

**REGULAR MEETING**  
**Sioux City Community School District**  
**Educational Service Center**  
**Minutes – January 27, 2020 – 6:00 p.m.**

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**Minutes – January 27, 2020 – 6:00 p.m.**

**I. Call to Order / Pledge of Allegiance**

President Saint called the regular meeting to order at 6:00 p.m.

**II. Roll Call of Members**

Present: Directors Alarcon-Flory (6:03 p.m.), Albert, Colling, Goodvin, Greenwell, Saint and Scarlett

**III. Approval of Agenda**

Director Scarlett moved and Director Colling seconded the motion to approve the agenda. Director Greenwell moved and Director Goodvin seconded the motion to move Citizen Input after the Good News Report, and to include: *“It is the prerogative of Board members to ask speakers questions during the presentation or make comments as frequently as necessary to clarify the speaker’s input”*. The motion to amend the agenda carried 6 to 0. The motion to approve the amended agenda carried 7 to 0.

**IV. Good News Report(s) – Leeds Elementary School**

Principal Angela Bemus, Assistant Principal Mike Tillo, Staff Members Megan Bishop and Kayla Frey, and Students Miles Scarlett, Lilian Stokes, Nadelly Navarro and Chloe Post shared information about their houses; Blazing House, Brilliant House, Dazzling House and Shining House, and how they involve community members.

**V. Citizen Input.**

None.

**VI. Consent Action Item(s)**

Director Albert moved and Director Alarcon-Flory seconded the motion to approve the following Consent Action Items. Director Greenwell thanked Dr. Gausman and staff for putting together the additional financial reports. The motion carried 7 to 0.

- A. Board Meeting Minutes from January 13, 2020 – Dr. Paul Gausman
- B. Human Resources Report(s) – Dr. Rita Vannatta
- C. Finance Report(s) – Patty Blankenship

## VI. Board Member Reports / Future Meetings

Director Scarlett:

- She is proud of her Grandson who participated in Leeds Elementary Good News Report.
- She participated in the planning and judging of Dr. King Art Contest and celebration. She congratulated all the winners; noting this year's theme was "The Golden Rule". Artwork can be viewed at the NAACP Freedom Fund Banquet on February 15 at the Sioux City Convention Center.
- She attended Student Achievement Committee meeting and found the Title I funding information shared by Dr. Burnight very informative.
- She attended Saturday's Education Legislative Forum. Key takeaways were funding and suicide hotline.
- She looks forward to Dr. Gausman's action plan for West Middle School.

Director Alarcon-Flory:

- She congratulated all District participants in drama, speech, etc.
- She attended Saturday's Education Legislative Forum.
- She will travel to Des Moines tomorrow for IASB's Day on the Hill.

Director Albert:

- She attended Saturday's Legislative Forum.
- She looks forward to the next few weeks where they will begin to meet with the public for informal Q & A sessions.

Director Colling:

- He attended Student Achievement and Board Finance & Facilities Committee meetings.
- He attended Building Oversight Committee meeting where they viewed preliminary drawings of the new Hunt School.
- He attended an eighth grade Martin Luther King video presentation at North Middle School. He thanked the kids and staff for making him feel welcome.

Director Greenwell:

- He attended Student Achievement and Board Finance & Facilities Committee meetings and Saturday's Legislative Forum. Student Achievement was most informative with regards to Title I funding and potential shortfall in monies. The District needs to consider how to make up those funds for our students in need.

Director Saint:

- As a parent of a West Middle School student, and with discussions about West Middle School in the community, he encouraged everyone to be mindful we have great kids in that building and not do a disservice to them as we talk about it. We have the resources to send their kids wherever they want, and they chose West Middle because they have great teachers and staff in that building and feel good about their experiences there. Every school has their problems and we will do our best to address those problems in every building. He believes the root cause in that building is a critical need for more staffing / teachers in the building and as we move forward in budget discussions, he hopes to make this a top priority.

## **Future Meetings are as follows:**

- Student Achievement Committee – Noon, February 3, 2020, ESC Board Room.
- Board Finance & Facilities Committee – 3:00 p.m., February 3, 2020, ESC Board Room.
- SCEA and SCESPA Opening Proposals – 4:00 p.m., February 6, 2020, ESC Board Room.
- Special / Regular / Special Board Meeting – 4:30 p.m., February 10, 2020, ESC Board Room.
- Board Policy Committee – 4:30 p.m., February 18, 2020, ESC Board Room.
- School Improvement Advisory Committee – 5:15 p.m., February 20, 2020, ESC Board Room.
- Education Legislative Forum – 8:30 a.m., February 22, 2020, ESC Board Room.
- Sales Tax Finance Oversight Committee – 8:00 a.m., February 24, 2020, ESC Board Room.
- Regular School Board Meeting – 6:00 p.m., February 24, 2020, ESC Board Room.
- Preschool Initiative Oversight Committee - 1:30 p.m., February 26, 2020, Bryant Elementary School.
- Educational Equity Committee – 11:30 a.m., February 28, 2020, ESC Board Room.

## **VII. Superintendent's Report**

- He is proud of our District for their involvement in celebrating Dr. Martin Luther King, Jr.
- He acknowledged West Middle School students who donated over 100 bags filled with essential items to the Warming Shelter.
- He shared plans for success in improving the culture at West Middle and all our middle schools.
  - Plans are being developed in cooperation with the Sioux City Education Association (SCEA) to investigate and improve the culture among staff members at West Middle School.
  - He has met with the leadership of West Middle, the SCEA, the Administrative Cabinet relative to West Middle, and is moving forward with a solution that will bring an outside third party partner to conduct interviews and discover data about any challenges and to provide recommendations for a resolution.
    - Guiding Priorities
      - 1) Implement actions to bring about positive staff culture that will focus on student needs and continue achievement growth in reading and math.
      - 2) Vital that the plan include data to provide guidance for the future.
      - 3) Solutions must include perspective from all staff members.
      - 4) Process will provide recommendations to the Superintendent and SCEA to design and implement a plan.
      - 5) Adults involved in the design and implementation of the plan for improvement have an opportunity to positively model for students.
  - In recent budget years, the District has made some tough decisions related to middle schools which has had negative impact on the size of our team. We must gain the funding from Legislators to support our staff at the appropriate level and rebuild some of what was lost.
  - He will ask the Board to hire up to an additional 25 staff members to bring down class sizes District wide. He will also ask for additional staff for Preschool, TAG, Special Education, Custodial, Counseling, Teacher Leader and other positions.
  - Solutions must be clear, deliberate and focused on what our students need for success.
- Dr. Gausman welcomed Assistant Professor Diana Shanafelt and student teachers from Morningside College.

## **VIII. Items of Presentation, Discussion, and/or Action**

### **A. Presentation of June 30, 2019 Audit – Patty Blankenship**

Mike Prosser and Becky George of King, Reinsch, Prosser & Co, LLP, shared results of the June 30, 2019 Audit.

Director Greenwell stated he led a petition to have the state auditor look at the books. He asked what audit procedures were performed on approval of administrative salaries, specifically on increases / decreases. Ms. George confirmed audit of administrative compensation. Ms. George noted that different procedures were performed in the audit ending June 30, 2019. Ms. George did not agree with Mr. Greenwell's statement that an audit of administrative salaries were not performed in the June 30, 2018 audit. Mr. Greenwell stated it is required by law that the Board approve salaries. Ms. George explained the audit process.

President Saint stated the Board acknowledged receipt of the June 30, 2019 audit report.

### **B. Resolution Fixing Date for a Hearing on the Proposed Issuance of Not to Exceed \$15,500,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds – Patty Blankenship**

Director Alarcon-Flory moved and Director Greenwell seconded the motion to adopt the resolution and set the date for a hearing. A public hearing will be held at 6:00 p.m., local time, at the Educational Service Center, 627 4<sup>th</sup> Street, Sioux City, Iowa, on the 10<sup>th</sup> day of February 2020. The motion carried 7 to 0.

### **C. FY21 Spending Authority Update & General Fund Targeted Expenditures – Patty Blankenship**

Director Greenwell requested that further explanation of the Board's budget be discussed at the next Finance Committee meeting. He shared data regarding 2010-2019 Instruction vs. Administration Cost Growth taken from pages 74-75 of the District's Audit Report. Dr. Gausman stated those numbers were taken from the Government-wide financial statement and provided explanation as to why the numbers fluctuate from year-to-year. Mr. Greenwell suggested the Board look closely at administrative costs and make some judgements on programs in the 2020-2021 budget. He requested a clear view of costs associated with IB, middle school, FutureReady, travel expenses, consulting expenses, small-group skills based instruction, etc. He requested additional reports be available at the next Board Finance & Facilities Committee meeting. He requested that the minimum threshold for reserves be increased from 5% to 10%.

Kate Michaelson, 3217 Glen Oaks Blvd, West Middle School Teacher-Librarian, shared concerns regarding funding, curriculum equity and directives / initiatives. She urged the Board to purchase enough textbooks for every student in a seat and a few extras for students to check out and take home.

President Saint stated the Board acknowledged the updated information regarding the District's FY21 spending authority projections and general fund targeted expenditures.

The Board took a 5 minute break.

**D. Citizen Guide to School District Budget – President Saint**

Board members were provided a copy of the City of Sioux City's *FY2020 Citizen's Financial Guide*. Director Goodvin expressed request for development of a similar guide in electronic and hard copy format. Dr. Gausman respectfully requested that a first draft be presented to the Finance Committee shortly after certification of the budget. Director Greenwell moved and Director Scarlett seconded the motion to develop a Citizen's Guide to the School District Budget to be made available for public consumption as soon as practicable following adoption of the FY21 budget. The motion carried 7 to 0.

**E. Ratification of New Format of Finance Report(s) – President Saint**

Director Alarcon-Flory moved and Director Greenwell seconded the motion to approve ratification of the new format of Finance Reports for ongoing use. The motion carried 7 to 0.

**F. District Monthly Credit Card Report – President Saint**

Director Greenwell moved and Director Goodvin seconded the motion to include the credit card form, previously seen by the Board, as a standard report in the monthly financial package. The motion carried 7 to 0.

**G. Hail Damaged Roofs and Vertical Metal Replacement Project – Brian Fahrendholz**

Director Alarcon-Flory moved and Director Scarlett seconded the motion to approve the proposed plans, specifications, and Engineer's estimated cost of \$1,460,500.00, for the East and West High Schools, Morningside and Nodland Elementary Schools Hail Damaged Roofs and Vertical Metal Replacement Project, set a public hearing date, and publish notice as required by law.

A public hearing will be held at 6:00 p.m., local time, at the Educational Service Center, 627 4<sup>th</sup> Street, Sioux City, Iowa, on the 10<sup>th</sup> day of February 2020. Plans and specifications may be reviewed in the Purchasing Manager's office located at the same address. The motion carried 7 to 0.

**H. First Reading of Board Policies – Dr. Paul Gausman**

- 200.3 Board of Directors' Conflict of Interest
- 202.2 Adoption of Policy
- 204.15 Community Participation / Public Comment Procedures
- 504.2 Communicable Diseases
- 504.7 Emergency School Closings
- 901.4 Selection of an Architect
- 903.1 Lease, Sale, or Disposal of School Buildings and Sites

Director Alarcon-Flory moved and Director Colling seconded the motion to approve the above Board policies for first reading. The motion carried 7 to 0.

I. Second and Final Reading of Board Policies – Dr. Paul Gausman

- 204.12 Board Meeting Agendas
- 401.1 Employee Conflict of Interest
- 403.3 Termination / Discharge of At-Will Employees
- 403.5 Workplace Bullying
- 403.6 Discipline, Suspension and Discharge of Teachers, Administrators and Other Employees
- 403.7 Probationary Period for Teachers
- 404.8 Absence Without Pay
- 405.3 Access to Buildings
- 405.12 Drug-Free Workplace
- 451.54 Employee: Continuation of Health Insurance Plan
- 503.12 Student Field Trips
- 601.10 Evaluation of Educational Program
- 605.3 Student Promotion – Retention – Acceleration
- 681.10 Grading

Director Alarcon-Flory moved and Director Scarlett seconded the motion to approve the above Board policies for second and final reading. The motion carried 7 to 0.

Director Greenwell requested an annual report of District employees who are related to one another be provided during updates to the Handbook.

**VII. Adjourn**

Director Alarcon-Flory moved and Director Colling seconded the motion to adjourn the regular meeting. The motion carried 7 to 0, and the regular meeting adjourned at 8:38 p.m.

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Jeremy Saint, Board President  
SCCSD Board of Directors

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Cynthia A. Lloyd, Board Secretary  
SCCSD Board of Directors