

**UNAPPROVED MINUTES OF
A REGULAR MONTHLY MEETING OF**

THE KINGSLEY-PIERSON COMMUNITY SCHOOL DISTRICT

<p><i>March 10, 2025</i> CONFERENCE ROOM - KINGSLEY</p>
--

1. CALL TO ORDER

The meeting was called to order by President Ron Bahl at 7:00 p.m.

2. ROLL CALL

Present Members: Plendl, Herbold, Wilcox and Motz.

3. AGENDA

Mr. Bailey removed agenda #11 School Lunch contract. Motion was brought by Herbold, seconded by Plendl to approve the agenda. All voted aye, motion carried.

4. APPROVAL OF PREVIOUS MEETING MINUTES

Motion was made by Herbold, seconded by Motz to approve the Regular meeting minutes on February 11 and Special meeting minutes on February 25 meeting minutes and amend the February 19 meeting minutes to restate the Board with meet in a 2:2 meeting with the River Valley Board members to discuss financial sharing opportunities. All voted aye, motion carried.

5. SUMMARY LIST OF BILLS

Motion by Herbold, seconded by Motz to approve listed bills in the amounts of \$113,418.50 from the general fund, \$14,012.53 from schoolhouse, \$30,177.91 from lunch fund, \$14,170.28 from the Kingsley activity and \$40.00 from Pierson Activity. All voted aye, motion carried.

6. FINANCIAL REPORT

There was a review of the financials. The revenue on target for eight months in the year. Salary expenses remain consistent at 61%. Instruction salaries are above average. The professional services and supplies remain above the target. Mrs. Schweitzberger discussed the details of those expenses. President Bahl requested an update on the FY25 deficit. Motion by Herbold, seconded by Plendl to approve the financial report. All in favor, motion carried.

7. COMMUNICATIONS

Mrs. Goodwin

Mrs. Goodwin updated the Board on the Winter, Spring, Dance Team, Summer and Fall Sports.

Mr. Wiese

Mr. Wiese updated the Board on the NASA trip in February, the Elementary Reading Competition, the Sweetheart dance, District Speech, ESports, Jazz Band, Art Show, Prom and Kindergarten Roundup. Mr. Wiese updated the Board that he would not be filing an application for early retirement since the letter of resignation was submitted before the offer was made to the staff and thanked the Board for the consideration to file the application.

Mr. Brand

Mr. Brand updated the Board on the field trip to the Lewis and Clark Interpretive Center and Sioux City Orchestra, the PBIS assembly, honor roll students and the KPDC trip. Mr. Brand recognized Bill Seuntjens for JH coach of the year. Track practice will start Thursday, March 13th. The first home track meet will be April 22nd.

Mr. Bailey

Mr. Bailey discussed the snow days and make up days. There will be a Foundation meeting in order to send scholarship information out to students. Mr. Bailey discussed the bills passed out of the Senate and House committees. He requested the public to remind legislators the need for additional funding for the services and programs for the kids. Mr. Bailey explained the need to contact legislators about additional funding for staff shortages, increased insurance costs both medical and liability.

8. **OLD BUSINESS** – None at this time

9. **NEW BUSINESS**

2025-2026 Budget Guarantee Resolution:

Motion by Herbold, seconded by Motz to approved the 2025-2026 Budget Guarantee Resolution stating “Resolved, that the Board of Directors of Kingsley-Pierson Community School District, will levy property tax for fiscal year 2024-2025 for the regular program budget adjustment as allowed under section 257.14, Code of Iowa.” All in favor, motion carried.

2025-2026 Proposed Tax Rate Review:

In review the 2024-2025 property tax rate was \$10.79160. The proposed tax rate for 2025-2026 is \$12.78541. The reasons for the tax increase include: An increase in the open enrollment tuition paid to other districts, the increase cost to serve our students with individual Education Plans, minimal state funding increases to cover the salary increases for employees, instructional materials for our students and higher costs of services and supplies. The 1st Budget hearing date will be March 25th. Board members requested the tax rates of area school districts for the hearing.

District Career and Academic Plan (DCAP) Review:

Loren Schmoll, our Guidance Counselor, discussed the DCAP plan. It is a requirement that this be shared with the school board before she takes it to the scoring day on April 1st, at the AEA.

Boiler Update:

Mr. Bailey shared with the Board that there isn’t anything new in regards to the new boilers. The boilers are 2-3 weeks out. Last week Thursday, the working boiler went out and there is no use putting any money into it. Legal action may be taken with the initial boilers.

Long-Term Sub Pay and Days Required to Receive the Additional Pay:

Motion by Herbold, seconded by Wilcox to table the discussion to the next regular Board meeting regarding Policy 410.01 on Long-Term Sub Pay and days required to receive additional pay. The Board requested additional information regarding area schools and their sub pay. All in favor, motion carried.

Reduction of Non-Certified Aide Hours:

Motion by Motz, seconded by Plendl to table the discussion to the next regular Board meeting regarding the reduction of non-certified aide hours. All in favor, motion carried.

Used Bus Purchase Update:

Mr. Bailey shared bids from American Bus Sales. The Board discussed options and will discuss in future meetings.

Discussion on Student Vaping:

President Bahl discussed concerns regarding student vaping. Teachers and staff commented on their views and in-school intervention. During PD days, the school has and will provide future training.

Early Retirement Update:

Mr. Bailey provided an Early Retirement update and the applications are not due until March 21st. President Bahl publicly thanked Mr. Wiese for position and honorable announcing he wasn't going to take the Early Retirement incentive package.

Middle School Principal Update:

Mr. Bailey addressed the Middle School Principle is currently on pause, due to budget constraints, until we know more about Early Retirement.

Public Access to Board Policies:

Mr. Bailey provided public access to the Board Policies through Simbli and showcased how to get there on the website.

Superintendent Goals:

Mr. Bailey identified goals for the upcoming school year as part of the superintendent evaluation cycle. The five potential goals included: Standard 1 - Goal: The superintendent will review current district policies and develop a plan that identifies a three-year cycle for updating all district policies. Standard 6 - Goal: The superintendent will ensure a smooth transition to new district Leadership by exercising increased visibility at the Middle School level. Standard 6 - Goal: The superintendent will implement shared leadership models that empower educators/principals to transition into new roles and establish leadership programs for emerging educational leaders. Standard 1 - Goal: The superintendent will facilitate a comprehensive strategic planning process that involves stakeholders in developing a clear, inspiring mission and vision statement. Standard 9 - Goal: The superintendent, In conjunction with District leadership, will implement efficient financial management processes to increase solvency and decrease budget constraints.

Review School Vision, Mission and Goals:

Mr. Bailey shared statements which may be utilized for the vision, mission and goals of the district and provided samples of other school districts. President Bahl discussed how these goals can be achievable and a projection of where the school wants to move to.

High School Principal Office and Athletic Director Office Discussion:

Mrs. Goodwin, Mr. Wiese and Mr. Brand discussed the office location and their views. Mr. Brand will determine where he would prefer to have the office for the next school year.

Resignation(s):

None at this time.

Contract Recommendation(s):

Motion by Motz, seconded by Herbold to approve Madison Glade as JH Track Coach for Boys and Girls and Kim Schroeder as Asst. JH Track Coach for Boys and Girls. All in favor, motion carried. Motion by Herbold, seconded by Plendl to approve Angie Reinking as Volunteer JH Track Coach for Boys and Girls. All in favor, motion carried.

Copier Lease Bids:

Motion by Herbold, seconded by Motz to approve Access Systems for a 3 year copier lease at \$417 per month. All in favor, motion carried.

ISEBA Life/AD&D/LTD Insurance Renewal:

Motion by Herbold, seconded by Plendl to approve the ISEBA insurance renewal with Life/AD&D which is an employer paid and the LTD policy which is employee paid. All in favor, motion carried.

Mercer Vision Plan Renewal:

Motion by Herbold, seconded by Plendl to approve the Mercer Vision Plan renewal which is an employee paid insurance. All in favor, motion carried.

Mercer Health Insurance Renewal:

Motion by Plendl, seconded by Herbold to approve the Mercer health insurance plans which include CoPay 1500, HDHP 3000, POS 1500 and POS 2500. Kingsley-Pierson School will pay \$709.36 of the premium and the employee will be covering the remaining premium. All in favor, motion carried.

Fundraiser Requests:

Motion by Herbold, seconded by Plendl to approve the fundraiser request to purchase two wrestling mats. All in favor, motion carried.

Policy Review:

Motion by Wilcox, seconded by Herbold to open discussion on Policy 209.03 – Dissemination of Policy. Motion by Plendl, seconded by Wilcox to remove the requirement that Board members must retain a hard copy policy manual, add language that requires Board members to download digital copies of all policies from Simbli annually and as new policies are voted upon disseminated out by email to the Board members. All in favor, motion carried.

Motion by Wilcox, seconded by Herbold to open discussion on Policy 302.02 - Superintendent Contract and Contract Nonrenewal - Add the following language to the Superintendent and all administrator's contracts pending the attorney's review and approval to include 1. The term of employment which for all administrators except for superintendents may be a term of up to two years. Superintendents may be employed under section 279.20 for a term not to exceed three years. 2. A statement that the contract is invalid if the administrator is under contract with another board of directors in this state covering the same period of time, until such contract shall have been released or terminated by its provisions. 3. Such other matters as may be

agreed upon. 4. Contracts will not include language stipulating that future salaries cannot be reduced. 6. Medical coverage and salary will be distinct and separate parts of contracts. 7. Cash in lieu of medical coverage is prohibited. 10. The contract shall be signed by the president and the administrator and shall be filed with the secretary of the board before the administrator enters upon performance of the contract. 11. Administrator contracts will be reviewed by the KP CSD attorney prior to signing. 12. Original administrator contracts will be ink signed using blue ink. 13. Electronically signing administrator contracts by the President or the Administrator is prohibited. 17. Mechanical Signature Stamps, Electronic Signature stamps, cut and paste signatures or other similar methods are not authorized. 18. All copies will be printed using black ink only. All in favor, motion carried.

Motion by Plendl, seconded by Motz to open discussion on Policy 404 - Employee Conduct and Appearance . Motion by Motz, seconded by Plendl to add language allowing jeans on Fridays if employees participate in a fundraising program, add language allowing employees to wear KP attire on Wednesday's to promote KP pride and add language to allow Principal to allow appropriate attire for special dress days. All in favor, motion carried.

Motion by Herbold, seconded by Plendl to open discussion on Policy 405.03 - Licensed Employee Individual Contracts. Motion by Herbold, seconded by Motz to add the following language to the policy pending legal review. 1. Contracts will be signed by the board president using ink or electronic form using software that generates signatures and time/date data. 2. Electronic signatures with electronically generated date/time data using signature generating software is authorized as long as the signee is personally using it. 3. Mechanical Stamps, Electronic stamps, cut and paste signatures or similar methods are not authorized. 4. Contracts will be signed by the president or vice president in the president's absent prior to tendering contract to employee. 5. Contract templates will be reviewed by the School Board Attorney prior to signing. 6. Contracts will not include language stipulating that future salaries cannot be reduced. 7. Medical Coverage and Salary will be distinct and separate parts of the contract. 8. Cash in lieu of medical coverage is prohibited. All in favor, motion carried.

Motion by Herbold, seconded by Plendl to open discussion on Policy 503.09 - Student Use of Personal Electronic Devices and Policy 503.09R1-Student Use of Personal Electronic Devices Regulation. The Board heard comments from teachers, staff, administrators and the public regarding the student use of personal electronic devices. The Board recommended Mr. Bailey to propose a draft tailored to each grade level.

Motion by Plendl, seconded by Herbold to open discussion on Policy 701.05 - Fiscal Management and Policy 701.05 R1 - Fiscal Management - Financial Metrics. Motion by Herbold, seconded by Wilcox as written and to add the following language to the policy a minimum of 3 years of data, unspent authorized budget ratio within the 5-15% target range, unspent authorized budget net of restricted fund balances (categorical balances) within the 5-15% target range, not to exceed 25%, solvency ratio within the 7-15% target range, not to exceed 25%. Also add optional language, the District will take reasonable step to achieve a total general fund balance at least equal to its unspent authority. This enables the District to cash flow its legal spending limit. The District will look to provide a beginning and end balance for each code. All in favor, motion carried.

Motion by Herbold, seconded by Motz to open discussion on Policy 705.06 - Requisition and Purchase Orders. Motion by Herbold, seconded by Wilcox to amend the language that limits the purchases on the requisitions and purchase orders to \$10,000. All in favor, motion carried.

There was a short recess before the closed session began at 9:37 p.m.

Motion by Motz, seconded by Herbold to enter into a **Closed Session: 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. Iowa Code 21.5(1)(i)**: All in favor, motion carried.

Motion by Motz, seconded by Herbold to come out of the Closed session at 10:31 p.m. All in favor, motion carried.

9. OTHER BUSINESS

10. ADJOURNMENT

Motion by Motz, seconded by Plendl to adjourn the meeting at 10:32 p.m. All in favor, motion carried.

Laurie Schweitzberger, Board Secretary

Ron Bahl, President