

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
January 23, 2017

This regular meeting of the Board of Directors of the Red Oak Community School District was called to order by President Paul Griffen at 6:00 p.m.

Present:

Directors: Bryce Johnson, Kathy Walker, Paul Griffen,
Bret Blackman joined the meeting at 6:08 p.m.
Supt. Tom Messinger and Business Manager Shirley Maxwell

Approval of Agenda

Motion by Director Bryce Johnson, second by Walker to approve the agenda as presented with the order of agenda items at the discretion of the board president. Motion carried unanimously.

Good News

Red Oak Speech students participated in Large Group Speech Contest on Saturday January 21, 2017 and 21 kids in 7 events will be headed to the State Large Group Contest on Saturday, February 4, 2017 in West Des Moines at Valley High School.

The Red Oak Sign located west of the Red Oak High School was taken down on Monday, Jan. 23rd with many community members attending. As of the time of this meeting all of the bricks had not been removed from the base and the time capsule that was placed in the base by the class of 1977 had not yet been found. Demolition of the base will continue. The sign has been donated to the Tag-A-Longs for their upcoming auction.

Principal Gayle Allensworth and some IPS teachers were in Des Moines on Monday, Jan. 23rd presenting at Celebrating Iowa's Success, an early literacy symposium in Des Moines.

Visitors and Presentations-Presentation from Instructional Coaches on Professional Development and data Use; Janelle Erickson, LeAnn Fluckey, Debbie Graber, and SueAnn Crouse

The Instructional Coaches presented information and explained how they were using Whatever It Takes by Dufour:

- 1) What is it that each student will learn?
- 2) How will we know if they learn it?
- 3) What will we do for the students who don't learn it and what will we do for the students who already knew it?

The coaches will be laying out what is being done with professional development, student data, and TLC.

Consent Agenda

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

- Minutes from January 9, 2017
- Monthly Business Reports
- Memorandum Agreement with Iowa School for the Deaf in Council Bluffs, Iowa

Exchange of Interest Item with the Red Oak Education Association

President Paul Griffen, representing the Red Oak Board of Directors, presented their Interest Based Bargaining Proposal for the 2017-2018 school year to the ROEA. Their proposal is as follows:

Article 5 – Wages, Salaries, Supplemental Pay and Insurance The Board of Directors has an interest in the development of a teacher’s salary schedule and extra-duty payment schedule within the limits of allowable growth that maintains the traditions of the school district while ensuring the ability of the district to attract and retain high quality teachers.

The district has a strong interest in providing competitive employee benefits while considering the ramifications of the Affordable Care Act and its associated costs. The district recognizes the need to ensure health insurance benefits and associated costs do not erode employee wages. It is anticipated an increase in health insurance costs will be evident for all employee groups.

The Board of Directors would like to continue discussion with the ROEA regarding the memorandum of understanding in order to continue the grant called: Teacher Leadership and - Compensation for the 2017-2018 contract year.

Sara White, representing the ROSSA, presented their interest Based Bargaining Proposal for the 2017-2018 school year to the Red Oak Board of Directors.

Wages

We have an interest in providing a respectable and competitive salary schedule to ensure our ability to provide our members a fair and adequate living wage. The Association would like to see a substantial increase across the board based on the expectation and intent of the original contract.

Insurance

We have an interest in keeping our benefits package the same to assure our members adequate coverage without expense to Support Staff.

Definitions

We would like to clarify different definitions in our contract.

President Paul Griffen, representing the Red Oak Board of Directors, presented their Interest Based Bargaining Proposal for the 2017-2018 school year to the ROSSA. Their proposal is as follows:

Article VI- Wages

The Red Oak CSD Board of Directors have an interest in continuing to provide a salary structure within the parameters of allowable growth which ensures the ability of the district to attract and retain high quality employees for all areas of support service.

Article VII – Insurance

The Red Oak CSD Board of Directors have an interest in providing competitive employee benefits while considering the ramifications of the Affordable Care Act and its associated costs. The district recognizes the need to ensure health insurance benefits and associated costs do not erode employee wages. The Directors wish to discuss all aspects of the district provided health insurance benefits.

Other

The Red Oak CSD Board of Directors have an interest in discussing any additional items that may be deemed appropriate.

Presentation of the 2015-2016 Audit Report Presented by Business Manager Shirley Maxwell

Business Manager Shirley Maxwell presented a PowerPoint explaining the financial highlights of the 2015-2016 school year, the positive findings related to the required statutory reporting, and the suggested changes for the upcoming school year. Motion by Director Walker, second by Director Bryce Johnson to approve the 2015-2016 audit report. Motion carried unanimously.

Discussion of Financial/Budget Issues

Superintendent Tom Messinger reported that at this time it appears the legislators will set the State Supplemental Aid at no more than 2% with this amount being finalized in the first 30 days of the beginning of the session. Superintendent Messinger and Business Manager Maxwell will soon begin working on the 2017-2018 budget. It was decided to hold a special meeting on Monday, Jan. 30, 2017 at 6:30 p.m. to discuss budget issues to assist in the preparation of the final budget.

Discussion of Compress Course at Red Oak Middle School for Implementing MTSS by Principal Nate Perrien

Principal Nate Perrien presented a PowerPoint presentation explaining the Compressed Classes at Red Oak Middle School for meeting the needs of students through a multi-tiered system of supports.

Superintendent Tom Messinger – Department of Education Building Report Card

Superintendent Tom Messinger explained the Department of Education 2016 School Report Card. The Inman Primary School and Washington Intermediate School both received a “commendable” rank while the Red Oak Middle School and Red Oak High School both received a rank of “priority”. He explained the different scores and the calculations of the composite score.

Approval of Early Retirement Requests Certified Staff

Motion by Director Walker, second by Director Blackman to approve the Early Retirement Request from John Gambs, H.S. Social Studies Instructor and HS Golf Coach, at the end of the 2016-2017 school year. Motion carried unanimously.

Discussion of a School Vehicle

Due to a deer/van collision one of the school’s vans was totaled by the insurance company. Discussion was held on whether it would be in the district’s best interest to purchase a mid to full size sedan instead of another suburban since the district had just purchased two suburbans. The car could be used when there were not enough passengers to warrant the use of a suburban. Transportation Director Carlos Guerra will compile information on purchasing this type of a vehicle and bring the information back to an upcoming meeting.

Future Conferences, Workshops, Seminars

A Budget Workshop will be held on Monday, January 30, 2017 at 6:30 p.m. in the Sue Wagaman Board Room, Red Oak CSD Administrative Center

Board Adjourns

Motion by Director Walker, second by Director Blackman to adjourn the meeting at 8:34 p.m. Motion carried unanimously.

Paul Griffen, President

Shirley Maxwell, Board Secretary