

**April 25, 2016
Regular Meeting
Board of Directors
Clarinda Community School District**

1. Call to Order
2. Roll Call
3. Approval of Agenda
4. Audience to Visitors
5. Administrative Reports
6. Old Business
7. New Business
 - A. Receive Update on Teacher Leadership Program
 - B. Approve Summer School Program
 - C. Approve Contract Agreement with Clarinda Education Association
 - D. Approve Contracts
8. Correspondence from Board Members
9. Adjournment
10. Exempt Session: Salary Negotiations for Staff Not Covered by Bargaining Unit

Minutes

The Board of Directors of the Clarinda Community School District met in regular session on Monday, April 25, 2016, 5:00 p.m., at the Board Room located in the McKinley Building, 423 East Nodaway, Clarinda, IA 51632.

Call to Order

President Sunderman called the regular meeting to order at 5:00 p.m.

Roll Call

The following board members were present: President Sunderman, Vice President McComb, Bond, Jones, and Turner.

Approval of Agenda

A motion was made by McComb, seconded by Turner, to approve the agenda. Motion carried 5-0.

Audience to Visitors

President Sunderman welcomed all visitors to the meeting. No visitors chose to address the board.

Administrative Reports

Mr. Porter, Middle School Principal, reported:

1. I traveled with the 8th grade band to Worlds of Fun on Saturday, where they performed and had some time to enjoy the park. They received a I rating and were named first in the small schools category.
2. I attended the Sate National History Day Competition in Des Moines today, observing our state qualifiers and others. I saw some very interesting entries and very talented young people. I'm very proud of our CMS students.

Mrs. Opperman, Elementary Principal, reported:

1. The First Grade Program in the high school auditorium is tomorrow evening at 7:00 pm.
2. Garfield students are completing the second set of FAST assessments for this school year. The FAST assessment monitors student achievement progress in compliance with the State's early literacy initiatives.

Mr. Wedemeyer, Activities Director, reported:

1. Tonight at the high school, the art show is being held prior to the vocal and instrumental concerts. The H-10 art show is Wednesday in Glenwood.
2. Clarinda is hosting the coed H-10 track meet on May 5th.
3. Twenty-six members of the Brokaw FFA Chapter attended their State Leadership Conference on April 18th & 19th. They received many awards and attended activities that developed leadership and teamwork skills.

Superintendent Honnold reported:

1. We are still awaiting word on whether or not Miss Letran will be allowed to remain in the United States and serve another year as our high school Spanish instructor. If she is not able to stay past the original three year time frame, we will be working with the Department of Education to find and employ another Visiting Teacher from Spain. We've been very fortunate to have 3 outstanding teachers from the program for the past nine years.

Old Business

Board members had no old business to consider.

New Business

Receive Update on Teacher Leadership Program

During the 2016-2017 school year, the district will begin implementing the Teacher Leadership Compensation System. The philosophy of the Teacher Leadership System is to improve student learning by empowering teachers to help each other with instructional strategies and professional development. Cindy Aldrich, District Instructional Leader; Colleen Comer, Jon Cole, Mike Smith, and Kim McNees, District Lead Teachers; were at the meeting to explain how the process is progressing. They attended a training workshop on April 12th and will be attending additional trainings prior to the start of the 2016-2017 school year.

Approve Summer School Program

A summer school opportunity is being planned for 4th-7th grade students from May 31st to June 10th in the areas of engineering/design, theatre, and skills building. Approximately 10-15 students per grade will be attending this program 10 am – 12 pm, cumulating with an exhibit of student work and short student performances on the last day. Cardinal Funds and At Risk funding will finance this program. A Jump Start summer school opportunity will run from July 11th to August 12th for students in grades 2-4. The intent of the program is to strengthen reading and math skills, incorporating a time for physical activity and a healthy snack. This summer school opportunity will be funded with Title I Funds and SINA (School in Need of Assistance) Funds. Following explanations from Mr. Porter and Mrs. Opperman of the plans for summer school, a motion was made by Bond, seconded by McComb, to approve the summer school programs for 2016. Motion carried 5-0.

Approve Contract Agreement with Clarinda Education Association

A motion was made by Jones, seconded by Turner, to approve the two year agreement and total package raise of 3.5% per year with the Clarinda Education Association for the 2016-2017 and 2017-2018 school years. With this increase a first year teacher, just out of college, hired by Clarinda Schools, will earn a starting salary of \$37,082 for 191 days of employment. Teachers will receive a monthly allotment of \$750 to purchase one of the district's health insurance plans or, if they covered under a spouse's or parents' qualified group plan, they may contribute the amount to a 403(b) retirement plan. Contributions will be made toward their Iowa Public Employees Retirement Plan at 8.93% of their gross wage. Term life insurance of \$25,000 will be provided, in addition to Accidental Death and Disability and Long-Term Disability. Each certified staff member is granted 15 days sick leave, accumulating to 105 days for carry-over each year. Each is granted 5 days of family emergency leave annually, accumulating to 10 days. Each staff member is also granted up to two days each year for personal leave. Teachers not using personal leave shall be reimbursed at the rate of \$75 per day at the end of the school year. The total cost of the increase in salaries and benefits for the teachers is \$181,825. Added to this increase is the cost of the three additional instructors hired this spring to cover the large classes coming into 3rd grade, 5th grade, and 6th grade. The District was fortunate to see an increase in student enrollment in October during certified enrollment count. Funding for next year will be based on the increased student numbers, which the Board of Directors hopes we see again next October. Following a short discussion on the negotiations process for next year, due to the two year agreement, the motion passed on a 5-0 vote.

Approve Contracts

A motion was made by McComb, seconded by Jones, to approve the contract with Jade Barry to serve as elementary teacher for the 2016-2017 school year. Ms. Barry attended NWMSU, graduating in April 2016. She has been student teaching in Melanie Johnson's 2nd grade classroom. She will teach in a 3rd grade classroom next fall. Motion carried 5-0.

A motion was made by McComb, seconded by Turner, to approve the contract with Rachel Brown to serve as middle school teacher for the 2016-2017 school year. Ms. Brown graduated from Iowa State University in December, student teaching at Cowles Montessori School in Des Moines. She will teach math, science, and an exploratory class for grades 5 and 6. Motion carried 5-0.

A motion was made by McComb, seconded by Bond, to approve the contract with Rebecca Diemer to serve as middle school teacher for the 2016-2017 school year. Ms. Diemer attended Simpson College, where she will graduate on April 30th. She student taught in Van Meter. Ms. Brown will teach English, reading, and social studies for grades 5 and 6. Motion carried 5-0.

A motion was made by McComb, seconded by Jones, to approve the contract with Tansie Carman to serve as middle school guidance counselor for the 2016-2017 school year. Ms. Carman is finishing her Masters Degree in School Counseling from Buena Vista this spring. Motion carried 5-0.

A motion was made by McComb, seconded by Bond, to approve the contract with Kim Nesvik to serve as assistant softball coach for the 2016 season. Motion carried 5-0.

Board Correspondence

Jones: Congratulations to Mr. Johnson, the FFA members who participated at the State Leadership Conference, and the Brokaw Chapter for receiving recognition as a Supreme National Chapter with a Gold rating in the State.

Adjournment

A motion was made by Jones, seconded by Bond, to adjourn the meeting at 5:34 p.m. Motion carried 5-0.

Exempt Session per Iowa Code Section 21.9

To discuss strategy in matters relating to employment conditions of employees of the governmental body who are not covered by a collective bargaining agreement under Chapter 20.

Board members discussed salary and benefit increases for support staff and administrators for the 2016-2017 school year.

Cindy L. VanFosson
Board Secretary