

**Our Mission:** The Sioux City Community School District exists to educate students to *believe* in their talents and skills, *achieve* academic excellence and *succeed* in reaching their potential.

**Chairperson:** Tito Parker

**Secretary:** Cate Combs

The Educational Equity Committee (EEC) met on Friday, November 09, 2018 at the ESC Boardroom.

**Committee Members Present:** Tito Parker, Jeremy Granger, Bernie Hess, Adam Alfredson, Karen Mackey, Don Dew, Stephan Pearson

**District Employees and School Board Directors Present:** Dr. Kim Buryanek, Jen Gomez, Cate Combs, Amber Sackmann, Janet Ryan, Amber Sackmann, LaShawna Moyle, Stephanie Alcaraz,

**Guests:** Dr. Rita Vannatta, Director of Human Resources, Julie Thiele, BSN, Head Nurse, David Heins

**Call to Order:** 11:30 am

**Presentations:**

**Employee Recruitment**

Dr. Rita Vannatta, Director of Human Resources

Dr. Vannatta reviewed the hiring process.

- Human Resources attempts to align the staff demographics with the student population.
  - Current, staff demographics are:
 

Female – 75.54%, Male – 24.40%	
American Indian/Alaskan Native	.72%
Asian	.48%
Black/African American	1.87%
Hispanic/Latino	5.36%
Native Hawaiian/Pacific Islander	.06%
Two or More Races	.24%
White	91.27%
- Human Resources attends job fairs at Western Iowa Tech Community College, South Dakota Teacher, USD Teacher, Mary J. Treglia, Goodwill, and Iowa State.
- Sioux City Community Schools has business connections with Workforce Development, Western Iowa Tech Community College, Home Base Iowa, Disability Resource Center of Siouxland, Visiting Teachers from Spain Program, and recruits at education conferences.
- Positions are posted in the Sioux City Journal, Omaha World Journal, Latino Mundo, Teach Iowa, Troops to Teachers, and Indeed.
- Human Resources is also working with Career Academy students who are taking the teacher and early childhood education pathways.

Ways to help the recruiting process:

- At conferences, promote Sioux City and the Sioux City Community School District. Let people know about all the good things Sioux City has to offer.
- Provide connections to Human Resources.

Any comments or feedback should be sent to Dr. Rita Vannatta, Director of Human Resources.

## Student Health

Julie Thiele, BSN, RN, NCSN

Ms. Thiele reviewed the roll of school nurses in the student population.

- Sioux City Community Schools employs eight full time nurses with BSNs, and there are 14 contracted nurses for 1:1 care.
  - Sioux City Community Schools' students have a variety of health conditions that are reported by the parents during the registration process (ADHD, Asthma, Diabetes, Seizures, Anaphylaxis, etc.). However, many parents do not report their children's medical/health issues at the time of registration.
  - School Nurses provide:
    - Triage;
    - Assess physical and emotional issues;
    - Provide primary healthcare to students and staff;
    - Counsel students on health and emotional issues;
    - Teach students to manage their own healthcare concerns; and
    - Act as a liaison between the home and medical provider.
  - Specific responsibilities of school nurses:
    - Immunization compliance;
    - Submitting Medicaid Claims for services provided – these funds are directed to the Special Education Program to pay for the 1:1 nursing care provided to students, as well, as provide care for the Special Education Students;
    - Delegation of Health Care to UAPs;
    - Staff Training (medication administration, health plans);
    - Record Maintenance in Infinite Campus; and
    - Serve on BERT and Safety Committees.
- Items that School Nurses need assistance with:
- Getting parents to share student health issues during registration;
  - Immunization records – obtaining the records and students having the correct immunizations.

The Committee would like the Asthma Action Plan to require albuterol and a physician's statement. Dr. Buryanek suggested that Jeremy Grainger assist Julie Thiele and herself to review the forms now used and propose changes that would help the School and medical community in implementing medical action plans.

The Committee wanted to know how students who are hospitalized are able to keep up with their classwork. Students who are hospitalized generally do not have access to the internet. The medical providers can contact the school counselor to facilitate access to homework.

### Committee Meeting Date Change:

December 14<sup>th</sup> meeting is moved to December 7<sup>th</sup> due to presentations.

### Up Coming Dates and Events

Memorial March for Native Americans, November 21<sup>st</sup>

Indian Youth of American Presents *The Grinch*, December 15<sup>th</sup>

Native American Winter Gathering, December (TBD)

Education Legislative Forum:

December 8 <sup>th</sup> ,	8:30a – 10:00a,	ESC Board Room
January 26 <sup>th</sup> ,	8:30a – 10:00a,	ESC Board Room
February 23 <sup>rd</sup> ,	8:30a – 10:00a,	ESC Board Room
March 23 <sup>rd</sup> ,	8:30a – 10:00a,	ESC Board Room
April 27 <sup>th</sup> ,	8:30a – 10:00a,	ESC Board Room

**Adjourn: 1:00pm**

**Next Meeting: December 7, 2018 at 11:30 am in the Room 102 – Board Room – Lunch will be provided.**