

**Sioux City Community School District
Educational Service Center
Minutes – April 11, 2022**

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REGULAR MEETING
Sioux City Community School District
Educational Service Center
Minutes – April 11, 2022 – 6:00 p.m.

I. Call to Order / Pledge of Allegiance

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

II. Roll Call of Members

Present: Directors Alarcon-Flory, Albert, George, Goodvin, Greenwell, Michaelson, and Scarlett.

III. Approval of Agenda

Director Alarcon-Flory moved, and Director Albert seconded the motion to approve the agenda. Motion carried 7-0.

IV. Good News Report(s)

A. Loess Hills Computer Programming Elementary School – Principal: Tami Hofer-Voegeli, Assistant Principal: Zach Davis, Counselor: Whitney Wanderscheid, Teacher: Cindy Bigbee and Stevette Linden, students: Jessabella Rodriguez, Trystin Gordon, Cristian Leon Flores, Jaziana Mosley, Brylee Binneboese, Addison Winkel, and Alaina Jansen spoke about activities and what they learned from community partners.

V. Citizen Input

Lesa Banks, 600 4th St. Ste 213, talked about the middle school ELL concern of being left off the middle school team.

Tito Parker, 2025 South Cedar St., spoke about a Board member quorum at a recent Educational Equity Committee meeting and stated that he is the one to ask regarding his credentials.

Jason Geary, 3316 5th Ave, spoke about private music lessons and the need for music educators dedicated to music education full time.

VI. Consent Action Item(s)

Director George moved, and Director Alarcon-Flory seconded the motion to approve the following consent action items. Motion carried 7-0.

- A. Board Meeting Minutes from March 28, 2022 – Dr. Paul Gausman
- B. Human Resources Report(s) – Dr. Jen Gomez
- C. Finance Report(s) – Patty Blankenship
- D. Camp Invention for Summer School – Dr. Brian Burnight
- E. Agreement with FMX Facilities Management Software for Schools – Tim Paul
- F. FY23 Natural Gas Contract – Tim Paul

- G. Middle School Classrooms Furniture Purchase – Jim Vanderloo
- H. HP Lease Termination/RTI Purchase – John Pritchard

VII. Hearing(s)

Proposed Sioux City School District Budget for FY23 – Patty Blankenship

President Greenwell stated notice was published in the *Sioux City Journal* on March 25, 2022, and that a budget hearing would be held on April 11, 2022, at 6:00 p.m. local time

He stated any interested party may appear and file objections and any information for or against the same will be heard on the above-named budget with the final decision of the Board of Education a matter of record.

President Greenwell stated that the Board acknowledges the hearing on the Proposed Sioux City School Budget for FY23.

VIII. Board Member Reports / Future Meetings

Director George

- He met with Jim Vanderloo and Activities Directors at all levels regarding Girls Wrestling in the state of Iowa.
- He stated that the Activities Directors have done a great job.
- He looks forward to the Diversity, Equity & Inclusion Work Session and the Behavior Survey results.

Director Scarlett:

- She thanked Principal, Amy Denney, and the Perry Creek IB Advisory committee for inviting her to a recent meeting.
- She applauded the teachers and volunteers who are dedicated to the students and each other.
- She is excited about the upcoming bottle cap project and encouraged bringing bottle caps to Perry Creek Elementary School.
- She stated that she is listening to those who have reached out to her and encourages being vocal and visible at Board meetings.
- She thanked Board members for being supportive and embracing the upcoming DEI work session.
- She thanked Tito Parker (Educational Equity Committee Chairperson), Karen Mackey, and Dr. Jung and team.
- She announced the date and time of the DEI work session to be April 25, 2022 at 4:15 p.m.

Director Alarcon-Flory:

- she is glad for those that showed up to the Board meeting and being vocal about their concerns.
- She thanked team members for their hard work and going above and beyond.
- She mentioned her relationship with the Sioux City Community Schools.

- She stated the importance as a Board to understand governance and management and understand the duties that personnel have.
- She has a problem with trying to “bulldoze” something and making changes without a work session, having hearings, listening to personnel and the public.
- She believes the lack of understanding is causing a problem.
- She stated that no action should be taken without being discussed in the open.
- She acknowledged the previous Board meeting item of discussion regarding TLCs.
- She stated that she was not behind the TLC decision and does not agree with the changes.

Director Michaelson:

- He met with staff at Loess Hills Elementary School.
- He stated that the Board is spending a lot of time with the Middle Schools.
- He stated if there is a school that would like him to visit, he would love to meet their staff.
- He mentioned a divide and wants to work together.
- He mentioned the upcoming DEI work session.
- He stated that it is easy to identify a problem but hopes to close the deal.
- He wants to push forward, work together, and make good decisions as opposed to talking about it.
- He mentioned the different areas of concern and picking a lane.
- His hope is to have 2-3 goals at the elementary, middle school, and high school levels.

Director Albert:

- She addressed rumors about the Board and how the Board will vote.
- She stated that unless you see the Board vote a certain way, you don't know how we feel.
- She stated that the Board will vote with their conscience and heart.
- She stated that they are not all picking the same lane but doesn't mean they don't want what is best for the students.
- She is concerned about people not stepping up and letting their voices being heard because of rumors.
- She encouraged letting your voice be heard.

Director Goodvin:

- He took part in the Perry Creek IB Advisory committee meeting.
- He stated that he doesn't deem middle school more important than elementary.
- He apologized for the rumors and stated that he has done nothing to help spread them.

Director Greenwell:

- He stated that the Behavior survey has been completed and stated that Dr. Amy Boehl from K12 will come to the April 25 Board meeting to provide overall survey analysis.
- He discussed the survey results.
- He stated that the report would not be released by individual buildings.
- He mentioned the DEI work session.
- He stated that there will be an update on the Interim Superintendent search at the April 25 Board meeting.

Director Goodvin mentioned he is looking forward to the DEI work session and mentioned people reaching out to him.

Future Meetings are as follows:

- Student Achievement Committee Meeting – 12:00 p.m., April 12, 2022, ESC Board Room
- Board Finance & Facilities Committee Meeting – 3:00 p.m., April 19, 2022, ESC Board Room
- Board Policy Committee Meeting – 3:30 p.m., April 20, 2022, ESC Board Room
- School Improvement Advisory Committee Meeting – 5:15 p.m., April 21, 2022, ESC Board Room
- Special School Board Meeting – 3:45 p.m., April 25, 2022, ESC Board Room
- Board Work Session: Diversity, Equity & Inclusion – 4:15 p.m., April 25, 2022, ESC Board Room
- Regular School Board Meeting – 6:00 p.m., April 25, 2022, ESC Board Room
- Student Achievement Committee Meeting – 12:00 p.m., April 27, 2022, ESC Board Room
- Board Finance & Facilities Committee Meeting – 3:00 p.m., May 2, 2022, ESC Board Room
- Regular School Board Meeting – 6:00 p.m., May 9, 2022, ESC Board Room
- Student Achievement Committee Meeting – 12:00 p.m., May 11, 2022, ESC Board Room
- Annual District Retirement Party – 5:30 p.m., May 11, 2022, Morningside STEM Elementary School
- Educational Equity Committee Meeting – 12:00 p.m., May 13, 2022, ESC Board Room

IX. Superintendent's Report

- He reminded everyone of the 1-hour early out for Spring Break on Wednesday April 13th.
- He stated that the snow make-up day on April 29 will be announced after coming back from Spring Break.
- He thanked the HR and Communications department for getting the word out about the open and new positions and the recruitment bonus.

X. Items of Presentation, Discussion, and/or Action

A. FY23 Budget Adoption – Patty Blankenship

Dr. Gausman stated that the Department of Management sets the tax rate.

Director Albert moved, and Director Scarlett seconded the motion to certify the FY23 budget with an expected maximum tax rate of \$12.45034 per \$1,000 of assessed value and an income surtax rate of 3 percent. Motion carried 7-0.

B. TLC Budget Option – Angela Bemus

Angela Bemus brought forward one TLC option.

Director Scarlett asked Mrs. Bemus who directed her to bring forward one option.

Mrs. Bemus stated that Dr. Gausman directed her to bring forward one option.

Director Alarcon-Flory asked Dr. Gausman who directed him to bring one option.

Dr. Gausman stated that he discussed it with Board Leadership.

Director Alarcon-Flory re-asked if he was directed to do one option. Dr. Gausman replied yes.

Director Goodvin clarified that he asked Mrs. Bemus for a 1 to 1 and a recommendation.

Director Greenwell stated that Director Goodvin was the only one that asked for options and stated that Mrs. Bemus came up with two options. He explained that the two options were to do it in one year or spread it out in the following year. He explained the conversations that led to the decision of one option.

Angela Bemus stated that it was decided that sooner is better than later to share the options with TLC members. She stated that she does not have a preference for which option.

Dr. Gausman asked that the motion be crafted at the Board table and then voted upon.

Director Scarlett stated that there was a consensus for options to be brought forward and called it unfair to bring one option forward for a vote.

Director Greenwell explained that the two options were to do it in one year or do it in two years. He talked about being able to fill the open positions for the next year if the transition was delayed.

Director Goodvin stated that he was asked if he was ok with one option being brought forward and he said yes.

Director Alarcon-Flory reiterated that there was a consensus.

Director Albert thought there were going to be options besides cutting positions.

Director Greenwell asked the question of wanting empty classrooms and full TLC or a balanced approach.

Director Albert mentioned the recent sign on bonus hasn't been allowed to work yet.

Director Greenwell mentioned concerns of filling positions.

Jim Vanderloo stated that regardless of the option, secondary education will still have openings at the beginning of the school year.

Director Scarlett mentioned giving teachers relief. She asked how to implement something that will allow CTs to continue operating without eliminating or pushing them "all over the place".

Director Greenwell mentioned a fundamental lack of understanding of what has been done with TLC funds. He mentioned the carryover that could have been used for regular classroom teachers and mentioned the unawareness of the backfilling funding.

Director Michaelson stated that if anyone wants to discuss his ethics he has no problem discussing it. He questioned having a teacher shortage when the ratio of teachers to students is "almost identical" as in the past. He mentioned not using TLC money as it should have been used. He stated that if there are classroom teachers and the needs of the kids

are met then there won't be as many issues as there are. He asked about having classroom teachers covered. He is unsure as to why it is a problem. He mentioned the number of new music positions coming next year.

Angela Bemus continued the TLC option presentation.

Director Greenwell asked about the program coordinator position.

Angela Bemus stated that there was a decrease in 3 of the program coordinator positions. She stated that it was a team decision and that they looked at positions that could be absorbed with TLCs, Principals, and District Administration. She stated that it was felt that the Arts and Community Engagement coordinator could be absorbed through District Administration, Principals and TLCs. She mentioned that there are secondary and elementary principals that have music and art degrees. She mentioned P.E. being absorbed to the Activities Directors and was the basis for this decision.

Director Scarlett asked if the person with two jobs will be effective or stretched thin.

Angela mentioned bringing the best solution to maintain structure and focus of moving forward. she stated that there will be open positions regardless and just a matter of filling TLCs this year or next year with the backfilling option.

Director Goodvin expressed his frustration with classroom sizes and mentioned priority.

Director George asked about Title I positions.

Director Goodvin asked about the number of new positions allocated with ESSER funds.

Director Greenwell talked about micromanagement with individual positions.

Director Scarlett stated that decisions have been made in the past with micromanagement. She asked to be held accountable.

Director Alarcon-Flory has heard parents and community members. She recalled the time when the TLCs was created.

Director Greenwell reiterated the unawareness of TLC funding to backfilling positions. He mentioned class size being the number 1 issue.

Director Albert suggested waiting a year. She wants to give the \$5,000 sign on bonus to be implemented and the new campaign to reach a diverse audience a chance. She asked if the options were prepared to be heard, how is it that people know that their job is slated.

Angela Bemus stated that the TLCs are vital and did not want them to find out at a Board meeting. She stated that if the Board voted for the option for next year that they had the first take on the jobs available.

Dr. Gausman stated that it was requested to bring forward options for backfilling, no pink slips, and faster than 3-5 years. He explained how it came to the option.

Director Michaelson reiterated that it is unfortunate and is uncomfortable. He will plant his flag that classroom teachers are the life blood of the school and that a move has to be made on classroom sizes.

Director Goodvin stated that this is not their first option.

Director George asked if anything would change if they waited a year.

Angela Bemus stated that if the Board requested to backfill, regardless of it being this year or next year, it has to be 17 positions. She stated that another reason for sharing with them early is because of the current open positions.

Director Scarlett asked if people would lose any benefits or require additional training regarding Title I positions.

Dr. Burnight stated that it depends on the Title I posting.

Director Scarlett stated that she has seen people panic, go somewhere, and then regret.

Director Albert asked of the TLC positions, how many people in the program have advanced to leadership positions and does being a TLC build the leadership skills that are needed to move forward to the leadership positions.

Dr. Gausman confidently believes that they build leadership skills to move forward to leadership positions.

Director Michaelson stated that he will support that the TLC go back into the classroom and that he will make a motion. He stated that it is a very difficult decision and stated that he came up with the idea all by himself.

Director Michaelson moved, and Director George seconded the motion to adopt the TLC Budget presentation.

The Board took a 5-minute break.

Director Goodvin stated that he did not know that the Music Coordinator would be eliminated. He agrees that the curriculum needs that vital role and does not need to be a TLC role.

There was discussion about amending the pending motion to retain the Fine Arts Coordinator position.

Director Alarcon-Flory stated that several people asked to have 3 minutes rather than 2 minutes for the speaker time limit.

Director Greenwell kept it at 2 minutes.

Andrew Stoneking, 4829 Robin Lane, talked about the importance of the Fine Arts Coordinator position and the Arts.

Director Goodvin asked a clarifying question of the head teacher role.

Heath Weber, 4411 Morningside Ave, talked about the duties and importance of the Fine Arts Coordinator position.

Nikki Fenton, 3418 Orleans Ave, talked about the importance of keeping the Fine Arts Coordinator position.

Miranda Marks, 2092 150th St., talked about the need for the Consulting Teacher support.

Emily Cole, 2744 Nicklaus Blvd, talked about the duties and her experience as a Consulting Teacher.

Brian Cole, 2744 Nicklaus Blvd, talked about the need for the TLC positions.

Lesa Banks, 600 4th St. Ste 213, talked about the handbook regarding TLCs.

Ryan Haskins, 518 Pierce St., talked about the value of the arts and the need for the Fine Arts Coordinator.

Jeremy Hess, 3738 Glen Oaks Blvd Apt 24, talked about the need for the Fine Arts Coordinator.

Dr. Richard Steinbach, 3806 Jackson St., talked about the importance of having a Fine Arts Coordinator.

Todd Behrens, 3925 Pierce St., talked about the importance of the Fine Arts Coordinator position.

Alison Henderson, 3300 Chalet Ct., talked about the importance of the Fine Arts Coordinator position.

Brad Newton, 4800 Blvd Dr., spoke about Economic Development regarding the Fine Arts.

Anna Scott, 2528 S Olive St., spoke about the importance of the Fine Arts Coordinator.

Drew Paulson, 2316 S Olive St., talked about the music program and the importance of the Fine Arts Coordinator.

Stacie Henderson, 5015 Glenn Avenue, spoke about the TLC Option brought forward and the duties of Consulting Teachers.

Imelda Garcia, 1809 W 3rd St., spoke about the TLC Budget option.

Kristie VerMulm, 4505 Grayhawk Ridge Dr., Spoke about having good teachers, good mentors, and the Fine Arts Program.

Skip Perley, 524 Pelletier Dr., spoke about the importance of Fine Arts and bringing people into the community.

Pat Toben, 767, Deerfield Dr, spoke about the importance of the Fine Arts Coordinator position.

John Mayne, 3709 Briar Path, spoke about the importance of the position.

After acknowledging the Board's understanding that the Fine Arts Coordinator position would not be included in the proposed reductions, a roll call vote was taken on the pending motion to adopt the TLC Budget presentation. Motion carried 4-3, with Director Scarlett, Director Alarcon-Flory, and Director Albert voting no.

C. VIBE Academy Construction Project – Tim Paul

Director Alarcon-Flory moved, and Director Scarlett seconded the motion to accept the low base bid from L&L Builders Co. of Sioux City, IA in the amount of \$1,309,200.00 for the VIBE Academy Construction Project.

Director Goodvin asked for numbers for next year.

Dr. Gausman stated that there are early numbers that are the same for enrollment.

A roll call vote was made. Motion carried 5-2, with Director Goodvin and Director Greenwell voting no.

D. First Reading of Employee Handbook – Dr. Jen Gomez

Director Alarcon-Flory moved, and Director Scarlett seconded the motion to approve the first reading of the Employee Handbook for the District for the 2022-2023 School Year. Motion carried 7-0.

Director Greenwell proposed not bringing back Item **IX.G**: Return-to-Learn. Director Scarlett suggested keeping the item on the agenda.

Director Albert moved, and Director Goodvin seconded the motion to suspend items **IX.E- G** to the next Board meeting. Motion carried 7-0.

~~E. First Reading of Board Policies – Dr. Paul Gausman~~

- ~~● 403.8 Notifications of Convictions, Abuse Charges and Motor Vehicle Citations~~
- ~~● 504.15 Drug / Alcohol / Tobacco / Nicotine – Free Schools~~
- ~~● 507.9 Nutrition & Physical Activity Wellness in the Schools~~
- ~~● 604.5 Testing Program~~
- ~~● 901.6 Educational Site Development~~
- ~~● 902.1 Maintenance Schedule~~

~~F. Administrative and TLC Member Substitute Fill Rates – Angela Bemus~~

~~G. Return to Learn – President Greenwell~~

XI. Adjourn

Director Scarlett moved, and Director Albert seconded the motion to adjourn the regular meeting. Motion carried 7-0, and the regular meeting adjourned at 9:21 p.m.

Daniel D. Greenwell, President
SCCSD Board of Directors

Seaniece L. Heilman, Secretary
SCCSD Board of Directors