

Arapahoe-Holbrook Public School
Board of Education – Regular Meeting
School Library
April 9th, 2018 7:00 pm

President Dennis Roskop called the meeting to order at 7:01 pm.

President Roskop announced that the Arapahoe-Holbrook Board of Education follows the rules of the Open Meetings Act which is posted.

The following members were present: Dan Warner, Chad Carpenter, Rodney Whipple, Dennis Roskop, Brad Schutz, and Lisa Anderson.

The following member(s) were absent: None.

Also present was Dr. George Griffith, Superintendent, Bob Braithwait, Principal, and Cassie Hilker, Board Secretary. Principal Bob Braithwait joined the meeting at 7:37 pm. Visitors were present.

A motion was made by Whipple and seconded by Carpenter to approve the agenda as presented. AYES: Carpenter, Whipple, Roskop, Schutz, Anderson, and Warner. Motion carried 6-0.

President Roskop welcomed the visitors and asked for Public Comment. Heidi Thomas stated that she was there to thank the board on behalf of the National History Day group. They had 8 kids qualify to go to Nationals. Valerie Leising stated that she was there to listen to the discussion on unpaid leave and insurance. Glenna Hoefs stated that she was there for the same reason. Sue Helms stated that she was there to support Leising and Hoefs. She knows that there are some questions on maternity leave and how it is affected by days they have or don't have. She knows that Valerie had a daughter in the hospital for about 4 days. Valerie stated that it was 4.625 days. Sue stated that the daughter had RSV and Valerie had no sick leave available to use to be with her daughter in the hospital. She came to work and her husband stayed with the daughter in the hospital. This is something that we need to look at. Chris Willcock stated that he was there to share a concern he has with one of the bus drivers. He stated that they are having problems with Sara Stonerook. Sara comes to Beaver City to pick up our kids. They have been having problems for quite a while and have been dealing with Mr. Braithwait about them. They have tried to come to a solution, but they have fallen short on everything they have tried. He has a list of items they have had problems with. She has left them out of group texts if she is running late, which causes his wife to open her daycare later due to the lack of communication. In the first two weeks of this school year she contacted us about our children only once. She told Mr. Braithwait and he called us and threatened to have our children kicked off the bus. After talking with him they informed Braithwait that there was no notification to them about any issues so they started over with a three strikes and you're out option. They also agreed to start including Braithwait on any text messages. Our kids have gotten in trouble many times with Sara for just talking and laughing. It seems that they are the only kids on the bus getting in trouble. They have talked to other kids parents and they say they are doing the same thing but don't get in trouble for it. He stated that he is going to skip through quite a few of the complaints and get to his actual point. A week and a half ago, they stopped at Ag Valley to fill up with fuel and he wasn't sure exactly what was going on but she told our 8 year old that she was surprised he wasn't dead yet because if he was her kid she would have killed him already. He came home pretty upset. It is this bullying and harassment that we have every time. Our kids either come home crying or upset because of what has happened on the bus. We talk about bullying in the school; he thinks that should carry on to teachers and faculty. It shouldn't just be about kids bullying other kids, especially adults bullying somebody. We have had so many issues and especially with what she said it is a very serious action. He believes that she not only needs to be switched routes like they have done, but she needs to be terminated. She also needs to apologize to our kids. Amanda Willcock stated that she was there to support her husband and address the emotional abuse their kids have gone through. She doesn't want it to happen to any other kids, they don't deserve it. Chris stated that there was an Aide riding the bus one day as well and he isn't sure who, but the kids came home one day and told them that the Aide told them to shut the "F" up. He stated that is not something that should be said at all to a child. He brought copies of the issues they have had for each board member to review. Roskop stated that they will discuss this later on in the agenda as a discussion item. There isn't any discussion they can have at this point.

REPORTS

Braithwait stated that they had 7 kids get their State FFA Degrees. The kids did a really nice job competing at state and brought home some awards. Great job by Mr. Kuntz and his kids. They represented our school very well. National History Day kids competed at state this past weekend and qualified 8 students for Nationals this summer in Washington DC. That is also turning out to be a very strong program. Everyone that competed in FCCLA Districts made it to state. They are competing today and tomorrow. State testing is going on for grades 3 thru 8. It is winding down and should be

done some time next week. We took the 11th graders down to the Ella Missing Center to take the ACT so they wouldn't have to worry about the bells and other disruptions. We tried to give them the best testing environment possible. Unfortunately, that is also the day that the town lost power before our last test. We got everyone a bite to eat and finished up in Mr. Kronhofman's room. The kids did a great job adjusting and had a good day over all. We are in the middle of Grandparent's Weeks' for the elementary. It has been well attended. National Honor Society Induction Breakfast is this Thursday at 7:00 am. Several kids will be inducted. The 5th – 8th grade music contest will be this Friday in Cambridge. This has usually been on a Saturday, but was changed. District Music is in Imperial on the 20th. Thanks to Dan and Kate Warner, Rulon Gardner will be here to speak to our 9th – 12th graders on the 23rd. He is an Olympic Champion and pulled one of the greatest upsets in sports. We have also invited other area schools to attend and have one commitment so far from Bertrand. Cambridge is a possibility. The FFA banquet is that same day and Gardner will also be there. We are in the middle of field trips for the elementary. The 4th graders went to Lincoln today. Donnie Miller from Minden will be teaching our Drivers Education course this summer. There will be a meeting in May and letters have gone home. There was a mistake on one of the calendars that went out about the K-4 Concert. It is on the 26th at 7:00 pm. The Senior Trip to Omaha and the Sophomore Trip to the Norton Prison are both on the 30th. Our kids finished 2nd overall at Inter-High Day. This really says a lot for our educational system. Graduation is May 5th at 2:00 pm and he would like the board to be there by 1:30 pm at the latest.

Griffith stated that he was able to do a presentation with pictures inside the new building along with the pictures from Clark Enersen for the Arapahoe Chamber Meeting on March 20th. He received some good positive feedback. He stated that they have been nominated again for the Monsanto Farmers Grow Rural Education Grant which he will be working to complete by the April 15th due date. They are planning to offer an Advanced RoboMath / Ag program. They are looking at a piece of robotic farming equipment and possibly some drones. Mr. Schaben is currently working on building a drone. They are looking at it to simulate checking fields with a drone. He is also working on adding a period at the end of the day so more electives can be offered. It would shorten periods up a minute or two to allow for a 15-20 minute study hall at the end of each day versus having various study halls offered throughout the day. He is trying to find ways to offer more opportunities for the kids while still giving them time to work. Every time he goes out to the construction site things look better and better. Some cabinets have been installed and will soon be getting painted. New servers and wifi terminals will be put in on the 23rd. They won't be doing anything in the current building. They are going through a punch list on Thursday prior to the OAC meeting. He thanked Lisa Anderson and her husband for the beef donation to the district. The cooks are excited to get it. Mr. Kuntz is able to teach 3 different college credit ag courses and they are looking at which one to offer this first year. He has requested two teachers to get their Masters in Speech and/or Language combination to be able to offer college credit Speech and English in house. They are both very willing to do it. We could save some money on the distance learning costs by offering it in house. Whipple asked if there is any reduction in cost by teaching it in house. Griffith stated that they don't have to pay the cost for it. The convenience of it is that it won't be 3 days a week, it will be every day and one of their class periods. Right now they arrive late to their second period class 3 days a week because the class runs longer than our schedule. Braithwait added that the cost to the kids will depend on what college they get the course from. Whipple asked for clarification on graduation, Braithwait stated earlier that it was May 5th and he thought it was May 6th. All agreed that graduation is May 6th.

Board Member Reports: None.

Board Committee Reports: Griffith stated that the minutes from last month's finance committee meeting are available in the packet. They also met again prior to tonight's meeting. There were a couple of questions but nothing of major concern. Roskop stated that they have had multiple OAC meetings and that will be discussed in more detail when they get to the Contingency Fund Adjustment and Hausmann payment later on in the meeting.

ACTION ITEMS

A motion was made by Whipple and seconded by Anderson to approve the Consent Agenda as presented, which included minutes from previous meetings and financial reports. AYES: Whipple, Roskop, Schutz, Anderson, Warner, and Carpenter. Motion carried 6-0.

A motion was made by Schutz and seconded by Whipple to approve claims including the General Fund, Equipment Depreciation, Lunch Fund, Building Fund, and Student Fee Fund totaling \$397,559.29. AYES: Roskop, Schutz but abstaining from Claim Number 29625 to the Arapahoe Public Mirror for \$904.97, Anderson, Warner, Carpenter but abstaining from Claim Number 29684 to W & J Carpenter-Repair for \$476.99, and Whipple but abstaining from Claim Number 29628 to ATC for \$350.38. Motion carried 6-0.

Griffith stated that he was looking at the short term disability but discovered that the big deduction comes from health insurance. He checked with other districts in the RPAC and he has heard back from 12 of the 14 and those 12 only deduct salary. He stated that Cassie checked with the insurance company and they weren't willing to say if we were doing it right or wrong by deducting a portion of the health insurance, but they did say that standard practice is to take the

employee off of the school plan and offer them COBRA. Griffith stated that he can't support that. He would like to come up with a policy and check further with the insurance company. He knows that for one teacher the insurance cost is \$110 per day that they get docked in addition to their daily pay. This would happen when an employee is gone for days beyond the leave they have available to them. He would like to come up with a policy similar to the other districts in the RPAC, get approval from the insurance company that it is acceptable and then bring the policy to the board. Anderson asked what the other schools are doing. Griffith stated the 12 that responded only deduct salary not benefits. Roskop asked what we are currently doing when staff is gone for days beyond their leave. Griffith stated that we are currently deducting salary, health insurance, dental insurance and disability insurance. It comes close to \$110-\$120 per day depending upon what type of insurance they have. Whipple asked if staff are allowed to offer their own leave to other staff members. Griffith stated they do not allow that. He checked with other districts on that and only one of the ten that responded has a sick bank where an employee gets 5 additional days but are then docked salary after that. Roskop clarified that currently we are docking their daily salary and basically \$120 over that for insurance. Griffith agreed. If the insurance was covered and they received short term disability they would not be losing as much for that time. When you have a younger staff there are pregnancies and it can really be a difficult financial situation. Whipple asked if there was a recommendation from the faculty and staff or a spokesperson. Griffith stated that he received requests from 3 staff members that stated that it has directly impacted them financially. It has affected 4. Whipple asked again if they had a recommendation. Griffith stated they did not. He was asked to look at what the other districts do. Short term disability provides 66.7% of their wages and is taxed. Hilker stated that it is only taxed for social security and medicare. Griffith stated that he is looking at what the rest of the league does and try to be in line with that. He is not opposed to any suggestions. He thinks it will make a considerable difference. Over a 10 day period the deduction for insurance is \$1,100-\$1,200. Warner asked what the purpose is for deducting insurance. They have to hire a substitute, but they aren't offering insurance to the substitute. Griffith agreed and his thought is to at least address the insurance issue. He stated that policy says deducting insurance may be required, it doesn't say it has to be required. There is a lot of flexibility in the word may versus the word shall. That is in the FMLA policy. Hilker commented about the handbook. Roskop stated that he is not willing to take any action until they have enough information to make a decision. In his opinion, this is something that should go to the Negotiations Committee. He has a hard time believing that staff is not going to want to have input and if we are changing benefits we need to be able to negotiate that. He prefers to pass it to the Negotiations Committee but his issue is that they have already negotiated the contract for next year. It is something that will have to go back through that settlement. It could be an amendment, but he thinks that is the direction we need to go so that both sides understand exactly what is going on. Griffith stated that the unpaid leave is not directly in the negotiated agreement and the only thing that addresses it is board policy which is why he brought it to the board. Schutz would like to see what the other schools are doing and start to have a discussion. Griffith agreed. He will do the work on the policy and make a recommendation at the next meeting. Warner agreed. He doesn't think that they have enough information to make a decision at this point. Griffith agreed that it can be tabled until the next meeting. Schutz asked who is on the Negotiations Committee now. Roskop stated that it is Warner, Anderson and Carpenter. Anderson stated that Warner is Head.

Griffith stated that the B2 invoice is for services they have done for us. They put together the scope of work for the asbestos bid. They checked the ambient air when they were doing the asbestos removal in the tunnels. This is work that has been completed and is work that falls under our portion of the construction and remodel. He recommends paying the invoice. Warner clarified that there was some monitoring done and that this isn't a bill just for them to give us a bid. Griffith stated that they put the scope of work together and that is the \$3,500 and that was determining what all needed to be done including the inspection. They had to look and review our hazardous material. They also did monitoring of the asbestos removal. A motion was made by Warner and seconded by Carpenter to approve paying the B2 Environmental invoice in the amount of \$6,650.00. AYES: Schutz, Anderson, Warner, Carpenter, Whipple, and Roskop. Motion carried 6-0.

Leising and Hoefs left the meeting at 7:38 pm.

Griffith stated that he had one question from Cassie and got an answer back. It was on the Electrical. It shows a negative amount of \$266,088.00 and that is a correction for an overcharge on the last invoice. Whipple asked if that was something they found. Griffith agreed that they found it. Whipple asked what the 56.72% means. Griffith stated that percentage represents what has been paid out and Section H shows how much is left. A motion was made by Schutz and seconded by Whipple to approve the Hausmann Pay App 009 in the amount of \$688,443.43. AYES: Anderson, Warner, Carpenter, Whipple, Roskop, and Schutz. Motion carried 6-0.

Griffith stated that there are 5 items on the Contingency Fund Adjustment 004 sheet that are a result of a request by the District. They are indicated with a double star and if needed those items will be added back into the Contingency Fund if there is an additional need on Hausmann's side for something that was not in the initial scope. They would then be responsible for any changes or overages after that unless of course they are initiated by the District. The reception area changes were specifically to change the doors around for the security entrance and buzz in system. The tile only went up so far in the kitchen and they asked if we should go all the way to the ceiling. Griffith thought it was something useful to have for cleaning and maintenance purposes. The backboard lighting was something that was requested as an add. This

is to have the basketball boards light up at the end of a period. There was nothing for kids to put their stuff in in the elementary science room so we added cubbies. By making this change there will be one extra classroom available if needed. The power data change was to provide wiring to Cassie's office for the copier/printer she currently has in her office. This to ensure that the confidential documents that Cassie and I print aren't shipped off to a public printer. The changes that Hausmann has initiated include the excavation. This is the additional cost for the excavation where the old elementary school was. Another item was for a door. Roskop stated that there was a door to a maintenance room that didn't have a mag lock called out for it. This was a change for that. Griffith stated that they added some roof supports. Another item was to address the State Fire Marshal comments \$54,524. The addition of double doors on the south side of the current gym was also a requirement of the Fire Marshal. They had to change the louver location that fed the AC and heating units in the new elementary due to a conflict with a beam. They had to fur-out around a beam. There was a motorized shade change. Roskop stated that there is a motorized shade called out for a window in the library but they didn't call out for electricity to that spot. Everything was called out except for the electric. Griffith stated that there is a credit on one item. They were going to have 3 sections on one wall and 4 on the other. They went with 4 on each wall and that reduced the amount of runners and equipment needed for the systems to work. The ones that are not starred are the ones that Hausmann had to do and Hausmann would have to pay if it goes over the \$347,460 initial contingency fund amount. The total amount of what could be added back to the contingency fund and paid by the District is \$14,559. Roskop stated that since the Contingency Fund is now low, we can probably expect to see some change orders come back to the District. We have been looking at and working on the \$108,000 item on excavation. Warner asked if there is more clarification on the State Fire Marshal comments. Griffith stated that these are the items on the State Fire Marshal list. Warner asked if there was any language in our contract referring to the fact that the building will be built to code. Griffith clarified that those items are for the remodel not new construction. Roskop added that it is not a starred item and is on Hausmann if they exceed the contingency fund total. Warner clarified that it is on the remodel. Griffith agreed. There was an additional \$35,000 for the mags on all of the doors; however, this was addressed with our policy change. Staff is no longer permitted to prop their doors open and Mr. Braithwait and I are watching that. Warner agrees that we don't have a lot of flexibility on this but we haven't even gotten to the remodel and we have already burnt through the contingency fund. He hopes the remodel goes very smooth. Griffith stated that if it is a non-starred item it falls on Hausmann. Warner understands. Griffith understands as well. He stated that there have been starred items on this Contingency Fund Adjustment and the last one. Anderson clarified that when we get the Contingency Fund to zero and if it is a non-starred item it is Hausmann, but if it is a starred item we have the option to say no. Griffith agreed. Warner and Whipple also agreed. Griffith stated that there are some things like the cubbies and the security items that have been discussed and needed to be addressed from our end. Cassie asked if they were approving the starred items to be done now. Griffith stated that they have already been done. Anderson stated that she understood that change orders had to be approved by the board. She asked if the starred items were change orders. Roskop stated that they are not change orders yet. Anderson asked if they had already been done. Roskop agreed they have already been done and they are currently contingency items. They will come back to the board as change orders if/when they run out of money in the contingency fund. We can say no when they come back to the board as change orders and figure out what that will take or we can approve it. Griffith stated that the kitchen tile item was something that came up quick and he went ahead and approved it. The science room cubbies was another item that needed approved in a short time. We also need the power and data for the copier and printer. Anderson stated that we did discuss authorizing Griffith to make some of those decisions. Griffith agreed and stated that he could as long as it remained under the \$5,000 limit. Roskop stated that they are trying to stay up on everything as much as they can at the OAC meetings. They aren't saying they are catching everything, but a lot of what is on this Contingency Fund Adjustment has been discussed at those meetings. The kitchen tile was one of those items. We looked at it when we walked through and it makes sense since that is where all of the deliveries are coming in at. It is going to save wear and tear on our walls long term. It makes sense when we are going through and looking at it. Here we are looking at the dollars and cents. Griffith stated that even with the items under \$5,000 he doesn't approve them unless they are an absolute necessity. Roskop stated that a lot of these items have been discussed through buildings and grounds. A motion was made by Warner and seconded by Schutz to approve Contingency Fund Adjustment #004. AYES: Warner, Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 6-0.

Griffith stated that they have the freezer/refrigerator in. They have the overhead system for the ventilation also put in. There are a number of items that they have purchased and are storing. This was a District item. Carpenter asked where the money is coming for this payment. Griffith stated that some of the money is coming from the Equipment Depreciation Fund and the new items are coming from the Building Fund. Anderson asked if they were actually finishing up the kitchen or if this is just stuff that is being delivered. Griffith stated that the freezer/refrigerator is installed and the other items have been purchased and are in storage. They already purchased the items to get them at the prices quoted. A motion was made by Schutz and seconded by Carpenter to approve the Midwest Restaurant Pay App 002 for \$148,153.50. Whipple stated that he attended some meetings at the State Convention and they talked about a sectional slicer, but he didn't see that anywhere on the bill. They claimed it saved a lot of money on fruit by slicing it instead of serving it whole. He asked if that was an item that was being purchased. Griffith stated that it was not, but it is something that can be purchased later. AYES: Carpenter, Whipple, Roskop, Schutz, Anderson, and Warner. Motion carried 6-0.

Griffith stated that he was asked at the last meeting to get references on the low bid company, DocuFree. He has talked to two; one was an attorney and the other a county. They both had good experiences. The work was good and the quality of the scanning was good. The only criticism was working with the contractor that was coming out to pick up the boxes. They ship out boxes and we have to fill their boxes. This quote is estimated on 125 boxes. The quote includes scanning and the program. It can be paid with one flat fee or over 36 months. Based on the recommendations received and the low bid, he recommends DocuFree for scanning. Carpenter asked where the company is from. Cassie stated that it is through our local Eakes vendor. Anderson asked if the fee is for every year or just for the first year. Griffith stated that it is for scanning what we have and the cloud services for 3 years. We would be able to upload moving forward. Carpenter asked what the cost would be after the 3 years. Griffith stated that he wasn't sure what the monthly fee would be, but the data is still ours either way. If we find something that is less costly we can always switch our data to that. Carpenter clarified that if our 36 months is up we can still access the data, but not upload. Griffith agreed. Anderson stated that they will do the 125 boxes and after that we scan it ourselves. Griffith agreed, but he has come up with fewer boxes when he counted. Anderson asked Griffith if he thought everything we have initially would be covered in the 125 boxes. Griffith agreed. Whipple stated that this is the second time it has been brought to the board and it must be important. He asked Griffith for his recommendation. Griffith recommended moving forward with DocuFree. The main importance is to get the stuff shipped out and we won't have to find a place for it in the new facility. Whipple recalls asking last time what the cost would be after the 3 years, but he understands that he doesn't have that information. Griffith stated that the cost will fluctuate between now and 3 years from now. Whipple asked if there was any fee per month to have it stored. Griffith stated that the quote includes 3 years to scan and store it on the cloud. Whipple stated that the only item we don't have is how much it costs to be on the cloud after the 3 years. Griffith agreed and is sure that whatever the price is will change by then. A motion was made by Whipple and seconded by Anderson to approve the document scanning and electronic storage with DocuFree for a fee of \$18,675. Roskop clarified that the plan is to choose the one-time payment option over the 36 month option. Griffith agreed. AYES: Whipple, Roskop, Schutz, Anderson, Warner, and Carpenter. Motion carried 6-0.

Griffith stated that it is his understanding that the current reading series is out of print which means there are items we won't be able to access for the upcoming school year. It was on our list to review this curriculum. This curriculum has a high online focus and has textbooks as well. The teachers have reviewed the various products out there for a replacement and this is their recommendation. Braithwait recommends it. Griffith stated that he also recommends it. Warner asked if the reading curriculum was on the radar to be reviewed. Griffith confirmed it was. Schutz asked how the other selections compared in cost. Braithwait didn't know. He stated that they talked to other schools and the ESU and this is what they recommended. The reason he and Griffith liked it was because of the high online focus. The workbooks and manuals we get are free for one year and the teachers understand that we won't be ordering them going forward. Griffith stated that he didn't see any other quotes. Braithwait stated that he knew that they looked at different series. The grammar books and phonics books are all included. Whipple asked if this program supports readers that struggle. Braithwait confirmed that it does. Schutz asked how long something like this will last for our District. Braithwait thought the current reading program lasted 12 years. Schutz asked if the company is reputable. Braithwait agreed that it was. Griffith stated that schools are restricted to the textbooks that Texas and California decide will be available. Braithwait stated that this also includes someone coming out and training our teachers. Griffith stated that it is a 6 year subscription for the stuff online. Cassie asked if they will get new workbooks every year. Griffith stated that they do not plan to do that since everything is available online. They will be available the first year. Anything writing related would be an additional cost. Cassie asked about the quantity per grade and asked if it was flexible. 3rd grade has 20 and 2nd grade has 27. Griffith stated that it is based on our current classes. Cassie agreed but recalls running into some issues when they ordered the social studies. She thought they had to bump them all up to 25 per grade. Griffith stated that it would be something that will be looked at based on the count. We have 6 or 8 kids that have opted in. Cassie wondered if they needed to have 25 for each class which could increase the cost or if they can be added as needed each year. A motion was made by Whipple and seconded by Warner to approve the Reading Wonders Curriculum from McGraw Hill. AYES: Roskop, Schutz, Anderson, Warner, Carpenter, and Whipple. Motion carried 6-0.

Griffith stated that there has been some miscommunication with some of our food service vendors on what our policy is. This is how he has informed our staff to handle things going forward. He received an email from the State Food Service Rep because one of the salesmen stated that we were doing something that was out of line with the federal procurement policy. After speaking with her, she now understands that Griffith knows what he is doing. We are supposed to go with the lowest price whether we have a contract with a vendor or not. This is the result of one vendor losing a lot of business because we went with an ESU service. Since receiving that email the cooks have been informed that they need to price shop. We have price lists from vendors so prices can be compared ahead of time. One issue was that they prefer to use just one vendor versus multiple vendors. He informed them that we can't do that. We have to shop for the best price and that makes financial sense as well. He does allow exceptions for food quality. This policy would be in full effect in the upcoming school year. A motion was made by Carpenter and seconded by Anderson to approve the Food Service Procurement Policy 3132. AYES: Schutz, Anderson, Warner, Carpenter, Whipple, and Roskop. Motion carried 6-0.

Griffith stated that the fee for admission for all activities is being changed in the RPAC. So far only one school is not following the increase. Activities are one of those things that don't always fund themselves. If the increase is going to be standard for the league he feels we need to follow. We are also looking at how much we lose on league passes. Some leagues won't accept our passes because they feel we give out too many. His recommendation is to go to a fee for admission to activities of \$4 and \$5. Whipple asked if this would change our policy of allowing our own students to attend home games for free. Griffith stated that we are not changing that. It is only for those that don't have passes and students that are not our own. A motion was made by Whipple and seconded by Warner to approve the increase of the fee for admission to activities from \$3 and \$4 to \$4 and \$5. AYES: Anderson, Warner, Carpenter, Whipple, Roskop, and Schutz. Motion carried 6-0.

Griffith stated that the changes to the Preschool Handbook include changing the dates and a change to the general information on page 4 to mirror what was advertised. A motion was made by Whipple and seconded by Carpenter to approve the Preschool Handbook as presented. AYES: Warner, Carpenter, Whipple, Roskop, Schutz, and Anderson. Motion carried 6-0.

Griffith stated that there have been a number of changes and one of the big ones is the test that is used to evaluate a child enrolling in kindergarten that doesn't meet the age requirement. He recommends approving the changes to the policy. A motion was made by Warner and seconded by Whipple to approve the Kindergarten Early Enrollment Policy 5001.1. AYES: Carpenter, Whipple, Roskop, Schutz, Anderson, and Warner. Motion carried 6-0.

Griffith stated that the increases proposed for classified staff are based on the same percentage that was given to teachers. Adjustments were made on two individuals to get them in line with area averages and performance. The adjustment in the other individuals salary is a result of not taking the full increase that was given last year.

A motion was made by Roskop and seconded by Carpenter to enter in to executive session for the protection of public interest at 8:31 pm. AYES: Whipple, Roskop, Schutz, Anderson, Warner, and Carpenter. Motion carried 6-0.

A motion was made by Warner and seconded by Carpenter to exit executive session at 9:05 pm.

Roskop stated that they went over a few items to clarify with Griffith. A motion was made by Warner and seconded by Whipple to approve the classified staff pay schedule as presented. AYES: Whipple, Roskop, Schutz, Anderson, Warner, and Carpenter. Motion carried 6-0.

Griffith stated that there was one change to the extra duty schedule given and that is that Jamie North will not be helping coach Junior High Volleyball with Kate Warner. Braithwait is looking for a replacement. Whipple asked if there were any big changes. Griffith stated that there was nothing big and thought the board was aware of all of the changes. Braithwait stated that there were some Assistant changes with the new staff. Anderson asked if Mr. Kronhofman is our Head Track Coach this year. Braithwait stated that it is Mr. Schaben. Griffith stated that Kronhofman will be the Head Track Coach next year and Schaben will be taking a bus route. Whipple commented that Kurt Kapperman is the Assistant High School Wrestling Coach. A motion was made by Carpenter and seconded by Anderson to approve the 2018-2019 Extra Duty Schedule. Whipple stated that he would like to discuss the number of cheerleaders and what the requirements are. He would like to encourage us to have more if we need more. Braithwait stated that they are practicing tonight and thought the sooner the better. Whipple stated that he would like to see that all of our athletics are covered. Braithwait stated that it has been a question for a couple of years now. Griffith stated that he and Braithwait and the coach can sit down and discuss this. Braithwait stated that he will do this tomorrow. AYES: Roskop, Schutz, Anderson, Warner, Carpenter, and Whipple. Motion carried 6-0.

DISCUSSION ITEMS

Public Comment – Roskop stated that he appreciates the Willcocks' coming in and sharing their concerns. He stated that they as a board are going to turn it over to administration to determine what needs to be done. That is their role and that is what we hire them for. We do take all of the information very seriously and do appreciate them coming in. Where we go from here is in the hands of administration. Hopefully, we can move forward with what we need to and make sure we are doing what is best for all students at this school. Griffith stated that there are more things being done that they are not aware of and that he can't share with them. More things are being addressed and monitored. Roskop asked for any other discussion on items discussed in public comment. Sue Helms stated that she knows Valerie was deducted \$425 per day when she went over her allowed leave. One of the girls got half of their paycheck and she didn't know how many days it was. It could have been 4 days or something. She knows that they want younger teachers to replace the older ones that are costing the district more because their salaries are higher on the pay scale. But if you want these younger teachers you have to expect them to have maternity leave once in a while. And if they have kids, they are going to get sick. She has always been treated fairly with days she has had to be gone. You have to think about how it is affecting them. She asked what the cost is for a substitute teacher. Griffith stated that it is \$100 per day for a substitute. Helms

stated that if the District is deducting \$425 per day that is \$325 in the District's pocket because they aren't losing anything they are gaining. Griffith stated that the big thing they need to look at is the insurance issue. Then the short term disability would pretty much make up for what they would be losing in salary. He ran some calculations on just charging teachers for the substitute and some teachers would still be losing money. The dock is calculated on 184 days and that is what he has had to explain most to staff. Their salaries do not include the summer. He knows they all work more than that, but that is the calculation and that is why he added it to the agenda to bring light to it. Helms stated that she appreciates them looking at it.

A motion was made by Roskop and seconded by Carpenter to enter in to executive session for the protection of public interest at 9:17 pm. AYES: Roskop, Schutz, Anderson, Warner, Carpenter, and Whipple. Motion carried 6-0.

A motion was made by Roskop and seconded by Warner to exit executive session at 9:30 pm.

Graduation is May 6th, 2018. Board is to be there by 1:30 pm at the latest.

Regular Board Meeting, Monday, May 14th, 2018 at 7:00 pm in the Arapahoe-Holbrook Public School Library.

A motion was made by Carpenter and seconded by Whipple to adjourn the meeting at 9:32 pm.

Respectfully submitted,
Cassie Hilker, Board Secretary