

**Minutes of the February 14, 2022  
Regular School Board Meeting  
Starmont Community School District Board of Directors**

**1. Call to Order Regular School Board Meeting**

The Starmont Community School District Board held its regular board meeting on Monday, February 14, 2022, at the High School Conference Room. President Powell called the meeting to order at 6:30 PM. Members present: Kevin Powell, Tony Recker, Vicki Althoff, Julie Uhlenkamp, Jacob Moellers. Administration present: Superintendent, Gary Benda; Secondary Principal, Shauna Koppenhaver; Activities Director, Daren Huisenga; Business Manager/Board Secretary, Robyn Hosch.

**2. Receive Communications and Visitors (Including Board Members)**

Julie and Ryan Riechers were present to discuss problematic behaviors from a student in the elementary. They are concerned about the safety of staff and students. They have already discussed their concerns with the principal and superintendent, but the steps put in place are not working, so they wanted to bring it to the attention of the Board.

Hosch informed the Board that IASB is conducting a survey to members about challenges and priorities, so she shared the information on how to participate.

**3. Consent Agenda**

- a. Approve Agenda
- b. Approve Minutes – January 10, 2022 & January 24, 2022 Work Session
- c. Approve Monthly Financial Reports- Hosch reported that the budget is lining up with the published budget, but function 3000 should be monitored for a possible amendment before May. She explained a few claims and reported that the property tax amount in the FY23 budget is just slightly less than last year.
- d. Approve Monthly Bills- Recker audited and mentioned that the wrong hourly rate was used for a snow shoveling check to Randy Hamlett.
- e. Approve Personnel Recommendations & Resignations

**Hiring:**

1. Nick Thole as Maintenance Director- \$50,000 annual salary
2. Payton Waters as Associate at \$10.00/hour until she gains her teaching license from BOEE- \$11,735.44 teacher salary for the rest of the 2021-22 school year or \$172.55/day
3. Carmen Swales as Payroll Specialist starting 7/1/22- \$40,000/year
4. Cassie Gruman as Volunteer Assistant Girls' Track & Field Coach

**Resignations:**

1. TJ Hansel as Play Director and Assistant Musical Director. Thank you for your service, TJ!
2. Derick Perkins as Assistant FFA Advisor. Thank you for your service, Derick!
3. Rachael Stecklein as Ag Ed Teacher & FFA Advisor. Thank you for your service, Rachael!

Motion by Recker to remove bill to Randy Hamlett out of the consent agenda for separate consideration. Motion by Powell to remove the resignation of Robyn Hosch as SBO/Board Secretary out of the consent agenda for separate consideration. Motion by Uhlenkamp to approve the consent agenda with the removal of the 2 aforementioned items, Recker seconded, motion carried 5-0.

Motion by Uhlenkamp to approve the resignation of Robyn Hosch as SBO/Board Secretary and not having to file a license violation with the BOEE, Recker seconded, motion carried 5-0.

Motion by Recker to correct the snow shoveling pay rate to Randy Hamlett at \$40/hour for a total of \$160, Moellers seconded, motion carried 5-0.

#### **4. Review and Consider Approving FY21 Audit Report from Hacker, Nelson**

Lead auditor, Alicia Wemark, was present via speakerphone to go over the FY21 audit findings. She gave an unmodified opinion of the financials, which is the highest opinion to be received on an audit. Wemark reported healthy balances and informed the board of a slight overage on the non-instructional function of the budget due to an IPERS accrual pension journal entry. Starmont will also have to undergo a single audit due to receiving annual federal monies over \$750,000 (due to ESSER funding). Motion by Moellers to approve the FY21 audit report from Hacker, Nelson, Uhlenkamp seconded, motion carried 5-0.

#### **5. Elementary Principal's Report**

Hesse was not present at the meeting but had a physical report showing district and building goals, attendance and discipline data, as well as some major projects he has been working on lately.

#### **6. Middle School/High School Principal's Report**

Koppenhaver also shared her report of district/building goals, attendance/discipline data, and major projects she has been working on as well.

#### **7. Activities Director's Report**

Huisenga applauded the community on the amount of help given at Sectional Wrestling. He reported a good turnout and that everything went well the entire day. Basketball has wrapped up, and Robotics and Speech are wrapping up in the near future. Huisenga also asked what the next steps are to openly discuss purchasing a few more vehicles for activities, as the department keeps running into shortage issues. Benda said he can put that on the March board agenda.

#### **8. Review and Consider Approving \$5,990.11 Furniture Purchase from Premier F+E**

Huisenga asked the board to consider the purchase of more high-top tables and chairs to place outside the gymnasiums. This allows visitors a more welcoming and relaxing environment to congregate when hosting events. Michelle Becker is looking into placement to be compliant with fire codes. Motion by Recker to approve the presented \$5,990.11 quote from Premier F+E for 24 chairs and 6 tables, Althoff seconded, motion carried 5-0.

#### **9. Review and Discuss 2022-2023 Curriculum Guidebook**

Koppenhaver presented the changes to the 2022-2023 Curriculum Guidebook. Moellers inquired about specialized classes, such as welding or computer science. Koppenhaver said that she would always work with a student on appropriate placements if they express a passion for a particular field or class. Motion by Uhlenkamp to approve the 2022-2023 Curriculum Guidebook, Recker seconded, motion carried 5-0.

#### **10. Review and Consider Board Policies (2nd Reading): 105 Assistance Animals, 200.1 Organization of the Board of Directors, 210.8 Board meeting Agenda, 212 Closed Sessions, 212.1 Exempt Meetings, 307 Communication Channels, 401.4 Employee Complaints, 502.4 Student Complaints and Grievances, 606.6 Insufficient Classroom Space, 403.7**

Motion by Uhlenkamp to approve the aforementioned board policies, Moellers seconded, motion carried 5-0.

#### **11. Review and Consider Approving Delegate to AEA Director District 5 Convention Through Certificate of Resolution**

Motion by Moellers to name Kevin Powell as the Delegate for the AEA Director District 5 Convention through the provided Certificate of Resolution, with no alternate, Althoff seconded, motion carried 5-0.

#### **12. Review and Consider Approving a Maintenance/Transportation Position Creation**

Hosch walked through the first draft spreadsheet she created that showed the net financial effect dependent upon if the District decided to create a ½ Maintenance, ½ Transportation position as well as a 50% or a 20% shared

transportation director. Uhlenkamp stated she would like to first let the new maintenance director get comfortable in his position before considering adding a second position, and she would like to strive for a 50/50 transportation director sharing agreement with West Central CSD. Motion by Uhlenkamp to direct Benda to only advertise for a full-time, shared transportation director at this time, Recker seconded, motion carried 5-0.

**13. Review and Consider Extending NICC Concurrent Enrollment Contract Through August 2022**

Benda explained that this motion has no financial impact on the district and allows students to take 3 CAN classes only offered over the summer. Motion by Recker to approve extending the NICC Concurrent Enrollment Contract through August 2022, Uhlenkamp seconded, motion carried 5-0.

**14. Review and Consider Approving the Standard Professional Services Agreement with Snyder & Associates at \$1,000/Month**

This is just a formal contract allowing Snyder & Associates to oversee the water/wastewater testing and management until the Maintenance Director becomes fully certified. Motion by Recker to approve the presented Standard Professional Services Agreement with Snyder & Associates at \$1,000/month, Moellers seconded, motion carried 5-0.

**15. Review and Consider Approving 2022-23 Updated TLC Grant**

Benda shared he has been working with the Department of Education on including the PBIS team as part of the TLC grant and to allow this group to be paid for their regular meetings. Motion by Uhlenkamp to approve the updated 2022-23 TLC grant, Althoff seconded, motion carried 5-0.

**16. Review and Consider the Starmont Classified & Certified Staff's Intent to Negotiate**

There were 2 letters sent to the Board and Administration on the classified and certified staff's intent to negotiate. Benda said the classified union is not ready to set a date for openers, but the certified union is wanting to meet on February 28<sup>th</sup> at 5:30 PM. The board members are checking their schedules and will get back to Benda on their availability.

**17. Review and Discuss the Idea of Using ESSER III Funds for a Retention Incentive for Staff**

The Board openly discussed this idea and would like more information on what other schools are offering staff. Benda will look into it. Some items yet to be discussed are incentives being tied to retention, classes of employees who will be compensated, only 1 incentive being offered per person (even if holding multiple contracts), and eligibility if still with Starmont next year but in a different position.

**18. Review and Discuss 2022-2023 School Calendars & Set Public Hearing Date**

The Board reviewed the 2 presented calendars and instructed Benda to come forth with a calendar that is very similar to this school year. Motion by Uhlenkamp to set the date for the school calendar public hearing as March 14, 2022, Moellers seconded, motion carried 5-0.

**19. Superintendent's Report**

Benda gave updates in the areas of the TAG program, maintenance and operational sharing options next school year. Business manager interviews will be held on February 25, and Benda is going to hold a SIAC committee meeting with the community in late February or March. Hosch shared the lagoon bond payment schedule and gave historical data on lighting rebates and bills after last LED upgrade.

**20. Closed Session for the Purpose of Discussing Negotiations and Personnel Positions for the Upcoming School Year, Per Iowa Code 20.17(3)**

Benda recommended the Board enter into exempt session for negotiating sessions, strategy meetings of public employers or employee organizations, mediation and the deliberative process of arbitration, per Iowa Code 20.17(3). Motion by Uhlenkamp to move into closed session, Recker seconded. Roll call.

Ayes: Althoff, Uhlenkamp, Powell, Recker, Moellers. Nays: None. The Board entered into closed session at 9:02 PM.

Benda shared what he wants to offer the classified union for negotiations and asked the Board for direction on how to proceed with a few employment positions.

Powell declared the Board out of closed session at 9:32 PM.

**21. Set Date for March School Board Meeting & FY23 Budget Publish Date**

The next regular board meeting will take place on March 14, 2022, and the FY23 budget will be shared at this time. Althoff will audit bills.

**22. Adjourn**

Motion by Uhlenkamp to adjourn, Althoff seconded, meeting adjourned at 9:33 PM.

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Kevin Powell, Board President

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Robyn Hosch, SBO/Board Secretary