Kid's Place	\$10.77 per hour
Makayla Huffman	General Education Teacher Associate	\$9.92 per hour
Beth Huntoon	Interim Kindergarten Teacher	\$40,926
Jennifer Knighton	Special Education Teacher Associate- Level 2/3	\$10.92 per hour
Gerard Leahy	Substitute Bus Driver	\$39 per route after probationary period
Calvin Little	Child Care Associate @ Kid's Place	\$9.89 per hour
Laura Manning	Substitute Food Service Worker	\$10.32 per hour
Jenny McVay	Substitute Food Service Worker	\$10.32 per hour
Randal Miller, Jr.	Interim Elementary Art Teacher	\$53,774.74
Jessica Stonerook	Special Education Teacher Associate - Level I	\$9.92 per hour
Sara Uhl	General Education Teacher Associate	\$9.92 per hour
Emily Van Wey	Special Education Teacher Associate - Level 2/3	\$10.92

F. [Transfers](#)

NAME	FROM / TO	WAGE
Laura Campbell	Special Education Teacher Associate - From Level ½ at the Middle School to Level ¾ at the High School	No Change
Rachelle Campbell	Special Education Teacher Associate - From Level I to Level ¾ at the High School	\$11.24 per hour
Matthew Cook	Special Education Teacher Associate - From Level I to Level I and Level ¾ at West	\$11.02 per hour when Level 2/3
Emma Donahue	Special Education Teacher Associate - From Level ¾ at NE to Level ¾ at NE and West	No Change
Denver Holeton	Special Education Teacher Associate to Authorized Substitute Teacher	\$150 per day
Michelle Jaworski	Suburban Route #50 AM & PM to AM & PM plus a midday route to ISD on early outs only	No Change
Justin Spahn	From Substitute Bus Driver to AM Driver (#23) & PM Driver (#5)	\$39 per route
Kylee Stanton	Special Education Teacher Associate - From Level I to Level I & Level ¾ at Middle School	\$11.99 per hour when Level 2/3
Cindy Wallace	Special Education Teacher Associate - From Level ¾ at West to Level ¾ at the Middle School	No Change
Dusty Williams	Special Education Teacher Associate - From B. Jacobitz's Room to A. Greenfield's Room - Level ¾ at the High School	No Change

G. [Separation from District](#) - Coaching positions are contingent upon finding a suitable replacement

NAME	POSITION	REASON	DATE
Kim Arnold	Special Education Teacher Associate	Resignation	August 18, 2020

Debra Beck	Special Education Teacher Associate	Resignation	August 21, 2020
Tracy Blankenship	Substitute Teacher	Resignation	July 31, 2020
LouAnn Cameron	Substitute Special Education Associate	Resignation	July 23, 2020
Kara Clark	Special Education Teacher Associate	Resignation	August 8, 2020
Charity Cunningham	Special Education Teacher Associate	Resignation	August 17, 2020
Jordyn Hanshaw	Special Education Teacher Associate	Resignation	August 10, 2020
Patricia Lacy	Night Shift Lead Custodian	Resignation	August 25, 2020
Lindsey Lipsett	Child Care Associate	Resignation	August 27, 2020
Lynnette Malovrh	Authorized Substitute Teacher	Resignation	August 14, 2020
Carol Mitts	Substitute Teacher	Resignation	July 24, 2020
Dawn Mount	General Education Teacher Associate	Resignation	August 31, 2020
Rob Radford	Assistant High School Wrestling Coach	Resignation	August 27, 2020
Jennie Schorsch	Substitute Special Education Associate	Resignation	September 1, 2020
Makenze West	National Honor Society Sponsor	Resignation	August 17, 2020

H. [Open Enrollments](#)

NAME	DISTRICT REQUESTED	REASON	RESIDENT DISTRICT	APPROVE OR DENY	FUNDED
Parker C.	Treynor	Kindergarten Student	Glenwood	Approve	Yes
Rodney F.S.	Glenwood	Family move	East Mills	Approve	Yes
Kimberly G.	Clayton Ridge		Glenwood	Deny	No
Carter J.	Glenwood	Kindergarten Student	Lewis Central	Approve	Yes
Kruz K.	Glenwood	Family move	East Mills	Approve	Yes
Maddox L.	West Harrison	Kindergarten Student	Glenwood	Approve	Yes
Madison M.	Lewis Central	Informational Only - student already open enrolled out. Change in attending district requested. Those districts approve or deny the request. Both districts have approved.	Glenwood		Yes
Brody U.	Treynor	Kindergarten Student	Glenwood	Approve	Yes
MaKynna W.	Lewis Central	Family move	Glenwood	Approve	Yes

I. Approval of Financial Reports

A. [Approval of Bills](#) - Director Tim Becker will have reviewed the bills

1. Approval of Additional Bills

B. Board Financial Reports

1. [Estimated Line Item Budget Report](#)
2. [General Ledger Balance Report](#)

J. Fundraising Requests

GROUP	DESCRIPTION	PURPOSE	AMOUNT	DATES
Middle School PBIS	Teachers will solicit donations from businesses	Students will earn PBIS stickers for following the four pillars. Stickers can be redeemed for a "prize"	AMAP	September 8- April 8, 2020

K. Out of State and Overnight Travel

REQUESTED BY	ACTIVITY	DESTINATION	DEPARTURE DATE	RETURN DATE
None				

L. Grant Requests

NAME	PURPOSE	AMOUNT
COVID-19 Cares Act Relief Grant	To provide resources to schools to assist with stress and anxiety, learning coping skills & building resilience. Funds distributed by Iowa Governor for COVID-19 related services. Must have a mental health or disabilities services component.	

M. Curriculum

CONTENT	DRAFT/FINAL	SCHOOL YEAR
<a href="#">Creative Writing Curriculum</a>	Draft	2020-2021
<a href="#">Investigative Research: Unsolved Mysteries Curriculum</a>	Draft	2020-2021
<a href="#">Problem Solving Skills &amp; Strategies Curriculum</a>	Draft	2020-2021
<a href="#">Nutrition and Interior Design Curriculum</a>	Draft	2020-2021
<a href="#">Computer Science Essentials</a>	Final	2020-2021
<a href="#">6th Grade Computers</a>	Final	2020-2021
<a href="#">HS Financial Literacy</a>	Final	2020-2021
<a href="#">Environmental Science</a>	Final	2020-2021
<a href="#">Chemistry</a>	Final	2020-2021

5. **ANNOUNCEMENTS AND COMMUNICATIONS**

- A. Comments from Public
- B. Comments from Board of Education
- C. Legislative Update
  1. Legislative Forums Schedule
  2. Legislative Contacts

- D. Presentations
  - 1. Summer Activities Surveys - Jeff Bissen  
[Coaches](#)   [Parents](#)   [Students](#)   [Graphs](#)
- E. Activities Complex Update

6. **REPORTS -**

- A. Building Administrator Report
  - 1. [High School](#)
  - 2. [Middle School](#)
  - 3. [West Elementary](#)
  - 4. [Northeast Elementary](#)
- B. [Special Education Report](#)
- C. [School Improvement Report](#)
- D. [Activities Director Report](#)
- E. [Kid's Place Report](#)
- F. [Technology Report](#)
- G. [Food Service Report](#)
- H. [Transportation / Building & Grounds Report](#)
- I. [Print Shop Report](#)

7. **OLD BUSINESS**

- A. None

8. **NEW BUSINESS**

- A. [Approval of Resolution](#)  
*I am seeking approval of the Resolution to fix a date for a Public Hearing on the issuance of school infrastructure sales, services and use tax revenue refunding bonds, in one or more series.* Motion
- B. Approval of Designation and Authorization of Title IX Coordinator Motion  
*The Board of Directors of the Glenwood Community School District designates Cindy Menendez as the District's Title IX Coordinator and authorizes that employee to coordinate the District's efforts to comply with the District's responsibilities under Title IX (20 U.S.C. §§ 1681, et. seq).*
- C. [Approval of the 2020-2021 Certified Staff Manual](#) Motion  
*I am seeking approval of the LMC's recommended changes to the certified staff manual for the current school year.*
- D. Approval of Co-Sexual Harassment Officers Motion  
*I am seeking approval of the appointment of Rick Nickerson and Genie Wickham as the District's Co-Sexual Harassment Officer(s) for 2020-2021.*
- E. Approval of Equity Officer Motion  
*I am seeking approval of the appointment of Cindy Menendez as the District's Equity Officer for 2020-2021.*
- F. Approval of Level I Investigators and their Alternatives Motion  
*Currently the administrators are all Level I Investigators, and are Alternates for each other as well on Level I Investigations.*
- G. Approval to Use Signature Stamp and Electronic Signature Motion

***I am seeking approval to authorize the Business Manager to use the Board President's signature stamp and/or electronic signature to sign all contracts for tuition-in, transportation, PMIC, and alternative school student contracts. I am also seeking approval to authorize the Superintendent's Administrative Assistant to use the Board President's signature stamp and/or electronic signature to sign all employment contracts; and the Athletic Director to use the Board President's signature stamp and/or electronic signature to sign all officials/referees agreements.***

9. **ADJOURNMENT**

Motion

Upcoming Meetings & Events:

September 14, 2020	Regular Meeting	High School Media Center - 7:00 p.m.
September 28, 2020	Work Session	Central Office Conf Room - 6:00 p.m.
October 12, 2020	Regular Meeting	High School Media Center - 7:00 p.m.
October 26, 2020	Work Session	Central Office Conf Room - 6:00 p.m.