

**UNION COMMUNITY SCHOOL DISTRICT  
DYSART-GENESE0-LA PORTE CITY  
Regular Board Meeting  
March 11, 2019**

**Call to Order and Take Roll:**

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

**Agenda:**

Supt Fleshner requested the following additions and adjustments to the agenda: under #17 Personnel, add Ben Bean as HS Boys Track Head Coach, Amy Krafka as D-G Elem SE Associate, and make correction to hiring of Jennie Lorenzen; that position should be MS Girls Track Head, not the assistant. The position was listed incorrectly on the agenda only; it was advertised as the head position.

**Kristi Martin arrived at 6:02**

On a motion by Niebergall, seconded by Scott, the board approved the agenda as amended. Motion carried 5-0.

**Brandon Paine arrived at 6:03 pm.**

**Robotics Presentation:**

Members of the robotics team made a presentation to the board, reviewing some of the things they have been doing and upcoming robotics events they will be participating in. The team and one of their sponsors, Chad Seuser, answered questions about the robotics program.

**Superintendent Report:**

1. NICL Conference All-Academic Banquet was held on March 11<sup>th</sup> at Central Rivers AEA in Cedar Falls to recognize students for their academic achievements. Five students from each school were selected and recognized during the banquet.
2. Professional Development Updates:
  - a. Instructional Team meeting minutes were shared with the board
  - b. February 25<sup>th</sup> Professional Development – staff logged hours from home.
3. Financial Updates:
  - a. Pre-budget hearing presentation: Supt Fleshner presented a PowerPoint presentation and talked to the board about where they wanted the tax rate for FY2019-2020. The current year's tax rate is at \$12.39; the board consensus was to try to get the tax rate around \$12.38 for FY2019-2020.
4. Facility Updates:
  - a. MS HVAC construction timeline:
    - i. March 12 – pre-bid meeting
    - ii. March 19 – bid letting
    - iii. March 27 – special board meeting
5. Transportation Updates:
  - a. Supt Fleshner shared the spring bus inspection report with the board.

6. Technology Update:
  - a. We will be seeking quotes on additional chromebooks and will bring those to the board for approval.
  - b. Supt Fleshner reported that a decision on a vendor for WiFi networks (E-rate) will be made this week.
  - c. Supt Fleshner reported that we are planning to utilize E-rate funding to increase Internet speeds to all buildings starting in Fall 2019 to 500mb. LPC Connect and Farmers Co-op Telephone received the contracts for those projects.
7. Staffing Updates:
  - a. Seeking approval to post a 0.50 FTE special education teacher position for D-G Elem due to an increased need.
  - b. Also seeking approval to post for a full-time preschool teacher for La Porte City.
8. Legislative Updates:
  - a. Vouchers bill is still active.
  - b. Diversity plan bill is still active
9. Supt Fleshner reported that the FY2019-2020 calendar committee is looking at a calendar with 178 student days, 2 comp days, 5 PD days, and 3 work days. He asked the board if they are okay with including two paid holidays since teachers' contracts are typically set at 190 days and we don't want to reduce their contracts/salaries. The board consensus was to add the two paid holidays to keep the teachers contacts at 190 days.
10. Upcoming Meetings:
  - a. March 27 – Special Meeting, Public Hearing and possibly approve MS Project
  - b. April 8 – Regular Meeting, Public Hearing on FY2019-2020 Budget
  - c. April 22 – Regular Meeting, goal is to have negotiations completed and contracts approved

**Set District Health Benefits Allocations and HSA Contributions:**

The board reviewed spreadsheets showing the district contribution for health insurance per employee for family coverage at \$11,000 and at \$10,000. The district's contribution on single coverage was \$5,000 on both spreadsheets. The board also reviewed a recommendation to contribute to either an employee's HSA in the 2019-2020 school year if they take the high deductible health plan or, give a cash payout to those taking one of our other health plans or waiving out of our insurance completely. The recommendation is for a tiered contribution to the HSA/cash payout as follows: teachers and administrators - \$3,500, district office, maintenance, transportation, secretaries, and nutrition - \$3,000, and associates - \$1,500.

The board discussed the options as well as other options and also took comments and questions from members of the public in attendance.

On a motion by Paine, seconded by Niebergall, the board set the FY2019-2020 district contribution for family insurance per family at \$10,500, with the district contribution for single at \$5,000. Motion carried 5-0-1, with Lorenzen abstaining.

On a motion by Paine, seconded by DeWinter, the board voted to approve the FY2019-2020 district contribution to employee HSAs as presented. Paine then amended the motion to include a contribution to all health insurance-eligible employees for the one year, either as an HSA or a cash payout, depending on the insurance plan they choose, seconded by Niebergall. Amended motion carried 5-0-1, with Lorenzen abstaining.

**First Reading of School Board Policy 412.3, Classified Employee Group Insurance Benefits:**

The change in this support staff policy would give the same options of family insurance benefits to secretarial staff, custodial staff, and the transportation coordinator, hired on or after January 23<sup>rd</sup>, 2012, as those hired prior to January 23<sup>rd</sup>, 2012. All other support staff hired on or after January 23<sup>rd</sup>, 2012 would still need to pay 100% of the dependent coverage if they want family coverage. On a motion by Niebergall, seconded by Scott, the board approved the first reading of board policy 412.3. Motion carried 6-0.

**Second Reading of School Board Policy 501.9, Student Absences-Excused:**

On a motion by Paine, seconded by Scott, the board approved the second reading of board policy 501.9. Motion carried 6-0.

**Second Reading of School Board Policy 704.6, Online Fundraising:**

On a motion by DeWinter, seconded by Paine, the board approved the second reading of board policy 704.6. Motion carried 6-0.

**Second Reading of School Board Policy 708, Care, Maintenance and Disposal of School District Records:**

On a motion by Niebergall, seconded by Scott, the board approved the second reading of board policy 708. Motion carried 6-0.

**Approval to Sell Bus #12:**

Bus #12 was taken out of service during the last bus inspection because of rust issues and the cost of repairing it isn't worth the fix.

On a motion by DeWinter, seconded by Niebergall, the board approved selling bus #12. Motion carried 6-0.

**Approval of Sharing Agreements:**

On a motion by Scott, seconded by Paine, the board approved the following athletic sharing agreements:

Union CSD with Vinton-Shellsburg (Host) for Girls' Swimming  
Union CSD with Waterloo CSD (West HS) (Host) for Boys' Swimming  
Union CSD with Waterloo CSD (West HS) (Host) for Boys' Bowling  
Union CSD with Hudson CSD (Host) for Boys' Soccer  
Union CSD (Host) with North Tama CSD for Girls' Soccer

Motion carried 6-0.

**Consent Agenda:**

Minutes of the February 18, 2019 Board Meeting

Claims to be Paid

Financial Reports

Personnel:

Resignations: Scott Denner

HS Boys Track Assistant

Appointments: Ben Bean  
Michael Clair  
Amy Krafka  
Jennie Lorenzen  
Adrienne Slack  
Lynne Ternus

HS Boys' Track Head  
Route Bus Driver  
D-G Elem Spec Educ Associate  
MS Girls' Track Head  
HS Summer Driver's Education  
HS Summer Driver's Education

#### Open Enrollment Requests

On a motion by Niebergall, seconded by Scott, the board approved the consent agenda. Motion carried 5-0-1, with Lorenzen abstaining.

#### **Adjournment:**

On a motion by DeWinter, seconded by Martin, the meeting adjourned at 8:01 pm. Motion carried 6-0.

Corey Lorenzen, Board Vice President

Kathy Krug, Board Secretary