

Dallas Center-Grimes Community School District
Board of Directors Meeting
Monday, November 22, 2021
Administration Center at 7:30 PM - Board Room
Grimes, Iowa 50111

Present: Directors Doug Rants, Ryan Carpenter, Mark Wills, Kathie Hicok, Ronnie Wiedman, Sarah Wilson, and Marco Bejarno, Business Manager Michelle Wearmouth, Director of Communications Anne Wemhoff, Associate Superintendent Jill Van Woerkom, and Superintendent Scott Grimes were present.

Absent: None.

Receive Visitors and Read Miscellaneous Communications

President Rants called the regular meeting to order at 7:30 p.m. Roll call was taken by the secretary and a quorum was acknowledged.

Approval of Agenda

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

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

Approve Minutes of Previous Meeting (s)

Director Wilson motioned, seconded by Director Bejarno to approve the minutes from the regular board meeting on Monday, October 25, 2021.

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

Presentation of bills for approval

Director Wiedman motioned, seconded by Director Carpenter to approve the bills as presented.

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

OLD BUSINESS

Second Reading of Board Policies listed below

Director Carpenter motioned, seconded by Director Wiedman to approve the second Reading of Board Policies listed.

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

Canvass board election results

In the school board election held November 2, 2021, the following results are reported;

- i. For the Office of Director At Large, there were 2,525 votes cast as follows:
 - 1. Brandon McNace received 1,106 votes.
 - 2. Meg Dickenson received 780 votes.
 - 3. Tyler Eason received 607 votes
 - 4. There were 32 various write in votes.
- ii. For the Office of Director District #1, there were 222 votes cast as follows
 - 1. Mark wills received 141 write in votes
 - 2. Denise Perez received 50 write in votes
 - 3. There were 31 various other write in votes
- iii. For the Office of Director District #2, there were 783 votes cast as follows:
 - 1. Monica Malmberg received 483 votes.
 - 2. Loree Herman received 162 votes.
 - 3. There were 138 various other write in votes

Director Carpenter motioned, seconded by Director Hilcok to accept the canvass of the 2021 school board elections, with Brandon McNace being elected to a four-year At-Large term, Mark Wills being elected to a four-year District #1 term, and Monica Malmberg being elected to a four-year District #2 term.

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

Mrs. Wearmouth administered the Oath of Office to Directors McNace, Malmberg, and Wills.

ADJOURNMENT

Director Bejarno motioned, seconded by Director Wills to adjourn. Time: 7:34 p.m.

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

Respectfully submitted,

Michelle R. Wearmouth
Secretary to the Board

Approved in the meeting of: December 20, 2021

Doug Rants, Board President

Dallas Center-Grimes Community School District
Board of Directors Organizational Meeting
Monday, November 22, 2021
Administration Center at 7:35 PM - Board Room
Grimes, Iowa 50111

Present: Directors Ryan Carpenter, Mark Wills, Kathie Hicok, Ronnie Wiedman, Monica Malmberg, Brandon McNace, and Marco Bejarno, Business Manager Michelle Wearmouth, Director of Communications Anne Wemhoff, Associate Superintendent Jill Van Woerkom, and Superintendent Scott Grimes were present.

Absent: None.

Receive Visitors and Read Miscellaneous Communications

Secretary Wearmouth called the organizational meeting to order at 7:35 p.m. Roll call was taken by the secretary and a quorum was acknowledged.

Elect president/Give oath of office

Pro-tem Michelle Wearmouth calls for nominations for president, no second needed. Director Bejarno nominated Kathie Hicok, and Director Wills seconded the motion. There were no other nominations, and a unanimous voice vote was held and unanimously elected Director Hicok as board president.

Elect vice-president/Give oath of office

President Hicok called for nominations for vice-president. Director Wiedman nominated Ryan Carpenter, and Director Wills seconded the motion. There were no other nominations, and a unanimous voice vote was held and unanimously elected Director Carpenter as board vice president.

- b. If only one person is nominated, a motion may be made calling for a unanimous ballot, with approval by unanimous voice vote
- c. If there is not unanimous voice vote or there is more than one nomination, voting will be done by ballot
- d. Oath of office (Board Secretary)
- e. "Do you solemnly swear that you will support the Constitution of the United States and the Constitution of the State of Iowa and that you will faithfully and impartially, to the best of your ability, discharge the duties of the office of vice-president of the Dallas Center-Grimes Community School District as now or hereafter required by law?"

Consent Agenda

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

- a. Open enrollment
- b. Contract approvals, resignations, and changes
 - i. **Contract approvals**
 1. Stephen Davis Associate
 2. Sherry Cox Bus Driver
 3. Madison Balk Associate
 4. Jami Boege Admin. Assistant
 5. Taylor Malcolm Associate
 6. Chris Thomas Sub Bus Driver
 7. Greg Millar Volunteer Speech Sponsor
 8. Tammara Lutz Associate
 9. Ashley Petersen Associate

ii. **Resignations**

- | | | |
|----|---------------------|------------------|
| 1. | Allyson Bronnenberg | Associate |
| 2. | Jennifer Boes | Associate |
| 3. | Michael Trude | Bus Driver |
| 4. | Paula Martin | Sub Bus Driver |
| 5. | Tom Cooper | Custodian |
| 6. | Val Hawthorne | Admin. Assistant |
| 7. | Billie Boerre | Associate |
| 8. | Dylan Martindale | Custodian |
- c. Agreement with Vertical Raise for fundraiser for wrestling program
d. Agreement with 20 Pop Fundraiser for boy’s basketball program
e. Contract for Special Education Services with Metro West Learning Center, LLC
f. Inter-Agency Agreements for Special Education – OUT- 1 Student - Woodward-Granger
g. Inter-Agency Agreements for Special Education – OUT-1 Student - Des Moines Public S
- | | | |
|-------|-----------------|-----|
| Vote: | Kathie Hicok | yes |
| | Ryan Carpenter | yes |
| | Marco Bejarno | yes |
| | Mark Wills | yes |
| | Monica Malmberg | yes |
| | Ronnie Wiedman | yes |
| | Brandon McNace | yes |

Public Hearing on the resolution to convey an interest in real property across a portion of the property legally described as Lot 1, Dallas Center-Grimes High School Plat 1, to the City of Grimes, Iowa for certain easements

President Hicok stated, “This is the time and place for the public hearing and for meeting on the matter of approving the resolution to convey an interest in real property across a portion of the property legally described as Lot 1, Dallas Center-Grimes High School Plat 1, to the City of Grimes, Iowa for certain easements. Are there any questions, comments, or objections from those present?” No one responded. President Hicok then asked, “Michelle Wearmouth, as Board Secretary, have you had any objections or comments filed in the Secretary’s Office?” Mrs. Wearmouth indicated that no objections have been filed. President Hicok declared the hearing on the resolution to convey an interest in real property across a portion of the property legally described as Lot 1, Dallas Center-Grimes High School Plat 1, to the City of Grimes, Iowa for certain easements closed.

Associate Superintendent Report

Associate Superintendent Jill Van Woerkom discussed professional development held November 17, 2021 on building improvement. She reviewed the upcoming visit from the Director of Iowa Department of Education Ann Lebo to review the computer science focus at Oak View and the High School.

Superintendent Report

Superintendent Scott Grimes reviewed building permits filed within the district. He reviewed the OSHA suspension of the emergency temporary standard and noted that we continue to monitor litigation on this issue through IASB and our school attorney. Superintendent Grimes reviewed data from the COVID-19 dashboard.

Superintendent Grimes provided an update on the high school addition and renovation noting that the initial meeting with mechanical, electrical and the architect was held to set the stage for the project and that our timeline is two years with a completion date of December 2023 for this phase of the project.

Superintendent Grimes provided an enrollment update noting that estimates were 98.5% accurate. He also reviewed a board learning opportunity on January 12, 2022 in Indianola.

Business Manager Report

Business manager Michelle Wearmouth reviewed and discussed the public budget comparison report and the revenue and expenditure report for the month of November 2021. She also reviewed the school budget review committee application for increased enrollment and ELL beyond five years. For the increased enrollment application, the certified enrollment count of the current year exceeded the certified enrollment of the prior year. Students are served in the current year but not funded as the certified budget uses prior year enrollment in the formula. This provides authority to spend but not cash. DCG can apply for \$1,232,203 based upon enrollment increase of 170.5 at district cost \$7,227. With regard to the application for LEP Instruction Beyond 5 years, the costs of providing instruction to limited English proficient (LEP) students served beyond the five years of weighting were considered. DCG can apply for \$14,020 based upon 9 students served at intermediate and intensive levels beyond the five years of weighting. This application will be presented to the Board in new business.

Board Members

Director Mark Wills reported on 2021 IASB Convention.

NEW BUSINESS

Set monthly meeting days, time, and location

Director Wills motioned, seconded by Director Wiedman 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 2021 and July 2022). All Board meetings shall be in the Boardroom at the Administration Center unless otherwise published.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Approve resolution to convey an interest in real property across a portion of the property legally described as Lot 1, Dallas Center-Grimes High School Plat 1, to the City of Grimes, Iowa for certain easements

Director Bejarno motioned, seconded by Director Wills to approve the resolution to convey an interest in real property across a portion of the property legally described as Lot 1, Dallas Center-Grimes High School Plat 1, to the City of Grimes for certain easements.

Roll Call Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Approve job description for Administrative Assistant - Student Support Office

Director Wills motioned, seconded by Director Carpenter to approve the job description for administrative assistant for the student support office.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Approve SBRC Application for Increased Enrollment 21-22

Director Carpenter motioned, seconded by Director Wiedman to approve the application to the SBRC for a modified supplemental amount of authority due to increasing enrollment in the amount of \$1,232,203.00.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Approve SBRC Application for Limited English Proficient (LEP) Instruction Beyond 5 Years

Director Wills motioned, seconded by Director Carpenter to approve the application to the SBRC for a modified supplemental amount of authority due to ELL Beyond Five Years in the amount of \$14,020.00.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	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 Board committee membership as discussed.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

First Reading of Board Policies listed below.

- i. 200.3 Responsibilities of the Board of Directors - updated
- ii. 206.1 President of the Board - updated
- iii. 206.2 Vice-President of the Board - updated
- iv. 213 Public Participation in Board Meetings - updated
- v. 1003.3 (213.1) Citizens' Concerns - renumbered/updated
- vi. 302.5 Superintendent Evaluation - updated
- vii. 303.6 Administrator Evaluation - updated
- viii. 501.03 (501.14) Open Enrollment Transfers Procedures as a Sending District - renumbered/updated
- ix. 501.04 (501.15) Open Enrollment Transfers Procedures as a Receiving District - renumbered/updated
- x. 503.3 (502.3) Student Expression and Student Publications - renumbered/updated
- xi. 502.3R1 Student Expression and Student Publications Code - New
- xii. 503.3 Student Publications/Annual Sales - Rescind
- xiii. 505.1 (505.5) Graduation Requirements - renumbered/updated
- xiv. 505.1R (505.5R) Graduation Requirements - renumbered/updated
- xv. 602.18 (603.8) Physical Education - renumbered/updated
- xvi. 602.28 (604.1) Private Instruction - renumbered/updated
- xvii. 606.2 School Ceremonies and Observances - New to DCG
- xviii. 701.2 Transfer of Funds - updated
- xix. 702.7 (711.2) Student Conduct on School Transportation - renumbered/updated
- xx. 702.7R Student Conduct on School Transportation - rescinded
- xxi. 803.1 Disposition of Obsolete Equipment - updated
- xxii. 804.6 - Use of Recording Devices on School Property - New
- xxiii. 804.6R1 Use of District Owned Recording Devices on District Property - New
- xxiv. 905.3 Weapons in the School District - New

Director Wiedman motioned, seconded by Director Bejarno to approve the First Reading of Board Policies listed.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Financial Statements

Director Wills motioned, seconded by Director Wiedman to approve the financial statements as presented for November 2021.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Board Commendations

Director Carpenter motioned, seconded by Director Bejarno to approve the commendations as follows:

- i. I would like to recognize Emma Juhnke, Kelcie Stratton, and Sam Stumberg. They have been so supportive, collaborative, and incredible to work with this year! Each day they come to school with positive attitudes and a desire to make a difference in the lives of their students. I am so thankful to be on a team with these three! Thank you for making the first grade team at North Ridge one of the best! - Jessica Soukup
- ii. Congratulations to Mr. Shutt on an incredible Musical Performance last week!! The production of Moana was the first 7/8 musical and it was simply amazing! Jim brought out the best of the students' talents and they felt extremely proud of their performances. Jim showcased our new building by having the performance on our learning stairs. He problem-solved the lights, the sound, and the dinner to create a fabulous experience for parents and community members. His work is greatly appreciated!! - Lori Phillips
- iii. A HUGE thank you to Jim Shutt and Emily Judd for helping out with the 8th-grade Band at our Veterans Day Performance. I was sick and unable to be there, yet Oak View didn't miss a beat (pun intended) in honoring our Veterans. - Steve Britt
- iv. Hannah Klatt and Hannah Barnett joined our Heritage staff in the spring as associates. They have become a very important part of student success in our building. They both bring smiles and positive energy to the classroom. I would like to say THANK YOU for making a difference with kids! -Diann Williamson
- v. Thank you Lisa Clayberg for facilitating our PLC Team Leader conversation last week! You push us to think, reflect and grow. I enjoyed being a member of the conversation and learning alongside my leaders. -Diann Williamson
- vi. Thank you Mary Jane for making time to help us problem solve a very unique situation! I feel confident we are doing our BEST for students. -Diann Williamson
- vii. Thank you Steve Klehn and Clint Reynolds for keeping our building clean over the past several weeks, in spite of being short-handed! We appreciate your dedication. - Diann Williamson
- viii. I would like to celebrate our Heritage 3rd grade team: Angela Wambold, Mary Schaeffer and Sarah Gillen. They have embraced much new learning this year with such a positive attitude. Analyzing our data has resulted in changes to core instruction: word work, phonics and fluency. They continue to work hard to do their BEST for students. THANK YOU! - Diann Williamson
- ix. I would like to celebrate Sydney Slagter who has been a practicum counseling student with us at the high school. When we had a student services administrative assistant position vacancy, Sydney offered to step right in on an interim basis to help our team until we can find a full-time replacement. She cares deeply about our students and staff and will keep our building moving forward in the interim. Thanks Sydney! - Scott Blum
- x. I want to continue to celebrate and acknowledge our amazing staff members who consistently step up and take care of our kids and their colleagues when we are unable to have enough subs in the building. Teachers will give up their planning time to make sure our high school family is in good hands. These requests often come at the last minute, and they drop what they are doing to jump in and serve! - Scott Blum

- xi. Thank you to Betsy Grove, Brenda Smith, and Shauna Pertzsch for all you do for our students, staff and families. Your work ethic, positive attitude and smiles are the backbone of our school! Thank you! - Scott Blum
- xii. A big thank you to Heather Every, Dustin Grothoff, Jordan Sump, Angie Rubel, Jack Vanderflight, and Jonny Getting for organizing our fantastic Veterans Day Assembly. Thank you for creating an opportunity for school to honor and remember our Veterans. - Scott Blum
- xiii. A huge shout-out to Jolie Morgan for everything she does for our students and staff in her role as an instructional coach and student council advisor! Jolie puts everyone before herself and goes out of her way to meet the needs of our entire high school. Thank you for being a blessing to everyone, Jolie! - Scott Blum
- xiv. Thank you to Danie Clancy, Lisa Rinehart and Ben Twigg for serving our kids admirably as our school counselors! There have been some tough situations to work through, but they will always move mountains to meet the needs of our kids and staff family! - Scott Blum
- xv. Travis Donahue continues to inspire me on a daily basis. His work ethic is incredible, his passion for our school and our district is off the charts, and he puts the needs of everyone ahead of his own. He is the definition of a servant leader! - Scott Blum
- xvi. Thank you to Lisa Hofmann, TJ Moore, Josh Saba, Jessica Ruse, Sara Sonius, Christa Beason, and Lisa Battistone for their amazing work guiding our special education department. They are constantly being adaptable and flexible for our kids and our school. Just a special, special group of educators! - Scott Blum
- xvii. Thank you to the administrative assistant team in the district office for all you do behind the scenes for our district! Every time I have questions they are so gracious and kind, and they find the answers in such a prompt fashion. They are wonderful people that do so much for our district! - Scott Blum
- xviii. Thank you to Patty Morris and her neverending support with our students. She has been with us every step of the way and we appreciate her. - Jenny Rants
- xix. To Kylie Brown....thanks for all of your patience and positive attitude. You are making a difference! - Jenny Rants
- xx. On October 13th, several 5th and 6th-grade TAG students participated in the International Caribou Math Contest. There were 13,006 students worldwide who participated, and 288 in the USA.
 - The top 6th grade students:
 - Carson Mandernach - Placed #1 in the USA and #139th in the World.
 - Evelyn Dahm - Placed 2nd in the USA and 289th in the World.
 - Leighton Stanford - Placed 13th in the USA and 950th in the World.
 - The two top 5th grade students were:
 - Sam Christensen - 97th in the USA
 - Tying for 108th place in the USA - Addi Callahan and Clayton Mahlstedt.
 - Congratulations to all who participated! - Pamela Kluender
- xxi. Thank you to our talented South Prairie kindergarten associates, Ashley Brown, Joan Werner, Billy Boerre, Nicole Bantz and Peg Poston, for all they do! These ladies are patient, kind, helpful, and truly make a difference each day. We couldn't do it without them. - South Prairie Kindergarten Teachers
- xxii. Thank you to Amanda Erps and her willingness to help in any situation, try new things and her positive attitude. You are amazing! - April Heitland
- xxiii. Thank you to Stacie Walker and your calm and patient way that you work with your students every day. - April Heitland

- xxiv. Thank you to Amanda Rosemeyer for always keeping us organized and running smoothly at North Ridge. She goes above and beyond to make certain we are all taken care of! - April Heitland
- xxv. Thank you to Janet Broderick for always going above and beyond for her students. She is constantly learning and growing as a teacher. Her commitment to student engagement and SEL learning in the library is inspirational. - April Heitland
- xxvi. Thanks to Kam Bain and Alisha Springer for going above and beyond for their student. They give 110% every day and have built an amazing team to support his needs. - April Heitland
- xxvii. Thank you to Deanna Weber for always having a positive attitude and a huge support for her students and her team at North Ridge. Her impact is amazing! - April Heitland
- xxviii. Thank you to Michael Krause and his leadership for the 2nd grade team. He is thoughtful and intentional and makes sure everyone's voice is heard and valued. - April Heitland
- xxix. Heritage K-4 Associates: Megan Mack, Laura VerHuel, Britney Pettyjohn, Hannah Klatt, Rebekah Schlenker, Lorrie Grandgenett, Hannah Barnett, Cheyenne Spence, Michelle Henry, Julie Koch, Brooke Smith. Thank you for continuing to be flexible, and working together to help our students be their best. We truly couldn't do our jobs without you! - Emilie Bassett, Nicole Jespersen, Talia Monore, Lex Sparks
- xxx. To Julie Parnau--thank you for continuing to give your all for our students each and every day. You have such a big heart and work hard to support your students and associates. - Patty Morris
- xxxi. Jenny Rants deserves a commendation for being all things Jenny Rants. If you've ever worked with her then you know exactly what I mean. She is truly gifted as an educator and how to work with both students and adults. - Patty Morris
- xxxii. I'd like to commend Mallory Spray for the way she deals with both students and adults with so much compassion. Not only do I have the pleasure of seeing this in her interactions with her classroom, I've also experienced it first-hand. She knows when you need that little extra support and encouragement to build you up. - Patty Morris
- xxxiii. Jordan Paup--can I just say WOW!! You have already impacted our building in such a positive way. The knowledge you bring as counselor, even in your first year, is incredible. You strive to improve upon things we have in place and bring new things to support our students and staff. Her presentation for our staff during professional development was phenomenal and I have already seen our students using the skills she is teaching them. - Patty Morris
- xxxiv. Kristina Miller deserves a commendation for her ability to come each day with a new outlook and give her students a fresh start. This year brings new challenges for her as a new mom, and she is learning to juggle work and family. This balancing act definitely isn't an easy one, and she spends a great deal of time each day to be organized and prepared to help her classroom run as smoothly as possible. Thanks for always being there for your students and for being so positive with them. - Patty Morris
- xxxv. I believe Ashley Zimmerman has the ability to read my mind. There are so many things that she is able to jump in and complete and she seems to just know what I'm thinking. I love how we are able to work together. I know how much the staff rely on her support. She continues to learn and figure out how to support staff, in turn supporting our students at South Prairie. - Patty Morris

- xxxvi. I have been super impressed by the level of conversations from our BAT members who help to be that "think tank" of ideas to support teachers with students. Kim Alex, Leslie Drilling, Libby Blazeovich have so much knowledge to support us and we are thrilled to have that AEA support. Tara McCaffery and Ashley Zimmerman bring in building expertise as well. You are such an amazing team and I commend you all for your efforts. - Patty Morris
- xxxvii. I was blown away as I was able to listen to the level of thought that Katherine Southmayd puts into supporting individual students. As I sat and listened to her during a recent BAT meeting, I was able to hear just how well she knows her students and her true willingness to search out new ways to support them. - Patty Morris
- xxxviii. I've had the opportunity to work with Melissa Campbell and her conversations with parents recently. She works hard to create a partnership with her parents so they can all work together in supporting students. She has a great gift of communication. - Patty Morris
- xxxix. A big thank you to Maddie Maddock for putting together a fun social time for our families. All were having fun creating artwork and just enjoying time together. - Patty Morris
- xl. I would like to honor and recognize Karyl Palmer. She has been filling in for Steph Madsen, our administrative assistant at Dallas Center Elementary. Karyl is very welcoming to our families and guests, and keeps our office running smoothly. Students are drawn to Karyl's kindness, bringing her daily hugs and smiles. We really appreciate Karyl's hard work and all the support she provides. - Deb Cale and DCE Staff
- xli. Kacey Beyer is a Rock Star! She is one of the most positive people I have encountered in my lifetime. She always sees the positive in others and in each challenging situation. She looks at everything as an opportunity. She is so kind, loving, helpful, positive, encouraging, and enthusiastic to all around her. She is the 'fire' that DCE needs and we love what Kacey brings to our team! - Deb Cale
- xlii. I cannot thank Elyse Webb enough. When Preschool and DCE were short staffed on two separate occasions, she came to the rescue with a smile on her face. She was enthusiastic, positive, kind, and eager to support our students and staff. She is definitely a ROCK STAR! We appreciate her support beyond words. Thanks from the bottom of our hearts, Elyse. You are amazing!! - Deb Cale, DCE & Preschool Staff
- xliii. Amber Anderson is so much more than our custodian. She cares about and serves our students in amazing ways. When we are short on teachers and associates, she eagerly supports our outside supervision to ensure the safety of our students. She is encouraging to our students and really models what it means to be a team player. Thanks, Amber!! - Deb Cale
- xliv. A huge shout out to Heidi Kuberski in her new role as Instructional Coach at North Ridge Elementary. Heidi is so very conscientious of embracing the role of a coach. She has been on a continual journey of learning through Heartland's Coaching Academy and spends dedicated time with her principal, April Heitland, and myself as she takes on this role. Heidi truly wants what's best for students and wants to partner with teachers as they hone their craft in the classroom. It brings such a smile to my face when I'm at North Ridge with Heidi and the

students see her and get so excited to greet Coach K. We are fortunate to have her as part of our coaching team! - Lisa Clayberg

- xliv. April Heitland has been instrumental in helping to onboard Heidi Kuberski as the new Instructional Coach at North Ridge. As the leader of the building, April has been very supportive of making sure that Heidi is able to remain in the coaching role to support teachers and students and not get pulled to do other miscellaneous things. She takes the time to have meaningful conversations with Heidi and myself in order to ensure that everyone is on the same page. This time spent together is helping to develop the principal/coach partnership that is beneficial for everyone involved. Thank you April! - Lisa Clayberg
- xlvi. I would like to thank the following teachers: Molly Reed, Rochelle Biegger, Heidi Washington, Sarah Hinrichs, Adam Tjeerdsma, Eric Hanson, Jordan Ray and Holly Glade for their willingness to open their classrooms for IPI and IPI-T training. As teachers, you have so many things that are going on in your classrooms on any given day, and I appreciate you allowing others a space into which to develop their own learning around student engagement and technology implementation. - Lisa Clayberg
- xlvii. Thank you so much to Sarah Irlmeier for inviting me into her classroom to read to her students. Being able to interact with students and see their smiling faces while I was reading *The Book With No Pictures*, truly made my day. Hearing the kids giggle was priceless and was a great reminder of why I do what I do. Thank you Sarah for all you do! - Lisa Clayberg
- xlviii. Thank you Michelle Mickle. What a fun time I had being able to read *The Serious Goose* to your students. I loved being introduced to a book that I was unfamiliar with and more importantly, being able to spend some time with your students. The silly faces that they each made in order to try and make the serious goose smile will stick with me for a while. Thank you Michelle for all you do! - Lisa Clayberg

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Written and Oral Communication - Next regular board meeting, Monday, December 20, 2021

ADJOURNMENT

Director Bejarno motioned, seconded by Director Wills to adjourn. Time: 8:23 p.m.

Vote:	Kathie Hicok	yes
	Ryan Carpenter	yes
	Marco Bejarno	yes
	Mark Wills	yes
	Monica Malmberg	yes
	Ronnie Wiedman	yes
	Brandon McNace	yes

Respectfully submitted,

Michelle R. Wearmouth
Secretary to the Board

Approved in the meeting of: December 20, 2021

Kathie Hicok, Board President