

Dallas Center-Grimes Community School District
Board of Directors Meeting
Monday, November 25, 2019 7:00 PM
Heritage Elementary School - Room 208
Grimes, Iowa 50111

Present: Directors Doug Rants, Doug Rothfus, Kathie Hicok, Mark Wills, Sarah Wilson, Ronnie Wiedman, Marco Bejarno, Business Manager Michelle Wearmouth, and Associate Superintendent of School Improvement Jill Van Woerkom. Director Hicok attended via digital meeting.

Absent: None

Receive visitors and read miscellaneous communications

President Rothfus called the regular meeting to order at 7:00 p.m. Roll call was taken by the secretary and a quorum was acknowledged.

Approval of Agenda

Director Wills moved, seconded by Director Wilson to approve the agenda as presented.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Approved minutes of previous meeting (s)

Director Rants motioned, seconded by Director Bejarno to approve the minutes from the regular board meeting on Monday, October 28, 2019.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Presentation of bills for approval

Director Rants motioned, seconded by Director Wills to approve the bills as presented.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Canvass board election results

In the school board election held November 5, 2019, the following results are reported;

- i. For the Office of Director At Large, there were 578 votes cast as follows: Ryan Carpenter received 578 votes.
- ii. For the Office of Director At Large, there were 660 votes cast as follows: Marc Bejarno received 660 votes.
- iii. For the Office of Director At Large, there were 399 votes cast as follows: Tyler Eason received 399 votes
- iv. For the Office of Director At Large, there were 7 write in votes.
- v. For the Office of Director District #3, there were 119 votes cast as follows: Ronnie Wiedman received 119 votes.
For the Office of Director District #3, there was 1 write in vote.
- vi. For the Office of Director District #4, there were 368 votes cast as follows: Kathie Hicok received 368 votes.
For the Office of Director District #4, there were 3 write in votes.

Director Wills motioned, seconded by Director Rants to accept the canvass of the 2019 school board elections, with Ryan Carpenter being elected to a four-year At-Large term, Marc Bejarno being elected to a four-year At-Large term, and Ronnie Wiedman being elected to a four-year Director District #3 term and Kathie Hicok elected to a four-year Director District #4 term.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Swear in elected board members (Board Secretary)

Mrs. Wearmouth issued the oath of office to Directors Ryan Carpenter, Kathie Hicok, Ronnie Wiedman, and Marc Bejarno.

ADJOURNMENT

Director Rants motioned, seconded by Director Wiedman to adjourn. Time 7:04 p.m.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Kathie Hicok	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Respectfully submitted,

Michelle R. Wearmouth
Secretary to the Board

Approved in the meeting of: December 22, 2019

Doug Rants, Board President

Dallas Center-Grimes Community School District
Board of Directors Reorganizational Meeting
Monday, November 25, 2019 7:04 PM
Heritage Elementary School - Room 208
Grimes, Iowa 50111

Present: Directors Doug Rants, Kathie Hicok, Mark Wills, Sarah Wilson, Ronnie Wiedman, Marco Bejarno, Ryan Carpenter, Business Manager Michelle Wearmouth, and Associate Superintendent of School Improvement Jill Van Woerkom. Director Hicok attended via digital meeting and Director Hicok exited the meeting at 7:09 p.m. due to connection issues.

Absent: None

Receive visitors and read miscellaneous communications

Superintendent Grimes called the regular meeting to order at 7: 04 m. Roll call was taken by the secretary and a quorum was acknowledged.

Appoint a temporary chair

Director Wiedman volunteered to serve as temporary chair and was approved by unanimous ballot of the board by voice vote.

Elect president and vice-president/Give oath of office

Director Wiedman called for nominations for the office of president. Director Wills nominated Director Rants. No other nominations were presented. The chair requested a voice vote and Director Rants was elected as president by unanimous ballot of the board by voice vote.

Director Wiedman called for nomination for the office of vice-president. Director Rants nominated Director Hicok. No other nominations were presented. The chair requested a voice vote and Director Hicok was elected as vice-president by unanimous ballot of the board by voice vote.

The board secretary administered the oath of office to Director Rants and Director Hicok.

Receive Visitors and Read Miscellaneous Communications

President Rants called the organizational meeting to order at 7:09 p.m. Roll call was taken by the secretary and a quorum was acknowledged. Director Hicok exited the meeting at 7:09 p.m.

Approval of Agenda

Director Bejarno motioned, seconded by Director Wills to approve the agenda as published.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Consent Agenda

Director Wiedman motioned, seconded to Director Wilson to approve the consent agenda consisting of:

- b. Open enrollment
- c. Contract approvals, resignations, and changes
 - i. Contract approvals

1.	Tanner Hadsall	Sp Ed Associate
2.	Tanner Hadsall	Gym Supervisor
3.	Laura Scott	MS - Student Council Sponsor

- | | | |
|-----|-------------------|------------------------|
| 4. | Sara Smothers | MS - Yearbook Sponsor |
| 5. | Rhonda Neal | Sp Ed Associate |
| 6. | Melinda Bryan | Mentor - Meadows |
| 7. | Erika Borcharding | Associate |
| 8. | Mia Charlson | Volunteer Speech - HS |
| 9. | Shawn Fitzgerald | Volunteer Speech - HS |
| 10. | Sophie Buttjer | Gym Supervisor |
| 11. | Geoff Whitlow | Gym Supervisor |
| 12. | Dylan Rude | Gym Supervisor |
| 13. | Jacob Heinemann | Assistant Girls Golf |
| 14. | Tanner Weatherman | Volunteer Wrestling/HS |
| 15. | Mark Lux | Night Custodian |
| 16. | Ashley Bryant | Sp Ed Associate |
- ii. Resignations
- | | | |
|----|-------------------|---|
| 1. | Kristin Chavez | Admin. Assistant for School Improvement |
| 2. | Rachael Jorgensen | Payroll/Benefits Specialist - Admin. |
- iii. Changes
- | | | |
|----|---------------|---|
| 1. | Randy Brown | Bus Driver - from 4.0 to 4.5 hours |
| 2. | Shelly Lowary | SPED School Bus Driver - increase .25 hours |
- d. Contracted Services For Regular Education - Des Moines Independent CSD - 3 students
e. Contract for Special Education Services with Grant Wood AEA - 1 student
f. Interagency Agreement for Special Education Program - North Polk CSD - 1 student
g. Student Teaching and Practicum Agreement - Grand View University
- | | | |
|-------|----------------|-----|
| Vote: | Doug Rants | yes |
| | Sarah Wilson | yes |
| | Marco Bejarno | yes |
| | Mark Wills | yes |
| | Ronnie Wiedman | yes |
| | Ryan Carpenter | yes |

REPORTS

David Briden and Tim Veatch FRK Architects presented information on the 5-6 middle school addition / renovation.

Building Level Reports

North Ridge Elementary Principal April Heitland presented on programming and initiatives at North Ridge elementary including data, and additional recreational or movement time built into the schedule for 2019-2020.

Associate Superintendent Report

Associate Superintendent Jill Van Woerkom discussed the state reporting with regard to the upcoming desk audit. She also reviewed ISASP testing results which were released to districts this month. Tests were administered in the spring to 3rd through 11th grade students.

Superintendent Report

Superintendent Grimes discussed building permits filed within the district. He also reviewed the 2019 resignation/retirement early notification incentive proposed. He reviewed construction updates for the 7-8 building construction, the administration center construction, and the upcoming 5-6 middle school addition / renovation project.

Superintendent Grimes and Director of Communications Anne Wemhoff discussed the Logo and Branding Guide request for proposal process and details of the proposals. Committee members recommend one vendor to the Board tonight for board action. Feedback received regarding the use of fillies and mustangs was reviewed.

Superintendent Grimes discussed the certified enrollment update and included November 1, 2018 projections to actual November 1, 2019 data which was 99.8% accurate.

Superintendent Grimes discussed the 2020 Advocacy Event “Day on the Hill” to be held Tuesday, January 28, 2020. Board members are encouraged to reach out to Cindy Ford to be registered for the event.

Business Manager

Business Manager Michelle Wearmouth discussed the revenue and expenditure summary report as well as the Public Budget Comparison report for the month of November 2019. Mrs. Wearmouth reviewed the SBRC Application for Increased enrollment 19-20 and ELL past 5 years which will appear in New Business.

Board Members

Board President Rants reported on the 2019 IASB Convention and the 2019 Delegate Assembly Report. Director Mark Wills also discussed the IASB Convention.

Old Business - none

NEW BUSINESS

Set monthly meeting days, time, and location

Director Bejarno motioned, seconded by Director Wilson to set the regular monthly meeting of the Board for 7:00 PM, on the fourth Monday of each month, (except for the months of December 2019, March 2020, and May 2020). All Board meetings shall be in the Boardroom at Heritage Elementary School unless otherwise published.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve First Reading - Policy 405.4 Licensed Employee Professional Development

Director Wills motioned, seconded by Director Wilson to approve First Reading of Policy 405.4 Licensed Employee Professional Development.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve First Reading - Policy 406.1 Licensed Employee Recruitment

Director Wilson motioned, seconded by Director Wiedman to approve First Reading of Policy 406.1 Licensed Employee Recruitment.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve First Reading - Policy 803.2 Sale and Disposal of Books, Equipment and Supplies

Director Bejarno motioned, seconded by Director Wills to table First Reading of Policy 803.2 Sale and Disposal of Books, Equipment and Supplies until the next meeting.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

SBRC Application for Increased enrollment 19-20 and ELL past 5 years

Director Bejarno moved, seconded by Director Wiedman to approve the application to the SBRC for increasing enrollment in the amount of \$1,334,032 and for ELL Beyond Five Years in the amount of \$13,622.40.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve the Owner's Consent to Plat and be known as Dallas Center-Grimes High School Plat 1, Grimes, Dallas County, Iowa hereby states that the platting of the property is done with its free consent and open desire, pursuant to the Code of Iowa and to the Ordinances of the City of Grimes, Iowa

Director Bejarno motioned, Wilson to approve the Owner's Consent to Plat and be known as Dallas Center-Grimes High School Plat 1, Grimes, Dallas County, Iowa hereby states that the platting of the property is done with its free consent and open desire, pursuant to the Code of Iowa and to the Ordinances of the City of Grimes, Iowa.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Resolution to set a Public Hearing on the conveyance of the described easement (Lot 1 Dallas Center-Grimes High School Plat 1, an official Plat, now included in and forming a part of the City of Grimes, Dallas County, Iowa) for December 16, 2019, at 5:00 p.m. in the Heritage Elementary Room 208 located at 500 NE Beaverbrooke Blvd. Grimes, IA 50111

Director Wilson motioned, seconded by Director Wiedman to approve the Resolution to set a Public Hearing on the conveyance of the described easement(Lot 1 Dallas Center-Grimes High School Plat 1, an official Plat, now included in and forming a part of the City of Grimes, Dallas County, Iowa) for December 16, 2019, at 5:00 p.m. in the Heritage Elementary Room 208 located at 500 NE Beaverbrooke Blvd. Grimes, IA 50111.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve the Reservation of Permanent Ingress-Egress Easement

Director Wills motioned, seconded by Director Bejarno to approve the Reservation of Permanent Ingress-Egress Easement.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve the Water Meter Access Agreement

Director Carpenter motioned, seconded by Director Wills to approve the Water Meter Access Agreement.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve 2019 Resignation/Retirement Early Notification Incentive

Director Wilson motioned, seconded by Director Wiedman to approve the 2019 Resignation/Retirement Early Notification Incentive.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Motion to approve Design Development for the 5-6 Middle School Addition and Renovation project and authorize FRK to proceed with preparation of Construction Documents

Director Carpenter requested further data on the funding on the project. Superintendent Grimes discussed funding of the projects.

Director Bejarno motioned, seconded by Director Wilson to approve Design Development for the 5-6 Middle School Addition and Renovation project and authorize FRK to proceed with preparation of Construction Documents.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Motion to approve Graphics Company for the Dallas Center-Grimes Branding

Director Wills motioned, seconded by Director Carpenter to approve Rickabauch Graphics to move forward with the Logo Design and Branding Guide for DC-G Schools \$27,000.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Approve all required district committees/school and district level, IASB Delegate and Alternate, and county conference boards

Director Bejarno motioned, seconded by Director Wiedman to approve other Board committee membership as determined at this meeting.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Financial Statements

Director Wills motioned, seconded by Director Wiedman to approve the financial statements as presented for October 2019.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Board Commendations

Director Wills motioned, seconded by Director Bejarno to approve the Board Commendations as presented.

- i. I would like to recommend John Maxwell for a School Board commendation. Last week, John went way beyond the call of duty by working a 14+ hour day repairing a special education, wheelchair lift bus. Knowing that we do not have a backup for this bus, John used his connections to ensure the heavy duty school bus part arrived the same day and was able to repair this bus on a "no-school" day thus not interrupting the school bus service for the many families that rely on this bus. John's "mission focused" attitude toward his job often goes unrecognized but his efforts most definitely have a direct affect on education. Jeff Wolfe
- ii. We have had several students and staff members need medical attention recently during the school day. Kathy Fistler, Pam Short, and Mike Levenhagen have done an incredible job responding to these situations and taking care of our kids and teachers. We are grateful to have them on staff. Scott Blum
- iii. Kellee Andrews has been doing a book club with fourth and fifth grade intervention students before or after school twice a month for the past couple of years to encourage students to read for fun. She also did it on her own time during the summer. They read, discuss and enjoy snacks together. The number of students who are attending this school year has grown over last year's numbers. Students are enjoying literature. Chris Schmidt
- iv. I would like to recognize and commend Jeff Wolfe on his role as Director of Transportation. Jeff plays a major role in the district ensuring students are transported to and from school, sporting events, and field trips or other school sponsored activities. This is a huge responsibility! Since the beginning of the year, our building has had many transportation changes and I have always been amazed at how flexible and easy Jeff is to work with on these changes. He is a problem solver, knows his job, and is always very easy to work with. Thank you Jeff, for all you do for the students at DCG! Keep up the great work! Amy Maxfield
- v. A BIG THANK YOU to Mr. Jonathan Getting, Mr. Austin Roy, Mrs. Joanna Poole, and Mr. Cody Charles for taking time from their busy schedules to join the high school speech classes in Improvisational Activities. This unit was all about "getting out of our comfort zone" and it was great for students to see their teachers interact with them in a different light! Jane Altman
- vi. The Taher staff at North Ridge Elementary would like to recognize April Heitland for her support and involvement in the cafeteria. She is here most days, helping the little ones get through the fruit and veggie line, and she helps us with anything we need, from preparing food trays to wiping tables. We feel very fortunate to have such a great leader! Micki, Donna C, Sarah, and Matty
- vii. Stacie Walker, Donna Gladfelder and Sarah Hinrichs for mentoring and supporting the 1st year teachers at North Ridge. April Heitland
- viii. Molly Clasing, Courtney Hixenbaugh, Austin Rix, and Jessica Soukup for a wonderful first quarter and first round of conferences. Your hard work and commitment as first year teachers to our students is amazing. April Heitland
- ix. Thank you to Cory Stratton for supporting our students each and every day and doing so with such a calm presence. April Heitland
- x. Thank you Darla for always making sure our building is spotless. April Heitland
- xi. Donna Niemeyer for her hard work and dedication to her students each and every day. April Heitland

- xii. Kristin Chavez for her help with Fall Staff BEDS! She is so efficient! April Heitland
- xiii. To Cody Milburn - I just wanted to give a quick shout out to Cody! I had a lapse in judgment today when I let my kindergarteners come back into the classroom with their boots on after our end of the day recess. Needless to say, my rug showed my mistake. I asked Cody if there was any way to get it cleaned up or if he could show me how to get it out. He didn't skip a beat and very willingly came back a short time later and cleaned it up for me. I appreciate that so much! I'm always willing to return the favor if you ever need it!!! Thanks, Molly Clasing
- xiv. Ashley Sloan has quickly made relationships and found her way as an instructional coach at South Prairie. She has become a valuable part of our family in a short amount of time. She has done a fabulous job of putting together professional development meeting our building needs after our conversations. She is able to take input from myself, our BLT, and other teachers to make that PD meaningful for everyone. Patty Morris
- xv. Angela Dvorak has been a tremendous asset to our team. She worked so hard to prepare for her leave and ensure that we would all be taken care of and everything was ready to go. I so appreciate the time she put into that preparation so everything would go smoothly. Patty Morris
- xvi. Volleyball board commendations - from Cheryl Voelker
 1. ScoreBoard Table - "Fillie Volleyball would like to recognize Jeanine Voelker, Kate Hargrafen, and Doug and Shari Kardell for their time and efforts at home volleyball games this fall. Their service was greatly appreciated."
 2. Varsity Line Judges: "Fillie Volleyball would like to recognize Alex Voelker and Ben Augustine for their time and expertise with line judging all home volleyball games this fall. Their service was greatly appreciated."
 3. Managers "The Fillie Volleyball teams would like to recognize the following managers that are a huge part of our program. Essence Ripperger and Mahalia Reha, thank you for your dedication and commitment to DCG Volleyball."
 4. Team parents: "The Fillie Volleyball teams would like to recognize the following team parents that are a huge part of our program. Cheri Hidlebaugh, Michelle Dirks, thank you for your dedication and commitment to DCG Volleyball."
 5. The Fillie Volleyball team would like to thank Meg Jackson for volunteering her time to help coach this season. Meg does it all from running practices to giving motivational tips to players before the games. We greatly appreciate the time Meg puts into the program!
- xvii. The following commendations from the DC-G Football Team and Coach Heitland -
 1. Dave Harwood - for his time and talents with the DC-G Football technology on game nights.
 2. Mike Vaughn - for his time and talents with the DC-G Football video on game nights.
 3. Jack Feldman - (DC-G Auditorium) for taking the time to help us with our highlight videos all season long.

4. Michelle Belzer - for your incredible commitment to organizing and planning all the events for our football team. You were amazing and outstanding!
 5. To the HS Custodial Crew - thank you all for your patience and assistance during the football season. We appreciate your efforts!
- xviii. I would like to thank the Mentors: Sarah Hinrichs, Jennifer Heffernen, Jenn Haack, Stacie Walker, Donna Gladfelder, Jenny Rants, Lindsey Updike, Melissa Campbell, Sara Smothers, Jalen Raymond, Stacy Heidemann, Kacey Beyer, Heidi Borton, Melinda Bryan and Austin Roy for their support over the past few months of our DC-G teachers who are new to the profession. You have guided these teachers through setting up their classrooms, developing lessons, lending a listening ear, and preparing for parent/teacher conferences. Your willingness to demonstrate your leadership through extra time and learning is so appreciated. Thank you! Lisa Clayberg
- xix. I would like to thank Sarah Hinrichs for the work she put into revising the SDI Grant for DE submission this month. The support Sarah has provided in SDI implementation and pursuing funding is a great benefit to our teachers and students. Jill Van Woerkom
- xx. I would like to thank Barb Shutt, Heartland AEA Literacy Consultant, for the work she put into assisting with the SDI Grant revisions for DE submission this month. Our Heartland AEA partnerships are so appreciated! Jill Van Woerkom
- xxi. I would like to thank the Curriculum Facilitators, Barb Rothfus, Shane Roenfanz, Sarah Hinrichs, Melinda Bryan, and Kelli Hutt for all the time they have put into supporting the district and buildings in the school improvement process during the first quarter of the school year. Your individual and collective pursuit of continued learning is impressive and appreciated. Jill Van Woerkom
- xxii. I would like to thank Barb Rothfus for coordinating the Ballard CSD teacher visit to DCG this month so their teachers could learn more about the implementation of Bridges Math. Jill Van Woerkom
- xxiii. I would like to thank Michelle Mickle, Jessica Isaacson, Katie Gisler, Tyra Behnkendodrf, Melissa Campbell, Allison Dooley, Leanna Houston, Elyse Webb, Ann Kurth, Kelly James, Donna Niemeyer, Jordan Paup, Stacie Walker, Shea Jorgenson, Stephanie Schultes, Katherine Southmayd, Molly Sorenson, Mindy Greiman, Heidi Borton, Kylie Calease, and Becky Noah for opening up their classrooms for the Ballard teachers to learn more about Bridges Math implementation. Your willingness to support the learning of other educators is greatly appreciated! Jill Van Woerkom
- xxiv. Dallas Center Elementary would like to celebrate and thank Kim Alex from Heartland AEA. She is committed and passionate about the welfare and care of our students and is a true partner with our school. She is tireless in her efforts to support our students, but also goes the extra mile for our staff. She comes to the table with innovative and encouraging ideas that we can immediately use in providing opportunities for our students to be successful. We are so appreciative of Kim and LOVE working with her. Many thanks, Kim!! You are truly amazing! Deb Cale
- xxv. I would like to extend my deepest gratitude for Kacey Beyer. I have never met a more positive and committed educator in my 31 years in education. I am in awe of how she connects with both staff and students, and will do whatever it takes to ensure success. Her kind and compassionate demeanor puts everyone at ease in her presence, leaving each of us wanting to rise to her level of greatness. DCE is so very lucky to have someone as dynamic as Kacey. She puts in countless extra

hours, never once complaining or portraying any negativity. Kacey is a key ingredient in our collaboration success. I feel very fortunate to have had the opportunity to work with and learn from Kacey Beyer! Deb Cale

- xxvi. DCE is so fortunate to have such an amazing health associate, Deb Siegel. She stepped into her role this year with a big smile and it has never left her face! She is absolutely amazing with the students, making each of them feel better with the love and care she provides. Deb is a positive force in this building who greatly contributes to our amazing culture, always lending a helping hand and giving a friendly smile. I am so thankful she is part of our DCE family! Deb Cale
- xxvii. I can only imagine how difficult it can be assuming the role as an administrative assistant. We are very thankful at DCE that Steph Madsen assumed that role at DCE this school year. She stepped in as our administrative assistant late August, and never missed a beat. She greets our guest with a big smile, welcomes staff and students each day with a warm heart and encouraging word, and never breaks a sweat when things get extremely hectic in the office area. She is cool as a cucumber, and is very joyful and kind to all who walk through those office doors. Steph’s kindness and thoughtfulness permeates out from the office to our school hallways and classrooms. Her enthusiasm is felt by all. Many thanks, Steph, for being such a positive force at DCE! Deb Cale
- xxviii. Thank you to Mr. Ely Lambert of Modern Woodmen of America for providing cupcakes to all staff for Educators Appreciation Week.

Vote:	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes
	Ryan Carpenter	yes

Written and Oral Communication Next regular board meeting, Monday, December 16, 2019 at 5:00 p.m.

ADJOURNMENT

Director Wiedman motioned, seconded by Director Wilson to adjourn. Time 9:22 p.m.

Vote:	Doug Rothfus	yes
	Doug Rants	yes
	Sarah Wilson	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Ronnie Wiedman	yes

Respectfully submitted,

Michelle R. Wearmouth
Secretary to the Board

Approved in the meeting of:
December 22, 2019

Doug Rants, Board President

