

**UNION COMMUNITY SCHOOL DISTRICT
DYSART-GENESE-OLA PORTE CITY
November 24, 2025**

FINAL MEETING OF THE RETIRING BOARD

Call to Order. Board President Ben Schemmel called the meeting to order at 6:00 p.m. in the media center at Union Middle School, with the following board members present: Reid Carlson, Carly McGivern, Maureen Hanson, Brandon Paine, Lindsey Pipho and Cady Schmidt.

Approval of Agenda: On a motion by Paine, second by Hanson, the approved the agenda as presented. Motion carried 7-0.

Approval of the Board Minutes from the regular meeting on October 20, 2025. On a motion by Hanson, second by Paine, the board approved the October 20, 2025 minutes. Motion carried 7-0.

Approval of board policies– 2nd Reading: 205.03 Secretary-Treasurer; 208 Ad Hoc Committees; 208R1 Ad Hoc Committees – Regulation; 211 Open Meetings; 401.05 Employee Records; 502.02 Child Abuse Reporting; 402.03 Abuse of Students by School District Employees; 405.02 Licensed Employee Qualifications, Recruitment, Selection; 411.02 Classified Employee Qualifications, Recruitment, Selection; 502.07 Student Substance Abuse; 503.10 School Safety Assessment Team; 505.05 Graduation Requirements; 507.01 Student Health and Immunization Certificates; 507.02 Administration of Medication to Students; 507.05 Emergency Plans and Drills; 603.01 Basic Instruction Program; 603.05 Health Education; 708 Care, Maintenance and Disposal of School District Records; 710.01E(1) School Food Program; 802.02 Requests for Improvements; 804.05 Stock Prescription Medication Supply. On a motion by Hanson, second by Schmidt, the board approved the 2nd reading of board policies. Motion carried 7-0.

Accept Canvas of Election Results: On a motion by Paine, second by Pipho, the board approved the Canvas of Election results. Motion carried 7-0.

Adjourn. On a motion by Paine, second by Hanson the meeting of the retiring board adjourned at 6:05 p.m. Motion carried 7-0.

ANNUAL ORGANIZATIONAL MEETING

Oath of Office to Newly Elected Board Members: The newly elected board members, Amanda Sheffler, Reid Carlson, Lindsey Pipho and Cady Schmidt were each sworn in to office.

Call to Order by President Pro Tem (Board Secretary). The annual organizational meeting of the Union Community School District Board of Education was called to order at 6:06 p.m. by President Pro Tem (Board Secretary) Diane Roberts at Union Middle School, with the following board members present: Reid Carlson, Carly McGivern, Brandon Paine, Lindsey Pipho, Ben Schemmel, Cady Schmidt and Amanda Sheffler.

Election of Board President: Nominations were accepted for the office of Board President. Ben Schemmel was elected, and the Oath of Office was administered.

Election of Board Vice-President: Nominations were accepted for the office of Board Vice-President. Brandon Paine was elected, and the Oath of Office was administered.

Appointment of Board Secretary: On a motion by Paine, second by McGivern, the board appointed Diane Roberts and Crystal Coder Board Secretaries. Motion carried 7-0.

Appointment of Board Treasurer: On a motion by Schmidt, second by Pipho, the board appointed Kimberly Lubbert Board Treasurer. Motion carried 7-0.

Appoint board members to the following positions:

County Conference Boards: Black Hawk- Reid Carlson; Benton- Lindsey Piphon; Tama- Carly McGivern.
Dysart Community Foundation: Carly McGivern. ELL Committee (Lau Plan): Cady Schmidt.
Negotiations: Ben Schemmel, Brandon Paine, Reid Carlson. Board Insurance Committee: Brandon Paine
Amanda Sheffler and Ben Schemmel.

Consider approval of the tentative dates, locations, and times for upcoming board meetings. On a motion by Paine, second by Piphon, the dates, times and location of future board meetings was approved. Motion carried 7-0. The meeting schedule is as follows:

December 15	District Office Board Room	5:30 p.m.
January 19	District Office Board Room	6:00 p.m.
February 16	District Office Board Room	6:00 p.m.
March 9 or 23	District Office Board Room	6:00 p.m.
March 30	District Office Board Room	6:00 p.m.
April 20	District Office Board Room	6:00 p.m.
May 18	District Office Board Room	6:00 p.m.
June 22	District Office Board Room	6:00 p.m.
July 20	District Office Board Room	6:00 p.m.

Consider approval of the newspaper of general circulation: On a motion by Paine, second by Piphon, the board approved the North Tama Telegraph as the newspaper of general circulation. Motion carried 7-0.

Consider approval of bank signatories: On a motion by Paine, second by Carlson, the board approved the authorized signatories for the bank accounts as Board President Schemmel, Board Treasurer Kimberly Lubbert and Board Secretary Diane Roberts. Motion carried 7-0.

Adjourn. On a motion by Carlson, second by Schmidt to adjourn the organizational meeting of the board. The meeting adjourned at 6:29 p.m. Motion carried 7-0.

REGULAR MEETING

Call to Order. Board President Schemmel called the meeting to order at 6:29 p.m. in the media center at Union Middle School, with the following board members present: Reid Carlson, Carly McGivern, Brandon Paine, Lindsey Piphon, Cady Schmidt and Amanda Sheffler.

Approval of Agenda: There is one correction on the agenda. Item j, consider approval of a quote from DB Acoustics to replace the sound panels in the UHS band and choir rooms. The vendor name was omitted on the posted agenda. On a motion by Paine, second by Piphon, the agenda was approved as amended. Motion carried 7-0.

Approval of the Consent Agenda. Approval of board policies – 1st Reading: 500 Objectives for Equal Educational Opportunities; 501.09E1 Chronic Absenteeism and Truancy; 501.09E2 Chronic Absenteeism and Truancy; 501.10 Truancy – Unexcused Absences; 501.11 Student Release During School Hours; 501.12 Pregnant Students; 501.13 Students of Legal Age; 501.14 Open Enrollment Transfers – Procedures as a Sending District; 501.15 Open Enrollment Transfers – Procedures as a Receiving District; 501.15 Homeless Children and Youth; 502.01 Student Appearance; 502.02 Care of School Property/Vandalism; 502.03 – Student Expression/Student Publication; 502.03R1 Student Expression/Student Publication-Code; 502.04 Student Complaints and Grievances; 502.05 Student Lockers; 502.06 Weapons; 502.07 Student Substances Abuse; 502.08 Search and Seizure; 502.08R1 Search and Seizure; 502.08E1 Search and Seizure – Search and Seizure Checklist. *Approval of Resignations:* Hannah Gates, UHS Asst. Volleyball; Mike Schmidt, UMS Girls’ Track; Erin Wittenburg, UHS Head Girls’ Tennis. *Approval of New Hires:* Ava Raub, DG Elementary SE Associate; Roger Rosebury, HS Head Baseball Coach; Mike Schmidt, UHS Girls’ Track. *Open Enrollments. Financials.*

Fundraisers. On a motion by Paine, second by Schmidt, the board approved the consent agenda. Motion carried 7-0.

Superintendents Report: *Instructional:* Building goals have been formulated for each building and they are on the agenda. We had another successful PD day. All State required documents for the fall have been completed. Spring ISASP testing window will be from mid-April through the first week of May. The ISASP terminology has changed from Advanced, Proficient or Not Proficient to Below Grade Level, Approaching Grade Level, Meeting Grade Level and Exceeding Grade Level. *Facilities:* The sidewalk around the track is now clean. There are a couple new signage things. *Staffing:* still seeking associates, bus drivers and coaches. Considering advertising for a 6-12th grade math teacher that can be shared between UMS and UHS. *Calendar:* The calendar committee will meet next month to begin work on the 2026-2027 calendar. It is anticipated the final version will be ready for board action in February. *Communication:* Winter Weather Decision sheet was sent to the parents and on social media. HS and MS administration have collaborated on a message to parents regarding “look-a-like” pouches. This would be a change in handbook policy. Through different investigations, administration has found that pouches that contain caffeine look similar or identical to pouches that could contain nicotine, THC or another illegal substance. As a result, we are planning to discipline students with caffeine pouches the same way we do for pouches of nicotine, THC or another illegal substance under the “look-a-like” provision. *Conclusion:* to all our students and athletes for an excellent fall; to All-State Chorus students; Sawyer Spence at the State Cross Country meet; All-Conference and All-District fall athletes; to Lucy Parson on her State Championship and placings in two other events; to the girls’ swim team relay who placed at state, as well as the other competitors; to Mr. Caloud and his fall play cast; to our current and soon-to-be inducted NHS members; thank you to the students and staff who organized our multiple Veterans’ Day celebrations. Good luck to all the extra-curricular and co-curricular participants. Have a great Thanksgiving! Go Knights!

Presentations:

Andy Miller of Service Roofing addressed the board with the results of assessments he conducted on the roofs at the middle school and high school. At the high school he showed the various sections of the building and when repairs or replacement of those sections took place. There are three high priority areas at the high school at this time and estimates for replacement have been prepared. At the middle school the sections of the roof range in age from 1999 to 2011. Estimates are \$17/sq. ft. for replacement. There is a total of 49,000 sq. ft. of roof at the middle school alone. Priority sections include A, B and C, and estimates for those sections have been prepared and turned over to Supt. Howard. The board will review the information and based on available funds will determine at a future date which sections can be completed at the high school and middle school.

Wayne Slack, UMS Happenings. Mr. Slack began his presentation by highlighting the 2024-2025 successes which include UMS being named a National Showcase School. UMS is boasting the highest ISASP scores since they began taking the tests; referrals are down, and UMS is considered a “Flagship” school in Iowa for Capturing Kids Hearts. The Focus for 2025-2026 will be to continue to work towards being recognized as a National Showcase School by CKH. Helping students understand the “why” behind it and keep modeling as a staff and leading by example. UMS will also continue Standards-Based Grading work, that was fully implemented this school year. Staff are prepared and doing well. How does SBG correlate with increase in students passing classes and ISASP results? They will continue to allow time during PD for staff to review assessments and rubrics. Interventions will continue this school year with 6th-8th grade ELA and 6th grade math. There is the potential for adding 7th and 8th grade interventions next year. In closing Slack posed the questions How do we get more of our kids involved in activities? The numbers have been down. What is the correlation between academic success and participation in activities? Next question to be studied. Study Halls? Are there better options?

Kim Lubbert, School Finance 101. This month Kim walked the board through the fiscal year 2025 Treasurer’s Report by Fund using information from the Certified Annual Report.

NEW BUSINESS:

Consider approval of the district School Improvement Advisory Committee (SIAC) academic and bullying/harassment prevention goals. On a motion by Paine, second by Pipho, the board approved the academic and bullying/harassment prevention goals submitted by the SIAC committee. Motion carried 7-0.

Consider approval of the SBRC Request for 2026-2027 River Hills administration costs. On a motion by Carlson, second by Schmidt, the Board of Directors of the Union Community School District approved the application to the School Budget Review Committee in the amount of \$4,781.51 for special education administration costs associated with the River Hills Consortium program for the 2026-2027 school year. Roll call vote: Paine, aye; Pipho, aye; Schemmel, aye; Carlson, aye; Sheffler, aye; Schmidt, aye; McGivern, aye. Motion carried 7-0.

Consider approval of the SBRC Request for 2025-2026 increased enrollment. On a motion by Pipho, second by Paine, the Board of Directors of the Union Community School District approved the application to the School Budget Review Committee in the amount of \$48,893 for increased enrollment. Roll call vote: Pipho, aye; Schemmel, aye; Carlson, aye; Sheffler, aye; Schmidt, aye; McGivern, aye; Paine, aye. Motion carried 7-0.

Consider approval of the SBRC Request for 2025-2026 open enrollment out. On a motion by Paine, second by Pipho, the Board of Directors of the Union Community School District approved the application to the School Budget Review Committee in the amount of \$84,498 for open enrollment out. Roll call vote: Schemmel, aye; Carlson, aye; Sheffler, aye; Schmidt, aye; McGivern, aye; Paine, aye; Pipho, aye. Motion carried 7-0.

Consider approval of the list of mid-year graduates for the Class of 2026. On a motion by Paine, second by Carlson, the board approved the list of mid-year graduates for the Class of 2026. Motion carried 7-0.

Consider approval of the list of students eligible for an alternative diploma. On a motion by Schmidt, second by McGivern, the board approved the list of students eligible for an alternative diploma. Motion carried 7-0.

Consider approval of the candidate to represent District 4 on the Central Rivers AEA Board of Directors. On a motion by Pipho, second by Carlson, the board approved Don Anthony Reid to represent District 4 on the Central Rivers AEA Board of Directors. Motion carried 7-0.

Consider approval to purchase a used lunch van (with lift) from Jefferson St. Motors. On a motion by Paine, second by Schmidt, the board approved the purchase of a 2020 Ford Transit Van to replace the lunch van in Dysart. Motion carried 7-0.

Consider approval of an out-of-state trip for baseball to St. Louis on June 6 and 7, 2026. On a motion by Carlson, second by Pipho, the board approved the out of state travel by the baseball team to play in a game vs. Williamsburg HS at Busch Stadium on June 6. Motion carried 7-0.

Consider approval of a quote from DB Acoustics to replace the sound panels in the UHS band and choir rooms. On a motion by Carlson, second by Paine, the board approved the quote from DB Acoustics to replace the sound panels in the band and vocal rooms. The sound panels have to be replaced due to the mold issue this summer. DB Acoustics was the cheapest of the three bids received. Motion carried 7-0.

Consider approval of the agreement with Union CSD and Northwestern College. On a motion by Pipho, second by Sheffler, the board approved the agreement with Northwestern College for student teacher placement in Union CSD. Motion carried 7-0.

Consider approval of an agreement with Timberline Billing, LLC. On a motion by Paine, second by Pipho, to approve the agreement with Timberline Billing, LLC, as they are merging with RelayHub for Medicaid billing. Motion carried 7-0.

Approve the bid for the sale of used weight room equipment. On a motion by McGivern, second by Carlson, the board approved the sale of the used weight room equipment to Jacob Clark in the amount of \$1,200. Motion carried 7- 0.

Approve bid for the sale of Bus #14. On a motion by Pipho, second by Schmidt, the board approved the sale of Bus #14 to Carpenter's Bus and Auto Sales in the amount of \$2,526. Motion carried 7-0.

Adjourn. On a motion by Paine, second by Sheffler, the meeting adjourned at 7:40 p.m. Motion carried 7-0.

Ben Schemmel, President

Diane Roberts, Superintendent's Secretary