

Red Oak Community School District  
Meeting of the Board of Directors  
Meeting Location: Sue Wagaman Board Room, Red Oak CSD Administrative Center  
Red Oak Technology Center, Red Oak High School Campus  
June 27, 2016

This regular meeting of the Board of Directors of the Red Oak Community School District was called to order by President Paul Griffen at 6:03 p.m.

**Present:**

Directors: Bryce Johnson, Paul Griffen, Bret Blackman  
Supt. Tom Messinger, Board Secretary Shirley Maxwell

**Absent:**

Directors: Kathy Walker, Mark Johnson

**Approval of Agenda**

Motion by Director Bryce Johnson, second by Director Blackman to approve the amended agenda as presented with the order of agenda items at the discretion of the board president. Motion carried unanimously. The agenda was amended by changing item 6.1.2 from a closed session to an open session at the request of Adrian Guerra.

**Affirmations and Commendations**

The Board of Directors extended a thank you to Scott Allensworth, Ben Peterson and Drew Perrien; Red Oak CSD students Justin McCunn, Zacarias and Carlos Guerra IV, Carter Bruce, Billy Luna, Jake Gutierrez-Echternach, Isaac Bower and Gage Perez; and Red Oak CSD staff who helped the pre-schools move from the Webster Building to Inman Primary School.

**Consent Agenda**

Motion by Director Blackman, second by Director Bryce Johnson to approve the consent agenda as presented. Motion carried unanimously.

- Review and approval of minutes from June 13, 2016
- Review and approval of monthly business reports
- Review and approval of Agreement to Establish a Consortium to Jointly Administer an Instructional Program with Glenwood Community School District

**Discussion/Approval of the Purchase of a Commercial Mower for the Maintenance Department**

Motion by Director Blackman, second by Director Bryce Johnson to purchase a John Deere Z950M Commercial Ztrak mower from Agrivision Equipment Group at \$8,250.00. Motion carried unanimously.

**Request from Adrian Guerra for an Open Session to Discuss His Employment Status**

Adrian Guerra and Jedd Sherman addressed the board concerning the status of Adrian's employment. Adrian's custodian contract was terminated at the board meeting on May 28, 2016. According to information provided to the Directors at the meeting, Adrian stated that following a situation on June 14<sup>th</sup>, Supt. Messinger took Adrian Guerra's keys, cell phone and badge from

him and told him he was not to be on school premises performing his duties of lead custodian. He would not have to fulfill the rest of his 2015-2016 contract for which he had already been paid. Discussion followed.

**School Nutrition Services and Funding for FY 17: Consideration of Fees for School Breakfasts and School Lunches**

Information has been obtained by area schools regarding their school lunch prices. According to state regulations Red Oak is required to raise the cost of lunches by \$.09 cents. This item will be on an upcoming agenda for action.

**Discussion/Approval of Student Fees for 2016-2017**

Motion by Director Blackman, second by Director Bryce Johnson to accept the recommendation of Supt. Messinger to not increase student fees for the 2016-2017 school year. Motion carried unanimously. They will remain at the 2015-2016 rate of grades K-5 \$30.00 and 6-12 \$50.00.

**Discussion and Establishment of Salaries for 2016-2017 for Administrators Jeff Spotts, ROHS Principal; Barry Bower, ROHS Assistant Principal/ Activities Director, Nate Perrien, MS Principal; WIS Principal/District Curriculum Director Barb Sims; and Gayle Allensworth, IPS Principal/District Special Education Director**

**Discussion and Establishment of Salaries for 2016-2017 for Directors Bob Deter, Technology; Carlos Guerra, Transportation; and Shirley Maxwell, School Business Official**

**Discussion and Establishment of Salaries for 2016-2017 for Heather Hall R.N., School Nurse; Linda Guerra, Interpreter Paraprofessional; Mindy Riibe, Maintenance Administrative Assistant; District Administrative Center Staff Members Karla Wood, Administrative Assistant; Deb Drey, Human Resource, Monica Blay, Accounting Clerk; and Kevin Herrick, Computer Hardware Technician**

**Discussion and Establishment of Salaries for 2016-2017 for Karen Dean, Home School Assistance Program Coordinator; and Bonnie Viner, Home School Assistance Program Consultant/Instructor**

Supt. Messinger presented documentation to the Directors with suggested raises for the above group of employees. These people are staff members who are not covered under the Red Oak Education Association or the Red Oak Support Staff Association Master Contracts. The proposed raises for this group creates a package with a 2.91% increase. All employees will go from a PPO 500 Health Insurance Plan to the PPO 750 Health Insurance Plan.

Motion by Director Bryce Johnson, second by Director Blackman to approve the contracts and salaries as presented by Supt. Messinger for the staff members as presented. Motion carried unanimously.

**Discussion/Approval to Hire Two Maintenance Personnel Positions for the 2016-2017 School Year**

Members of the Facilities Committee and Mindy Riibe will meet with Supt. Messinger to create job descriptions for these two positions. These job descriptions will then be presented to the board for their approval before hiring for these positions. Since the positions need to be filled in

a timely manner there may be a need for a special board meeting to approve these job descriptions and approve the hiring of these positions.

**Termination of Food Service Employment Contracts**

Motion by Director Blackman, second by Director Bryce Johnson to approve the termination of food service employment contracts for the following: Shirley Allstadt, Delyne Bartlett, Kathy Bates, Darla Dumler, DeAnn Ellis, Kim Euken, Sharon Foote, Deb LaFollette, Melissa Marshall, Stephane Meyer, Jane Murren, Joy Steyer, Patty Westover and Carol Williams as of June 30, 2016. Motion carried unanimously. The summer food program employees will continue to work during the month of July and will be paid on a per diem basis as determined from their 2015-2016 contract. Food Service Director Sharon Foote will continue to work during the month of July but she stated she would only need 4 hours per day, not 8 hours per day as was in her previous contract.

**Resignation from Carrie Shalters for HS Fall Play Assistant Director**

Motion by Director Blackman, second by Director Bryce Johnson to accept the letter of resignation from Carrie Shalters as HS Fall Play Assistant Director effective at the end of the 2015-2016 school year. Motion carried unanimously.

**Recommendation to Hire Anna Tanner as Kindergarten Teacher at Level BA Step 0**

Motion by Director Blackman, second by Director Bryce Johnson to approve a contract for Anna Tanner for the kindergarten teaching position for the 2016-2017 school year at the BA-0 level. Motion carried unanimously.

**Board Evaluation of the Superintendent—Closed Session**

Motion by Director Blackman, second by Director Bryce Johnson to go into a closed session per Section 21.5(1)(i) of the Iowa Code to evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session and per section 21.5(1)(a) of the Iowa Code to review or discuss records which are required or authorized by state or federal law to be kept confidential. Motion carried unanimously. The board went into closed session at 8:06 p.m. The board came out of closed session at 8:47 p.m.

**Reports**

Registration will be held on Thursday, August 11, 2016.

**Next Board of Director's Meeting**

Monday, July 11, 2016 – 6:00 p.m., Sue Wagaman Board Room, Red Oak CSD Administrative Center, 2011 N. 8<sup>th</sup> St., Red Oak Iowa.

**Adjournment**

Motion by Director Bryce Johnson, second by Director Blackman to adjourn the meeting at 9:01 p.m. Motion carried unanimously.