

## Newton Community School Board of Education

Regular Board Meeting  
E. J. H. Beard Administration Center  
East Conference Room

**November 26, 2018 – 7:00 PM**

### MINUTES

**Call to Order** – Board President Robyn Friedman convened the board to order at 7:00 PM.

**Roll Call** – Christine Dawson, Recording Secretary

**Present:** Josh Cantu, Donna Cook, Robyn Friedman, Ann Leonard, Cody Muhs, Travis Padget, Bob Callaghan, Tim Bloom, Christine Dawson  
**Others Present:** Diane Babcock, Jolene Comer, Jim Gilbert, Barb Hackworth, Brenda Hodnett, Trisca Mick, Bret Miller, Bill Peters, Tina Ross, Ryan Rump, Todd Schuster, Laura Selover, Amy Shannon, Orrin Shawl (Newton Daily News), and Randy Van (KCOB).  
**Absent:** Graham Sullivan

**Communications** – Bob Callaghan, Superintendent

**Salvation Army Food Drive** – Callaghan shared the various ways the Newton Community School District responded to a community need to fill the shelves at the Salvation Army's Food Pantry. Pictures and videos from KCCI and WHO TV were shared highlighting the efforts.

**Purpose Statements** – Bob Callaghan, Superintendent

The following purpose statements were verbally shared by board members and district staff.

**Mission** – The Newton Community School District empowers every learner to achieve a lifetime of personal success.

**Vision** – We are a collaborative and cohesive team that inspires and supports all learners in a culture of safety and acceptance.

#### Collective Commitments

1. We commit to promoting and supporting the district's mission and vision.
2. We commit to communicating openly and honestly with all stakeholders in a timely manner.
3. We commit to implementing a decision-making/systems process.
4. We commit to seeing the whole child when making decisions.
5. We commit to building positive relationships district-wide.

#### Board Commitments

1. Challenge ourselves to be a more effective/high performing school board.
2. We will stay within the confines of the board's work.
3. Speak up, in a timely manner, if there is disagreement.

**Consent Agenda** – Robyn Friedman, President – **ACTION #10554**

Padget moved, Leonard seconded to unanimously approve the consent agenda. Ayes: All Nays: None Absent: Sullivan

**Human Resource Update** – Laura Selover, Director of Human Resources

**Certified Personnel** – **ACTION #10555**

**Bailey Terpstra** – (contract) – Athletic Trainer (NHS) – effective November 27, 2018

**Eric VanderVelden** – (contract) – Head Softball Coach (BMS) – effective May 7, 2019

**Ray Whipple** – (contract) – Assistant Softball Coach (BMS) – effective May 7, 2019

Leonard moved, Muhs seconded to approve the Human Resource Update – Certified Personnel Report. Ayes: Cantu, Cook, Friedman, Leonard, Muhs, Padget Absent: Sullivan

**Classified Personnel** – **ACTION #10556**

**Suzanne VanZandt** – (agreement) – Food Service (EH) – effective TBD

**Clay Swihart** – (resignation) – Technology Manager (Technology Department) – effective November 29, 2018

**Melinda Worthington** – (transfer) – from Secretary (AH) to District Registrar/Business Ofc Admin Assist (District Office)– effective TBD

Leonard moved, Muhs seconded to approve the Human Resource Update – Classified Personnel Report. Ayes: Cantu, Cook, Friedman, Leonard, Muhs, Padget Absent: Sullivan

**Open Forum** – Robyn Friedman, President

Callaghan introduced those present from local media – Randy Van (KCOB) and Orrin Shawl (Newton Daily News)

**Superintendent's Report** – Bob Callaghan, Superintendent

**Middle School Construction Update** – Callaghan gave an update on construction at the new middle school, with information provided in board members' packets. He explained the process of connecting fiber technology to the new site. Callaghan shared upcoming tour dates of December 10<sup>th</sup> (Bond Committee/Preserve the Pride) and December 12<sup>th</sup> (Construction Committee), inviting board members to attend either event. He announced the Dedication and Open House scheduled for December 16, 2018.

**Softball Complex – Phase 2 Construction Update** – Callaghan gave an update on construction at the softball complex, with information provided in board members’ packets. He commended the City of Newton for the support the district has received on both projects.

**Newton High School Facilities – Advertising Procedures** – Callaghan shared that procedures for advertising on school facilities were provided in board members’ packets. There was some discussion about whether to advertise on the high school upper gym railing or the gym floor. Callaghan suggested bringing this topic back as an item on the December 17, 2018 board agenda.

**Class Size Data – Principals** – Callaghan shared information submitted by campus principals regarding class sizes.

**Professional Development Day – November 26, 2018** – Callaghan requested that K – 12 principals share campus activities from the November 26, 2018 Professional Development Day. Callaghan also shared about the Process Champions training conducted by the Flip Flippen Group, and the implementation of Capturing Kids’ Hearts. Tina Ross shared about the Mental Health Training that Special Education Teachers and Associates received.

**Learning, Leadership, and District Business**

**Consider Offering Voluntary Early Retirement Benefits Outlined in Board Policy 410.1 in an Amount Not to Exceed \$300,000 – ACTION #10557**

Selover requested approval consideration for the board to offer the Voluntary Early Retirement Program for the 2018 – 2019 school year. She explained the criteria and application process for eligible staff considering possible participation. The district has approximately \$300,000 in the Management Fund to use for this program. The timeline for a final report regarding those interested in participating in the Voluntary Early Retirement Program is January 28, 2019. Leonard moved, Cook seconded to Consider Offering Voluntary Early Retirement Benefits Outlined in Board Policy 410.1 in an Amount Not to Exceed \$300,000. Ayes: Cantu, Cook, Friedman, Leonard, Muhs Padget Absent: Sullivan

**Consider Approval of a Bid for a Fiber Pathway and Installation with Communication Innovators in the Amount of \$40,600.00 for the New Middle School – ACTION #10558**

Callaghan presented a proposal from Communication Innovators for a new pathway to bring fiber to the new middle school. Padget moved, Leonard seconded to Approve the Bid with Communication Innovators in the Amount of \$40,600.00. Ayes: Cantu, Cook, Friedman, Leonard, Muhs, Padget Absent: Sullivan

**Naming of Schools and Facilities – Board Policy Code 903.3**

Callaghan reviewed Board Policy Code 903.3 in regards to naming areas of the new middle school after people. There was also discussion confirming the school as named B.C. Berg Middle School.

**Board Reflections of the 73<sup>rd</sup> IASB Annual Convention**

Friedman facilitated discussion among board members regarding the November 14 – 16, 2018 IASB Convention.

**Denison Update**

Padget and Friedman gave an update on Denison culture work and their November 20, 2018 meeting to review the rubric. A handout was provided – *Baseline Faculty Survey of the Collective Commitments* and board members reviewed results in small groups. The Denison Culture Committee will meet next on December 13, 2018.

**Business Service Report** – Tim Bloom, Director of Business Services

**Approval of Bills – ACTION #10559**

Leonard moved, Cook seconded to approve the bills. Ayes: Cantu, Cook, Friedman, Leonard, Muhs, Padget Absent: Sullivan

**New Business – Old Business** – Bob Callaghan, Superintendent

**Future Meeting Dates**

**December 17, 2018** – 5:00 PM – Regular Board Meeting – (EJH Beard Admin Center)

**February 5, 2019** – IASB Day on the Hill

**Upcoming Events**

**December 16, 2018** – 1:00 PM – Berg Middle School Dedication

**December 16, 2018** – 2:30 PM – Berg Middle School Open House

**Adjourn – ACTION #10560**

Cook moved, Leonard seconded to unanimously adjourn the meeting at 9:10 PM.

Minutes Mailed

Approved by Action No. \_\_\_\_\_

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President

\_\_\_\_\_, 2018

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Secretary