

**UNION COMMUNITY SCHOOL DISTRICT  
DYSART-GENESE0-LA PORTE CITY  
Regular Board Meeting  
April 22, 2019**

**Call to Order and Take Roll:**

The regular meeting of the Board was called to order by Board President Kevin Sash at 6:00 pm in the Board Room. The following board members were present: Darrell DeWinter, Corey Lorenzen, Cathy Niebergall, Kristi Martin, and Jenna Scott. Absent: Brandon Paine.

**Agenda:**

Supt Fleshner requested the following additions to the agenda: under #21 Personnel, add the resignation of JaDee Gloede as MS ELA Teacher and add item 15b Accept Bus Bid. On a motion by Niebergall, seconded by Scott, the board approved the agenda as amended. Motion carried 6-0.

**Visitors:**

Becky Webb addressed the board regarding the school displaying the state hockey trophy the Waterloo Warriors won this winter. Her son is a Union student and played on the Waterloo Warriors team and she would like to see the district display the trophies for those students participating in programs at other schools. The district has not displayed trophies in the past for hockey, swimming, soccer, etc that are shared with other school districts, where our students participate at the other school.

**Superintendent Report:**

1. Congratulations to Dale Wambold for receiving STEM Scale Up Grants for LPC and D-G Elementary buildings.
2. Professional Development Updates:
  - a. The elementary buildings' staff worked together on Number Talks
  - b. The middle school rescheduled independent professional development.
  - c. The high school worked on linking assessments to learning targets and had an Iowa Safe Schools presentation.
3. Financial Updates:
  - a. Support staff and administrators contracts are on this agenda. TLC and Superintendent contracts will be on the agenda in May.
4. Facility Updates:
  - a. The middle school construction meeting was held. Subcontractors feel the project can be completed in the time we have available.
5. Transportation Updates:
  - a. Need to consider whether the district wants to offer transportation for 4-year old preschool in LPC, beginning in the fall.
6. Staffing Updates:
  - a. Waiting to see if we get any further voluntary transfer requests for posted positions, then will start scheduling interviews accordingly.
7. Preschool Update: The LPC preschool program will be run by the district for the upcoming school year and Dysart has decided to continue running their program for another year and will reassess at that time.

8. Employee Handbook Committee:
  - a. Approval of the Employee Handbook is on this agenda.
9. NICL Realignment:
  - a. Supt Fleshner will be attending a meeting tomorrow to review possible ways to realign the NICL Conference. The group will consist of 5 superintendents, 5 principals, and 5 athletic directors.

**Support Staff Contracts for FY2020:**

The recommendation from the board negotiations team is as follows: Schedule E for coach/sponsor salaries would include an increase of \$50 on the starting wage and an increase of \$50 in the top wage, building secretaries would receive a \$1.35/hr increase, maintenance staff would receive a \$1.00/hr increase, associates would receive a \$0.75/hr increase, district office staff would receive a \$700/year increase, bus (route) drivers would receive an \$0.80/trip increase and the allowance for the DOT physical would increase from \$70 every two years to up to \$100/year, and food service staff would receive a \$0.75/hr increase, with Tina Hanna receiving a \$1.35 increase, and Cara Glenn and Bailey Weber would receive an increase to \$12/hr.

On a motion by DeWinter, seconded by Niebergall, the board approved the FY2020 support staff contracts as presented. Motion carried 5-0-1, with Lorenzen abstaining.

**Administrator Contracts for FY2020:**

The recommendation from the board negotiations team is as follows: Building principals would receive a \$1,200/year increase and the Assistant Principal would receive that increase plus an additional \$1,000/year increase, for a total of \$2,200 for the Assistant Principal.

On a motion DeWinter, seconded by Martin, the board approved the FY2020 administrator contracts as presented. Motion carried 6-0.

**Drivers' Education Contracts for FY2020:**

The recommendation from the board negotiations team is as follows: Drivers' Education contracts would increase to \$225/student, beginning in the summer of 2020.

On a motion by DeWinter, seconded by Scott, the board approved the FY2020 drivers' education contracts as presented. Motion carried 6-0.

**Approve FY2020 Employee Handbook:**

On a motion by DeWinter, seconded by Scott, the board approved the FY2020 employee handbook with the proposed changes. Motion carried 6-0.

**Approve FY2020 Union High School Handbook:**

On a motion by Scott, seconded by Lorenzen, the board approved the FY2020 Union High School Handbook with proposed changes. Motion carried 6-0.

**Approve FY2020 Union Middle School Handbook:**

On a motion by Niebergall, seconded by Scott, the board approved the FY2020 Union Middle School Handbook with proposed changes. Motion carried 6-0.

**Approve FY2020 La Porte City Elementary Handbook:**

On a motion by Scott, seconded by Lorenzen, the board approved the FY2020 La Porte City Elementary Handbook with proposed changes. Motion carried 6-0.

**Approve FY2020 Dysart-Geneseo Elementary Handbook:**

On a motion by Scott, seconded by Lorenzen, the board approved the FY2020 Dysart-Geneseo Elementary Handbook with proposed changes. Motion carried 6-0

**Approve FY2020 School Fees:**

The changes in proposed FY2020 fees include: 6-8 grade action planner to \$4, Instrument rental fees for all grade levels to \$55, middle school yearbook to \$20, Elementary lunch cost to \$2.75, middle school 2<sup>nd</sup> meals to \$3.65, high school breakfast to \$1.70 and 2<sup>nd</sup> meal to \$3.65, and adult lunch and second meals both to \$3.75. All other fees remain the same as the current year.

On a motion by DeWinter, seconded by Lorenzen, the board approved the FY2020 school fees as presented. Motion carried 6-0.

**Associate HSA Contributions:**

On March 11, 2019, the board set the H.S.A contributions for all staff categories. On April 8, 2019, Supt Fleshner requested feedback from the board regarding some associates questioning the amount of the HSA contribution for them. The board discussed it at some length and decided to put it on this agenda as an action item. The board reviewed several options they could take, including increasing the HSA contribution for associates, as well as for other categories of staff.

On a motion by Niebergall, seconded by Martin, the board approved leaving the HSA contribution for associates at \$1,500, as was previously approved on March 11th. Motion carried 4-2, with DeWinter and Scott casting the nay votes.

**Accept Bus Bid:**

Bus #12 had been advertised for sale and the district accepted sealed bids. The high bid was \$2,019.

On a motion by Niebergall, seconded by Scott, the board accepted the high bid of \$2,019 for Bus #12. Motion carried 6-0.

**Consent Agenda:**

Minutes of the March 11<sup>th</sup>, March 27<sup>th</sup>, and April 8th, 2019 Board Meetings

Claims to be Paid

Financial Reports

**Personnel:**

Resignations:	JaDee Gloede	MS ELA Teacher
	John Goodwin	MS Custodian
	Kent King	MS Math Teacher

Appointments: Stephanie Estling      LPC Preschool (0.80 FTE)

Open Enrollment Requests

On a motion by Scott, seconded by Niebergall, the board approved the consent agenda. Motion carried 6-0.

**Adjournment:**

On a motion by DeWinter, seconded by Niebergall, the meeting adjourned at 6:46 pm. Motion carried 6-0.

Kevin Sash, Board President

Kathy Krug, Board Secretary