

Highland Community Schools
Board of Directors Meeting
Monday, May 13, 2024
5:00 p.m. – Highland Board Room

The meeting was called to order at 5:02 p.m. by President Nate Robinson.

Roll call was taken with Dan Ruth, Joslin Schott, Karen Fink, John O’Leary Rachel Longbine, Monica Jepson and Nate Robinson present. Also in attendance were Ken Crawford, Superintendent, Sue Rich, Board Secretary, Angela Hazelett, Secondary Principal and Jane O’Leary, Elementary Principal.

Ruth made a motion to approve the agenda as presented. Seconded by O’Leary.

Motion carried 7-0

5:03 p.m. – The Board met in session for the purpose of a hearing upon the budget amendment. Said proposal was published on the 2nd of May, 2024 in The News, published at Kalona, of said county.

Taxpayers were heard for and against said amendment of which there were none.

Ruth made a motion to adopt the 2023-2024 budget amendment as published by increasing the total other expenditures by \$132,622 for a total of \$1,800,000 due to additional construction expenses. Seconded by Longbine.

Motion carried 7-0

Consent Agenda Items:

Minutes: Approval of the April 8, 2024 regular meeting minutes
Approval of the April 18, 2024 special meeting minutes

Financial Reports: Approval of the April financial reports.

Payment of Bills: Approval of the following May bills.

General Fund - \$297,915.04
Prepaid General Fund - \$11,060.54
Schoolhouse Fund - \$7,785.81
Activity Fund - \$12,838.98
Prepaid Activity Fund - \$2,540.75
Lunch Fund - \$24,778.03

Fundraiser: Highland Shooting Sports-Fundraiser for Johnston Family

Schott made a motion to approve the items on the consent agenda. Seconded by Longbine.

Motion carried 7-0

Receive Visitors: None

Classroom Cash from Hills Bank was presented by Ashley Wieland and Cindy Michel in the amount of \$1,355.74. Since 2004 Classroom Cash has contributed \$41,549.06 to Highland Community Schools.

Janelle Sulhoff, Elementary Instructional Coach, spoke about being asked to present at the Iowa Science & Reading Summit on how she teaches the teachers in her instructional coaching position. Having a goal is the number one priority and then working towards that goal. Sulhoff stated they set instructional goals, then do professional development, then she works with the teachers on implementing what they worked on in professional development and finally they talk key takeaways.

Ruth made a motion to approve the 2024 seniors for graduation on May 19, 2024, pending completion of all graduation requirements. Seconded by O'Leary.

Motion carried 7-0

Owen Piette presented the signed petitions to President Robinson for the general obligation bond issue. Longbine made a motion to accept the signed petitions. Seconded by Fink.

Motion carried 7-0

Ruth made a motion to adopt the resolution ordering an election be held on November 5, 2024 on the issuance of \$15,000,000 general obligation school bonds. Seconded by Schott. **Roll Call Vote - All Ayes.**

Motion carried 7-0

O'Leary made a motion to deny an open enrollment request. Seconded by Longbine.

Motion carried 7-0

Longbine made a motion to approve the 2024-25 Classified Staff contracts. Seconded by Schott.

Motion carried 7-0

Schott made a motion to approve the 2024-25 Administrative & Salaried contracts. Seconded by Ruth.

Motion carried 5-0
Fink & O'Leary abstained

Ruth made a motion to approve the 2024-25 Certified Staff contracts. Seconded by Longbine.

Motion carried 6-0
Fink abstained

Longbine made a motion to approve the Maintenance/Grounds Director, Custodian/Grounds Elementary & Secondary job descriptions. Seconded by O'Leary.

Motion carried 7-0

May is School Board Recognition month and certificates were handed out to each board member by Mr Crawford and thanked for their service. Dairy Mart ice cream will be served at the end of the meeting as a special treat.

Mr Crawford went over changes on board policies 403.04-Hazardous Chemical Disclosure, 403.05-Substance-Free Workplace, 403.05-R(1)-Substance-Free Workplace-Regulation, 403.05-E (1)-Substance -Free Workplace Notice to Employees, 403.06-Drug and Alcohol Testing Program, 403.6-E (1)-Drug and Alcohol Testing Program Notice to Employees, 403.6-E (2)-Drug & Alcohol Program and Pre-Employment Testing Acknowledgment Form, 403.7-Employee Vaccination/Testing for Covid-19-Rescind, 403.7R1-Employee Vaccination/Testing for Covid-19 Regulation-Rescind, 403.R2-Required Notices to Employees-Rescind, 403.7E1-Employee Personal Attestation of Vaccination Status-Rescind, 403.7E2-Medical Accommodation Request Form-Rescind, 403.7E3-Religious Accommodation Request Form, 404-Employee Conduct and Appearance, 404-R (1)-Employee Conduct and Appearance-Code of Professional Status :Conduct and Ethics Regulation. These policies will be brought back to the next meeting for the second reading.

Longbine made a motion to approve the following board policies. Seconded by Schott.

Motion carried 7-0

- 402.03 Abuse of Students by School District Employees
- 402.3R1 Abuse of Students by School District Employees
Regulation
- 402.04 Gifts to Employees
- 402.05 Required Professional Development for Employees
- 402.06 Employee Outside Employment
- 403.01 Employee Physical Examinations
- 403.02 Employee Injury on the Job
- 403.03 Communicable Diseases-Employees
- 403.03-R(1) Communicable Diseases-Employees-Regulation
- 403.03-E(1) Hepatitis B vaccine Information and Record

Ruth made a motion to approve the personnel items. Seconded by Longbine.

Motion carried 7-0

Resignations:

Ryan Cortum-Highland Elementary 5th Grade Teacher, Assistant Varsity Football Coach,
JH Boys Basketball Coach

Natoshia Kennedy-Secondary Special Education Associate

Drake Brezina-JH Football Coach

Appointments:

Derek Greene-Elementary Special Education Teacher- BA (0)

Barb Duder-Secondary Social Studies Teacher - BA (1)

Lacey Stransky-Drill Team Sponsor-6%

Board of Directors:

Nate Robinson stated good job to the girls 4x100 relay making it to state and the girls golf team making it to state as well.

Karen Fink stated the junior high girls track team went undefeated.

Rachel Longbine asked about the AEA services and how will Highland be affected.

Angela Hazelett, Secondary School Principal:

This is a big week with awards night, seniors last day, graduation practice, grads going to the elementary school and then capping it off with graduation on Sunday.

Byron Yoder won the CATT award for having at least 90% of his eligible students registered to vote in the next election.

Next week will be the middle school field trips.

Jane O'Leary, Elementary School Principal:

The 4 day school week information is now available and the before and after school care information is also available.

The 4 year old preschool is full for next school year.

The end of year calendar was sent to the board. Lots of activities going on if anyone wants to attend.

Sue Rich, Board Secretary:

Thank You to all the board members during school board recognition month.

Ken Crawford, Superintendent:

Wastewater project is almost done.

The Service Awards were handed out last week and the insurance open enrollment meeting was held as well.

May is a crazy busy month. Thanks to the Principals for all their hard work.

There will be a possible board retreat held in June. More information to come on that.

The next regular board meeting is scheduled for Monday, June 10, 2024 at 5:00 p.m. in the high school board room.

Longbine made a motion to adjourn at 6:18 p.m. Seconded by O'Leary.

Motion carried 7-0

Reports and documents and the full text of motions, resolutions, or policies considered by the Board at this meeting are on file in the Board Secretary's office, 648-3822, Monday through Friday, 9:00 a.m. to 4:00 p.m.

PRESIDENT, NATE ROBINSON

SECRETARY, SUE E RICH