

**SUPERINTENDENT**

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BELLEVUE COMETS
COMMUNITY SCHOOL DISTRICT

Comet Highlights from the Board Meeting on May 5, 2022

May 27	"Beyond the Blue" Recognition - Button Factory - 6:00 Social; 7:00 Program
May 27	Last day of the 2021-2022 School Year
May 28	Graduation - 4:00
May 31	End of Year Celebration Breakfast (MS/HS Commons (7:30-9:00; Program at 8:30); Last Day for Teachers
June 7-23 Thurs)	Summer School at Bellevue Elementary (Tues, Wed, and
August 1 & 2	School Registration
August 15	New Teacher Induction and Teacher Professional Learning
August 16-22	Teacher Professional Learning
August 23	1st Day of School

To view a calendar of events see the following link:

<https://www.rivervalleyconference.org/public/genie/628/school/1/>

Board Notes for the Monday, May 9 2022 Board Meeting**APPROVED - Consent Agenda****Approve Open Enrollments**

- Harvey Schaefer - Dubuque to Bellevue - PK - For PK this is before the deadline
- Jack Kremer - Dubuque to Bellevue - 12th grade (this is after the deadline, but I recommend we approve it; Dubuque has typically approved requests like this as well)

Approve Resignations

- Dave Wright - Teacher and Activities Director - Dave has taken another position as AD in the Greene County Schools (in his hometown) as full-time AD.
- Kristen Wright - MS/HS English and Social Studies - As a result of Dave leaving (above), Kristen is also resigning.

Approve Recommendations to Hire

- Adam Smith - MS Softball - Adam serves as a math teacher in the district, and has previously coached softball in Bellevue and in Illinois.
- Chase Junk - Assistant HS Baseball

- Jill Roe - 6-12 Vocal Music - Jill is a former graduate who has most recently been the HS Music Teacher at Dubuque Hempstead.

Visitors

Vicki Hyland and Matthew Stewart from OPN Architects

School Board Recognition

May is School Board Recognition Month, and Mr. Meyer recognized each board member with "IASB Certificates" for their work for students and the entire school district. THANKS FOR ALL YOU DO!

Comet Curriculum - Post-Secondary Readiness

Meyer shared the Post-Secondary Report from the Iowa Department of Education. This shows how prepared our students are entering college, the number who enter college, and other things as well. But the following are some of the key aspects:

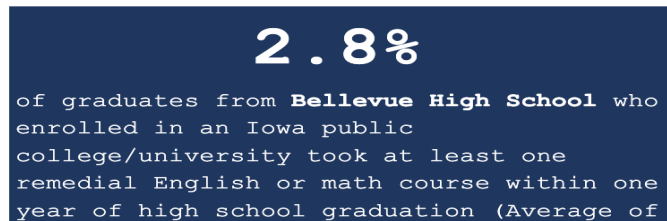
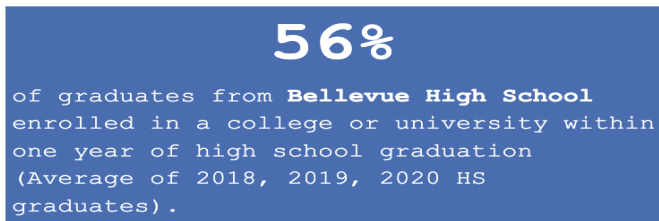
School Comparison - Post-Secondary Readiness 2022 Report

	% Enrolled	% Needed Remedial Course
Bellevue	56	2.8
Alburnett	69.2	15.9
Anamosa	56.3	10.4
Cal-Wheat	65.5	4.7
Camanche	61.5	11.9
Cascade	73.5	10.9
Clayton Ridge	49.7	11.3
DeWitt	64.9	24.3
Dubuque Hempstead	61.7	10.8
Dubuque Senior	61.1	13.1
Durant	69.5	23.1
East Buchanan	63	14.3
Easton Valley	60	6.2
Lisbon	79	19.8
Maquoketa	51.8	9.4
Midland	45.7	19.3
North Cedar	61.6	24.3
North Linn	73	13.3
Northeast	62.2	16.8
Tipton	59	12.6
West Branch	79.2	14.3
West Liberty	64.7	24.6
Wilton	62.1	20

- Lowest % of Need for Remedial Courses by districts listed..This is very important to realize as our students are prepared when they enter college according to the need for remediation courses.
 - Also seen a decrease in this through the last several years

- Number decreasing for both Math and Reading
- One of the lowest % for students enrolled after high school
 - Why is this? I am not sure, but some reasons may include the following:
 - Students going into trades as apprenticeships or as a job?
 - School and Lack of career counseling?
 - Community/Parent Impact?

Bellevue Information

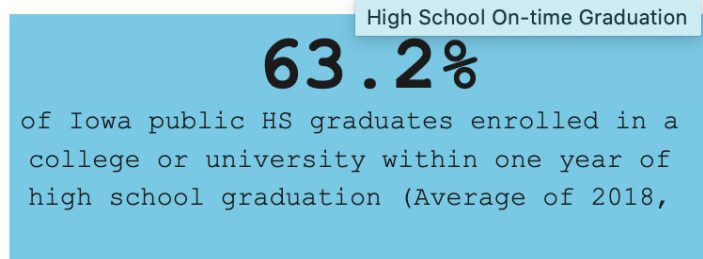


State Information

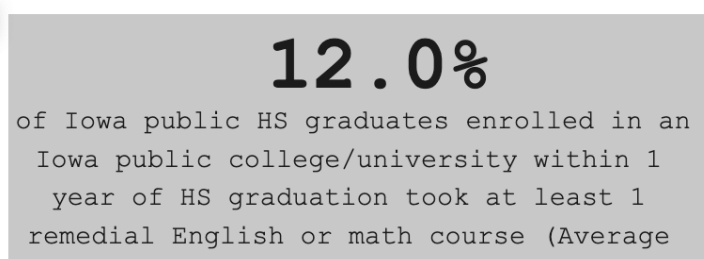
2022 Trends in Statewide First Year Postsecondary Outcomes

High School On-time Graduation

All Students



Percent and Number of Iowa Public HS Students Enrolled in College



Percent of Iowa Public HS Graduates Who Enrolled in an Iowa

Trends in Enrollment in College are below, and show a good trend for the district overall.

PREP Trendlines - High School

Select a High School Here

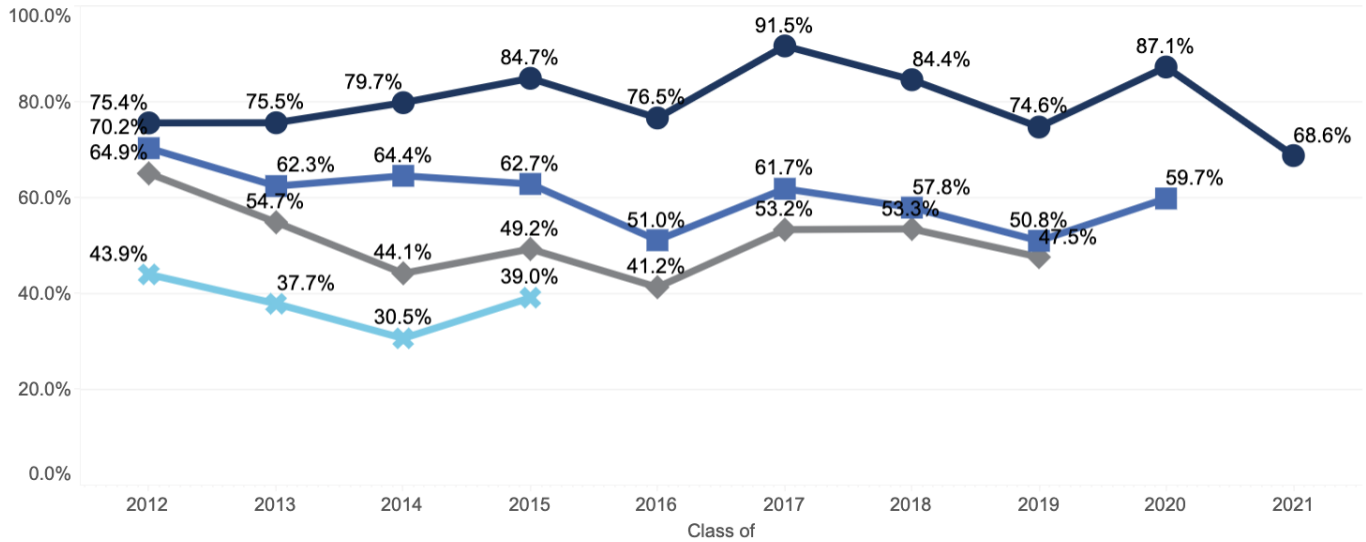
Bellevue High School

[Click Here for State PREP Trendlines](#)

Legend

- % of Graduates with Postsecondary Intent
- % of Graduates Enrolled within 1 Year of High School
- ◆ % of Graduates Who Returned for 2nd Year (or Completed Award)
- ✦ % of Graduates Completed a Degree or Award Within 6 Years of High School

Postsecondary Outcomes by Graduating Class



2022 First Year Postsecondary Remedial Course Trends

Select a High School Here

Bellevue High School

Public College/University

2-Year

Subject

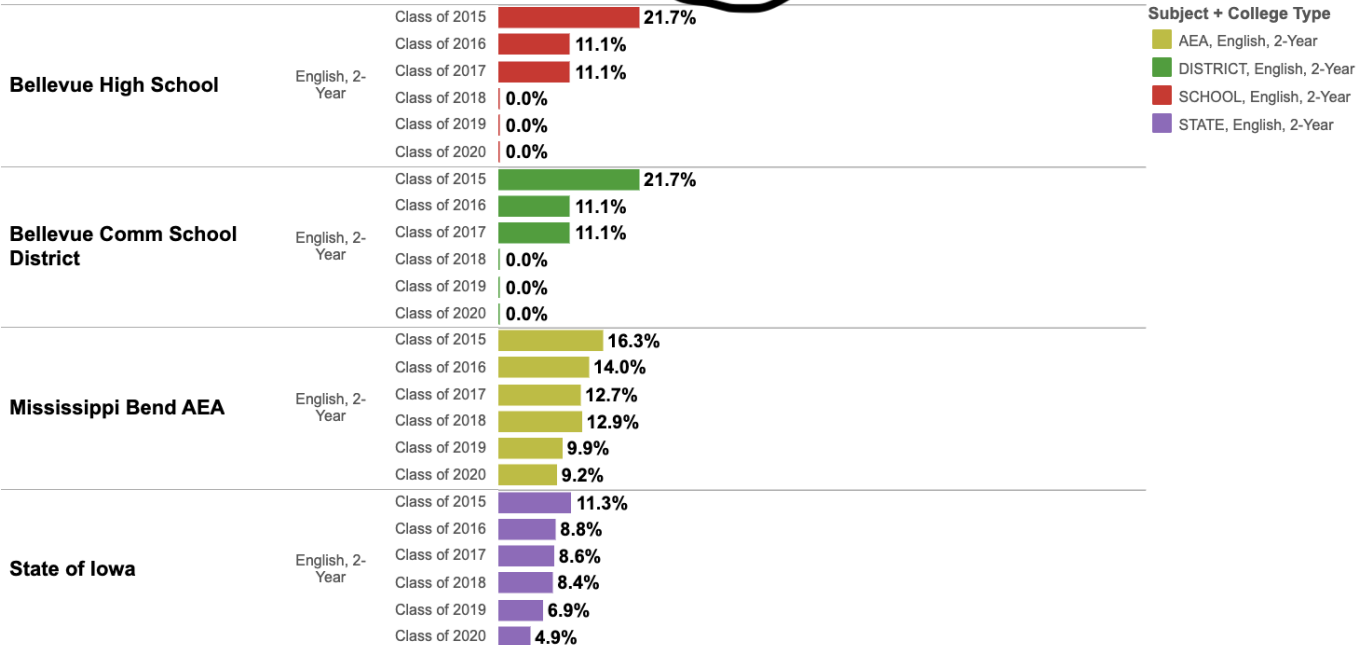
English

Time after HS Graduation

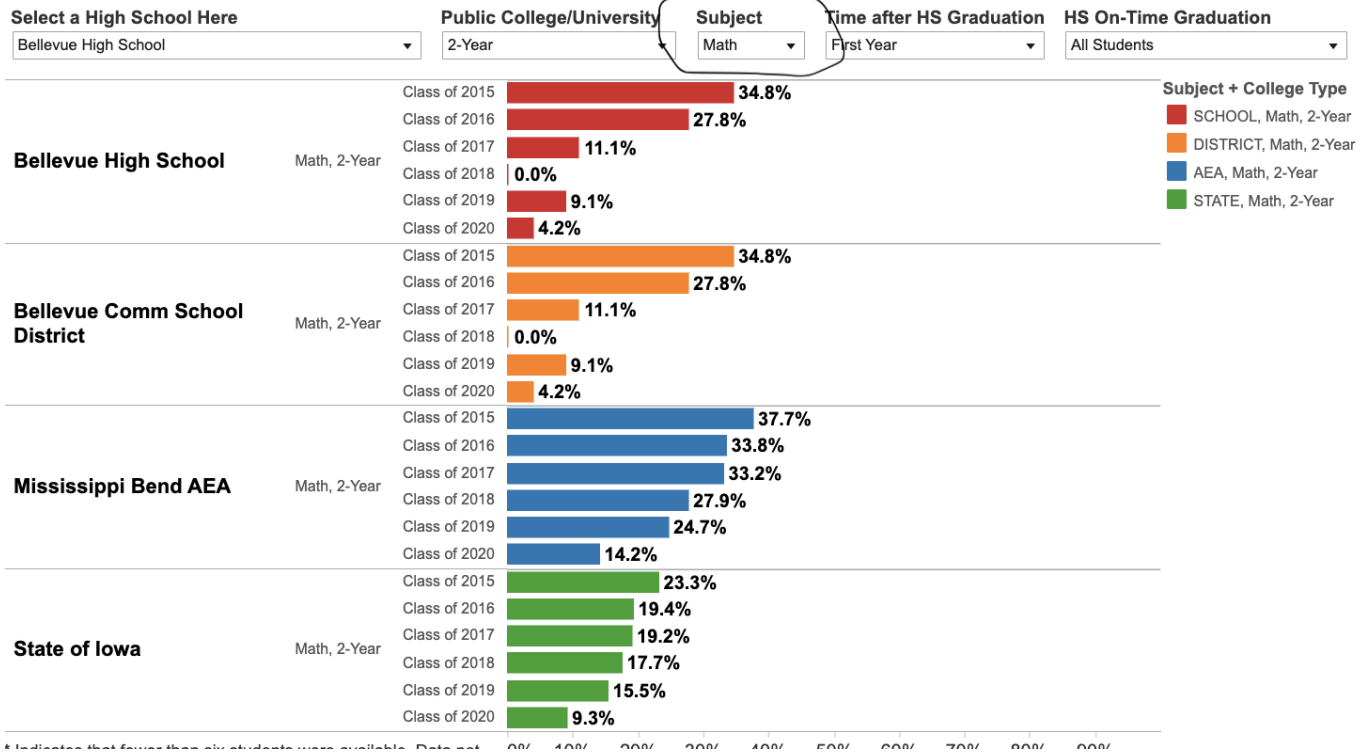
First Year

HS On-Time Graduation

All Students



2022 First Year Postsecondary Remedial Course Trends



Facilities Discussion

OPN was at our board meeting to discuss facilities and provide some updates. They provided information about the building, and a final report will be available for the June 2022 Board meeting. The report summary focused on the following:

- Civil/Site
- Architectural
- Mechanical/Electrical

Overall, they feel good about most areas and the site of the Bellevue MS/HS building, and shared the concerns in the district overall are within the Bellevue Elementary building and the site around the elementary building. They will provide an appraisal of the condition of the MS/HS building, along with issues and timelines for various aspects.

The district will be developing a Facilities Committee and Steering Committee, then leading to some "open house" sessions at the Bellevue Elementary School in September (or late August). OPN also stressed how prices have gone up for materials, including for schools. An example was 15 months ago a price was \$210/square foot, where recently a similar building had a price of \$310/square foot...A new elementary is likely approximately 60,000 square foot, and this does not include some other aspects.

OPN also spent some time talking about potential referendum dates, AFTER community discussions. Doing it right is important and OPN had some thoughts on the appropriate timing for this. OPN also talked about the city meeting that was held that Meyer shared notes about, and were interested in the path of the city and how the school may fit into overall plans for Bellevue and how the district needs to proceed appropriately.

As mentioned, the city meeting took place on April 25 with around 50 people in attendance, and some overall perspectives shared were the following, from the perspectives shared with me:

For capital projects, the highest regarded items were the following:

- New school with public recreation center
- Develop Felderman Park more (bathrooms...)
- Daycare
- Partner with DNR/State Park to extend bike/walking path south
- New outdoor pool
- Utilities to the Stamp property (housing, etc.)

TOWN HALL MEETING – CITY GOALS & FUTURE OF BELLEVUE

April 25, 2022

Facilitated by Patrick Callahan of Callahan Municipal Consultants

1. Why Bellevue (no particular order):

- Recreational Activities
- Pride
- Small town Community, atmosphere, waving
- School systems
- Small businesses
- High speed internet
- Safe community
- Outsiders want to move here
- Cost of living
- State Parks
- Have all the needs in town- medical, school, pharmacy, grocery store, nursing home, etc.

2. Major accomplishments (no particular order):

- Downtown inventive program
- Electric Generating Capacity
- ATV route and access
- Parks
- Uniform traffic collection bins for garbage & recycling
- Off Shore Development
- Cole Park upgrades
- Water Street Property improvements
- Development of Jackson Park Third Addition Subdivision
- New businesses and next generations taking over businesses
- Radium Treatment Facility
- Painting the water tower
- Municipal boat ramp & handicap dry loading platform ramp
- Full-time paramedic

3. Issues, concerns, trends and opportunities (no particular order):

- Daycare
- Indoor rec center
- Parking
- Comprehensive Sidewalk Plan
- Lack of senior housing
- Compost pile location and development of Felderman Park
- New elementary school
- New pool
- Available land for growth
- Floodplain
- Controlling taxes
- Cost effective services

4. Top five noted topics for significant initiatives, programs or polices (number of votes listed):

- (28) Code enforcement to cleanup properties.
 - (21) Garbage and recycling pickup to one time per week.
 - (18) Improvement safety for north bike/walking trail.
-

- (16) Resolve parking issues in downtown.
- (16) Update zoning code to better match today's needs.
- (15) Annexation property to the south.
- (15) Marketing to attract new business.
- (15) Enforcement of Ordinances for speed & noise.
- (15) Exit strategy for cable.
- (13) Comprehensive Committee for welcoming new citizens.
- (12) Sidewalk policy.
- (12) Enforcement for dog poop pickup & more bag stations.
- (11) More support for the Chamber.
- (10) Incentive for business startups.
- (8) Getting more involvement and volunteerism from younger/new people in groups.
- (6) Update code to be more solar friendly.
- (4) Burying utility electric lines.
- (3) Enforcement on political signs and state law.
- (2) Green rebate transportation.
- (1) Encourage use of sidewalks.

5. Top five noted topics for capital projects, construction projects or equipment purchases (number of votes listed):

- (31) New school with public rec center.
- (28) Develop Felderman Park more.
- (20) Daycare.
- (20) Partner with DNR/State Park to extend connectivity bike/walking trail south.
- (20) New outdoor pool.
- (15) Get utilities to the stamp property.
- (12) Open back up more railroad crossings on Second Street.
- (9) Provide more protection for bike path going north.
- (8) More downtown parking.
- (8) Street, water, & wastewater improvements.
- (6) Wayfinding signage.
- (6) Sell Stamp property for Mootz property.
- (5) All-inclusive ADA playground.
- (4) Grant program for downtown community development.
- (4) Flood control on west end.
- (3) Build central food bank location for distribution.
- (3) Another softball diamond.
- (2) Provide office rental property.
- (2) Dog park.
- (1) Replace pavers on Riverview Park with colored concrete.
- (1) Solar farm.

6. Communication (no particular order):

- Bellevue Herald-Leader
- Facebook
- Local Access cable TV station
- City website
- Utility insert stuffer
- Emergency Management notification- text or voice
- Produce video, maybe two times per year
- Town hall meetings

Summer Projects

Feller Flooring will be doing the carpet in the Commons area, while Banowetz Flooring will be doing the bathroom flooring and replacing the carpet in the room currently used by Emily Reeg for 1st grade (next year, it will serve 4th grade students). These were granted based on bids from both organizations.

APPROVED - Graduating Class

Mr. Recker and I are recommending the following students to be approved and recognized for graduation and receive a diploma, pending completing all graduation requirements.

Some Specifics - Graduation 2022

- Saturday, May 28, 2022
- Multi-Purpose Gym
- Starts at 4:00pm; Doors open at 3:00pm
- Class Flower: Dahlia
- Class Colors: Lavender & White
- Class Song: "My Wish" -Rascal Flatts

	First	Middle	Last	Suffix
1	Danny		Bakey	
2	Jordan	Jeanette	Beasley	
3	Taylor	Jean	Beasley	
4	Karter	Jeffery	Bibens	
5	Laurel	K.	Birch	
6	Clayton	William	Borrenpohl	
7	Grace	Olivia	Brewer	
8	Kayla	Marie	Bruggenwirth	
9	Jariyana	Seriah	Burnett	
10	Jackson	Wrigley	Capesius	
11	James	Alan	Carr	
12	Ryan	Patrick	Dunn	
13	Claire	Nicole	Dunne	
14	Liam	Joseph	Dunne	
15	Hunter	James	Emerson	
16	Sidney	Marie	Fondell	
17	Adam	Jay	Genthe	
18	Colton	Nicholas	Heim	
19	Christopher	Lee	Hitchcock	
20	Mariah	K.	Hueneke	
21	Adrian	Julianna	Humphrey	
22	Andrew	M.	Johnson	
23	Jayden	Patrick	Keane	
24	Nicholas	Anthony	Kilburg	
25	Christopher		Klein	
26	Ethan	Richard	Klemme	
27	Alex	Jacob	Knief	
28	Colton		Knief	

29	Nicholas	A.	Lange	Jr.
30	Benjamin	Michael	Law	
31	Alyssa	Mae	Manders	
32	Paige	L.	Mangler	
33	Cheyenne	Elizabeth	Merrick	
34	Jackson	Daniel	Mueller	
35	Tyler	Stephen	Nemmers	
36	Cecilia	Suzanne Iola	Newman	
37	Hailey	Christina	Olszewski	
38	Alex	Joseph	Pitts	
39	Ryan	Thomas	Ring	
40	Alexa	Lynn	Roeder	
41	Garrett	Edward	Roth	
42	Makenzie	Ann Marie	Schlie	
43	Colby	James	Sieverding	
44	William	Ealy	Steinbeck	
45	Lucas	Robert	Stroud	
46	Wylee	John	Till	
47	Tyler		Tott	
48	Beau	Michael	Walgamuth	
49	Jacob	John	Waller	
50	Dawson	Joseph	Weber	
51	Gabriella	Donelle	Williamson	

Exchange Students

Diego Camarena González 12th grade (participating in Graduation Ceremony)

Fritz Lange 11th grade (not participating in Graduation Ceremony)

APPROVED - Contract Settlement

The Bellevue Education Association agreed to the following proposal from the District. Below is the agreement for the 2022-2023 school year (and extending the contract language for three years), and I recommend we approve for all teachers. Some specifics:

1. Sick Leave

- Agreement was reached to increase Family Sick Day leave to 10 days (8 previously), but it also limits this to the following groups: Children, Parents, Spouse, and other household members. Previously this included "in-laws" and grandparents. It also makes it possible to allow the superintendent to adjust this based on special circumstances.

2. Salary and Benefits

- Increase of 3.40%
- \$50/month increase on family insurance
- \$420 increase on the salary base for teachers.
- This amount pays the teachers a total of \$160,042 out of the \$338,523 of new money. Additionally, this amount equals out to paying all staff (teachers included) a total of \$223,445. This agreement also saves \$115,078 of new money. This saved amount will assist as we move into next year with an increased section in the elementary, hiring new teachers (some at an increased rate), and for some overspending this school year.

3. FCCLA

- Adding the required Family, Career, and Community Leaders of America to the extracurricular schedule at 2.0%, which is the same as some similar groups.

4. Contract Extension

- Agreement to extend the contract for three years, and keeping the agreement of negotiating one language item each year.

2022-2023 Settlement

Ch.III Leaves: Article IX: Sick

In the case of family illness up to **10** sick leave days of non-confinement care shall be granted in any one year and be subtracted from the employee's accumulated sick leave. **Family illness is intended for the care of the employee's children, parents, spouse, and other household members. More days of family leave may be granted at the sole discretion of the superintendent, and shall be charged against the employee's accumulated days of sick leave.**

Ch.IV: Salary and Benefits: Article XVI: Salary: A: Base Salary and Salary Schedule - The District proposes the following:

\$420 Increase on Base
\$50 Increase on Family Insurance Contribution (\$300/month)
Total Package = 3.40%

Ch.IV: Salary and Benefits: Article XIII Extra-Curricular Salary

Level III	YR 1-2	YR 3-4	YR 5-6	YR 7+
Add FCCLA	2.0	2.0	2.0	2.0

**Ch.V: Effect of Agreement: Article XV: Compliance and Duration:
E. Duration**

1. This agreement would begin on July 1, 2022, and would be in effect through June 30, 2025, (three years). The parties agree Article XVI Base Wages and Salaries including Appendix A and Appendix B shall be open to negotiate base wages. Each party (Bellevue Education Association and the Bellevue Community School District) may open one language item each year provided the item has gone through the Labor Management Committee (Article VI D) process.

According to IASB, the statewide settlement average with 125 districts reporting was 3.64% last week. Some district settlements near our district:

- Alburnett - 3.44%
- Anamosa - 3.39%
- Calamus-Wheatland - 1.97%
- Camanche - 4.09%
- Clayton Ridge - 3.82%
- Clinton - 2.65%
- Davenport - 2.84%
- Dubuque - 3.01% (Dubuque TH report)
- Edgewood-Colesburg - 3.14%
- Lisbon - 3.89%

- Marion - 2.68%
- Midland - 7.40%
- Monticello - likely just under 3.0%
- Northeast - Likely around 3.4 or so.
- Pleasant Valley - 3.47%
- Regina - \$1500 on base only (no insurance)
- Tipton - ~~4.24~~3.9% (IASB information is incorrect according to Supt)

APPROVED - Approve Teaching Staff, Support Staff, and Principals Increase of 3.40%
(List at the end of the notes)

Meyer recommended the district offer all employees the same 3.40% raise. This has been a practice in the past in our district for many years, and one followed by many other districts also (although some have raised their support staff rates beyond this for next year, but their rates are lower than ours - significantly).

Meyer recommended the 3.40% increase across-the-board. At the same time, Meyer is recommending a change for activity bus drivers as we have discussed in the past and is a later agenda item.

APPROVED - Approve Teaching Staff, Support Staff, and Principals List at the end of notes)

Meyer recommended to approve the list of staff at the end of the document for the 2022-2023 school year (all staff assignments could change based on needs between now and the start of the school year, and as the school year progresses).

APPROVED - Activity Bus Driver Responsibilities and Rates

Over the last couple of Board meetings we have discussed the pay for Activity Route Bus Driver pay (taking teams to games, or groups to events - FBLA, FFA, etc.). I was also asked this by a bus driver in January, along with having a conversation with Tim Roth about a month ago. I mentioned that we would explore this, and then talk with the Board.

Below are the rates from our district that I attained, and some other districts. We do have a maximum amount, that was adapted roughly 10+ years ago when we joined the RVC with some longer trips (or longer ago possibly). I believe the biggest question is not necessarily the hourly rate, but instead the "maximum" amount.

I understand the driver's concerns with this. I also understand the aspect of making sure we are taking care of the stakeholder's tax dollars, along with treating groups equally. I have had other groups also expressing the need for more compensation (or more benefits like personal days, etc.), and that does not include our certified staff that will likely be making a proposal within the next month or so. The question is what is the fairest compensation for all groups overall, and if there are changes that need to be made.

Hourly Rate for Activity Bus Drivers

Bellevue **\$17.11/hour (\$109 max, unless over 10 hours then \$168 max)**

- Note that substitute employees as drivers are paid \$15.87 an hour, and their maximum amount is \$100 and \$150 respectively
- The minimum amount is equal to about 6.5 hours.
 - We have had drivers reach that threshold 36 times this year; An example is traveling to an event where we may leave at 2:30, and not return until 9:00 or later - which happens in both middle school and high school
 - We also typically take two buses to events, with the one leaving earlier coming back earlier (JV bus and Varsity buses, with the V bus leaving later and returning later).
- The maximum amounts do not happen often and are usually affiliated with all-day events like wrestling meets, field trips to Des Moines, etc. There are exceptions to that, but as a whole, these are the main areas.
 - We have had 8 times this year when this threshold has been met this year.

Andrew	\$15.00/hour (Elem/MS)
Bettendorf	\$19.30/hour
Calamus-Wheatland	\$15.45/hour
Camanche	\$13.00/hour
Clinton	\$13.00/hour
DeWitt Central	\$15.63/hour
Durant	\$29.90 for first 1.5 hours; then \$7.25/hour
Easton Valley	\$21.65/hour
Northeast	\$12.00/hour
North Scott	\$15.31/hour
West Liberty	\$13.00/hour M-F; \$13.50 Weekends

Transportation Hourly Rate - Regular Routes

Bellevue **\$53.75/route (X 2 AM and PM) = \$107.50**

- Sub pay is \$49.84 for substitute employees serving as bus drivers.

Andrew	\$15.00/hour
Bettendorf	\$19.30/hour
Calamus-Wheatland	\$76.55 (am/pm route = \$22.56/hour)
Camanche	\$14.70/hour
Clinton	\$17.02/hour
DeWitt Central	\$18.68/hour
Durant	\$29.90/hour
Easton Valley	\$21.65/hour
Northeast	\$17.50-\$21.50/hour
North Scott	\$18.90/hour
West Liberty	\$84.00 per route (3 hours)

*Meyer recommended no MAXIMUM rate for Activity Bus Drivers, and pay for actual time.

APPROVED - Fees for the 2021-2022 School Year

Below is a summary of recommendations for fees for the 2022-2023 school year, along with the "trends" of fees over the last several years. A Summary of Costs for the 21-22 school year is also below:

The following pages show a summary of "fees" for the past several years, along with recommended increases in some areas. Some of the increases include the following:

Instructional Materials Fees - Increase by \$5 for all areas based on an increase in textbooks, books, software, and similar instructional materials/items.

- 9-12 \$75 to \$80
- 6-8 \$65 to \$70
- 3-5 \$60 to \$65
- K-2 \$55 to \$60
- TK \$35 to \$40

Nutrition - Increase in several areas based on the increase in the price of food for students

- Milk
 - \$0.35 to \$0.40 (the first increase in many years, and we have seen an increase starting April 1 already).
- Breakfast
 - Student \$1.70 to \$1.75
 - Adult \$2.20 to \$2.25
- Lunch
 - PK-5 \$2.80 to \$2.85
 - 6-12 \$2.85 to \$2.90
 - Adult \$3.95 to \$4.00
 - Extra Dish \$1.75 to \$1.80

Activities/Athletics

- Bowling - Start charging admission for bowling at \$5.00 (adults and students) to resemble other varsity activities
- Family Pass - Keeping this at \$200 based on an increase from last year, while also recognizing that we will be providing an online feed for "fans" starting during the 22-23 school year for most events held at our school. The extra charge for online access will be eliminated.

	FY23	FY22	FY21	FY20	FY19	FY18	FY17	FY16	FY15	FY14	FY13	FY12	FY11	FY10	FY09	FY08
EDUCATION:																
Instructional Materials Fee - Gr 9-12	8 blocks/5day \$80.00	8 blocks/5day \$75.00	8 blocks/5day \$70.00	8 blocks/5day \$60.00	8 blocks/5day \$55.00	8 blocks/5day \$50.00	8 blocks/5day \$45.00	8 blocks/5day \$45.00	8 blocks/5day \$45.00	8 blocks/5day \$40.00	8 blocks/5day \$40.00	8 blocks/5day \$40.00	8 blocks/5day \$40.00	8 blocks/5day \$40.00	8 blocks/4/day \$27.00	27.00
Instructional Materials Fee - Gr 6-8	\$70.00	\$65.00	\$60.00	\$55.00	\$50.00	\$45.00	\$40.00	\$40.00	\$40.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00	
Instructional Materials Fee - Gr 3-5	\$65.00	\$60.00	\$55.00	\$50.00	\$45.00	\$40.00	\$35.00	\$35.00	\$35.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00	
Instructional Materials Fee - Gr K-2	\$60.00	\$55.00	\$50.00	\$45.00	\$40.00	\$35.00	\$30.00	\$30.00	\$30.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00	\$21.00	21.00
1:1 Computing Fee	\$50.00	\$50.00	\$45.00	\$45.00	\$40.00	\$35.00	\$30.00	\$25.00	\$15.00	\$35.00	\$35.00	\$35.00	\$35.00	\$250.00		
PK Tuition/semester 3-yr olds	\$375.00	\$375.00	\$350.00	\$350.00	\$350.00	\$330.00	\$320.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$250.00	\$0.00		
PK Tuition/semester 4-yr olds	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00		
Instructional Materials Fee - Gr TK (if not 5 yrs old by 9/15)	\$40.00	\$35.00	\$35.00	\$30.00	\$30.00	\$25.00	\$0.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$100.00	\$100.00	352.80	
Instructional Materials Fee - Gr TK (if 5 yrs old by 9/15)	\$40.00	\$35.00	\$35.00	\$30.00	\$30.00	\$25.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00		
Date Changed:	5/9/22	5/10/21	5/11/20	5/13/19	5/14/18	5/8/17	5/11/16	5/11/15	5/12/14	5/13/13	5/7/12	5/9/11	5/10/10	4/13/09		
Elem in-town Transportation-to/from daycares only																
per ride (x2 if 2 rides/day)	not offered	not offered	not offered	not offered	not offered	not offered	not offered	\$2.50	\$2.50	\$2.00						
Date Changed:	NA	NA	NA	NA	NA	NA	5/11/16	6/8/15	6/9/14							
Yearbook		\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$45.00	\$50.00	\$45.00	\$42.00	\$42.00	\$42.00	\$45.00	\$40.00	
engraving 1-line		\$6.50	\$6.25	\$6.00	\$6.00	\$6.00	\$5.00	\$5.00	\$5.00	\$5.00	\$6.00	\$6.00	\$6.00	\$5.45	\$5.40	
MS Yearbook					\$5.00											
Elementary Yearbook					\$8.00											
Library Fines																
Music Instrument Rental	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	
Drivers Ed	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$370.00	\$360.00	\$360.00	\$360.00	\$340.00	\$340.00	\$320.00
Date Changed:	5/10/21	7/13/20	6/10/19	10/8/18	10/9/17	10/10/16	10/19/15	10/13/14	5/12/14							
NONPUBLIC: ***per class/hour taken for 1 complete year, divide by 2 for semester																
Bookrent-High School (9-12)	\$10.00	\$9.38	\$8.75	\$7.50	\$6.88	\$6.25	\$5.63	\$5.63	\$5.63	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00	\$6.76	
Bookrent - Gr 6-8	\$8.75	\$8.13	\$7.50	\$6.88	\$6.25	\$5.63	\$5.00	\$5.00	\$5.00	\$4.38	\$4.38	\$4.38	\$4.38	\$4.38	\$4.38	
Bookrent - Gr 3-5	\$9.29	\$8.57	\$7.86	\$7.14	\$6.43	\$5.71	\$5.00	\$5.00	\$5.00	\$4.29	\$4.29	\$3.75	\$3.75	\$3.75	\$3.75	
Bookrent-Elementary (K-2)	\$8.57	\$7.86	\$7.14	\$6.43	\$5.71	\$5.00	\$4.29	\$4.29	\$4.29	\$3.57	\$3.57	\$3.13	\$3.13	\$3.13	\$3.13	
NUTRITION:																
Milk	\$0.40	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	\$0.35	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Breakfast-Std	\$1.75	\$1.70	\$1.70	\$1.70	\$1.65	\$1.65	\$1.60	\$1.50	\$1.50	1.40	1.25	1.25	1.15	1.15	1.15	1.05
Reduced Breakfast	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	\$0.30	0.30	0.30	0.30	0.30	0.30	0.30	0.30
Breakfast-Adult	\$2.25	\$2.20	\$2.20	\$2.20	\$2.15	\$2.15	\$2.10	\$2.00	\$2.00	1.85	1.60	1.60	1.50	1.50	1.50	1.35
Lunch PK-5	\$2.85	\$2.80	\$2.80	\$2.70	\$2.65	\$2.60	\$2.50	\$2.40	\$2.40	2.25	2.10	2.00	1.85	1.85	1.85	1.75
Lunch 6-12	\$2.90	\$2.85	\$2.85	\$2.75	\$2.70	\$2.65	\$2.60	\$2.50	\$2.50	2.35	2.20	2.10	1.95	1.95	1.95	1.85
Reduced Lunch	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	\$0.40	0.40	0.40	0.40	0.40	0.40	0.40	0.40
Lunch Adult	\$4.00	\$3.95	\$3.85	\$3.75	\$3.70	\$3.65	\$3.60	\$3.50	\$3.50	3.35	3.10/2.75	2.65	2.50	2.50	2.50	2.35
Extra Dish	\$1.80	\$1.75	\$1.75	\$1.70	\$1.65	\$1.65	\$1.60	\$1.50	\$1.50	1.40	1.25	1.25	1.10	1.10	1.10	1.10
Date Changed:	5/9/22	5/10/21	5/11/20	5/13/19	5/14/18	5/8/2017	5/11/16	5/11/15	5/12/14	5/13/13	4/3/12	5/9/11		4/13/09	4/14/08	4/2/07

APPROVED - Driver's Education

Our district is **required** to provide or make available driver education for students.

Our current Driver's Education course has went well from my perspective. The charge to students will be \$385 for the session, and this price had remained the same since 2013 at \$370. An increase was needed by the AEA at this time due to their various costs on cars, fuel, etc. (not much has remained the same over that time span!). Some specific information in regard to some costs for the district.

1. The district gets reimbursed for gas from the AEA annually.
2. The district does pay for all students enrolled who qualify through the state for Free/Reduced Meals. This total is paid by the school district - \$385 for "free" and about \$160 for reduced.

Another change that is remaining the same from the last year or so is that the "classes with the instructor" will now all be online with a Driver's Education teacher. This is a change since COVID-19, and one that will make it more convenient for parents and students as they will not have to bring students into class at our school. The class, both currently and in the future, does not count toward graduation credit or on a student's grade-point-average.

Meyer recommended to approve this agreement with the Mississippi Bend AEA (as we must provide this service as a school district), and our cost and responsibility is limited in comparison to offering it ourselves (vehicle, instructor, etc.).

Some other general information about the Driver's Education program:



Driver Education

Bellevue Community School District

School Year	Enrollment	Waivers
2018-19	40	14
2019-20	41	12
2020-21	45	10

- One 3-week session offered each summer.
- One 3-week session offered during school year.
- School district offers Driver Education 'Pass/Fail' with no credit given.

The purpose of the Driver Education program is to be an assertive leader and advocate of traffic safety, by providing quality Driver Education to a diverse population of students.

The Mississippi Bend Area Education Agency (AEA) Driver Education program was established in 1995 in response to local school districts. The AEA Driver Education Program follows the state approved driver education guidelines. We provide 30 hours of online instruction and 6 hours of behind the wheel instruction. Included in the online component, students complete four hours of substance abuse education, 20 minutes on railroad crossing, information on organ donation, and instruction providing awareness about sharing the road with bicycles and motorcycles.

For more information contact:

Anne Budde, Ed.D.
Coordinator of Student Programs
563-529-5435

AGREEMENT TO PROVIDE DRIVER EDUCATION SERVICES

This Agreement made and entered into this 19th day of April, 2022 by and between Mississippi Bend Area Education Agency, ("AEA") and Bellevue Community School District ("**School District**" or "**District**"). AEA agrees to provide, exclusively, Driver Education Services ("**Driver Education Program**" or "**Program**") for the School District based on the following provisions:

1. **Term of Agreement.** This Agreement shall be effective as of the first day of 2023 summer school, and shall continue for a period of one (1) year, expiring on the last day of the fourth quarter of the 2023-2024 school year. In the event that the beginning or end date specified herein is different from that contemplated by either party, the dates may be changed as agreed upon by both parties, in writing, and consistent with Section 12 of this Agreement. Unless terminated as provided herein, this Agreement shall renew from year to year hereafter. Either party may terminate this Agreement at anytime by giving notice of such termination to the other party. Unless otherwise agreed to by both parties as provided in Section 12 of this Agreement, such termination shall be effective as of the last day of the fourth quarter of the school year in which the notice is given.

2. **Statutory Compliance.** AEA agrees to conduct the Program in compliance with all applicable driver education requirements established and mandated pursuant to Iowa , including but not limited to, Iowa Code §§ 714.17-.23 and 321.178 and Iowa Administrative Code § 761-634.4(321). AEA agrees to provide classroom instruction or online instruction which meets the Iowa Driver Education rules and regulations.

3. **Instructors.** AEA agrees to provide a sufficient number of certified driver education instructors as required by Iowa law to accommodate the needs of all District students enrolled in the Driver Education Program. AEA shall notify the School District of the Program instructors' names and school assignments five days prior to the first day of Program session. AEA shall pay for all instructors and all expenses associated with such instructors reasonably necessary to staff the Program.

3.1 **Program Manager.** AEA agrees to appoint a Program Manager to oversee this Agreement and facilitate the day-to-day administrative duties of the Program.

3.2 **Benefits.** AEA reserves the right to provide additional benefits as it sees fit to maintain the fitness and moral of its instructors.

3.3 **Instructor Evaluation.** School District may provide input regarding AEA's instructors who are on supplemental contracts.

4. **Equipment and Facilities.** School District shall make available to AEA equipment and facilities reasonably required by AEA to conduct the Driver Education Program.¹

¹ AEA reserves the right to provide in-person classroom instruction such that obligations to provide facilities, equipment, etc. shall be made available as needed pursuant to this Agreement.

4.1 Program Vehicles. AEA agrees to provide driver training vehicles necessary for Program administration and shall be responsible for the maintenance, gasoline, and upkeep of the vehicles and provide for the dual brake installation on all vehicles. The vehicles will be equipped with the following items:

- (a) Instructor dual brake
- (b) Inside rear-view mirror
- (c) Instructor's eye check mirror
- (d) Required driver education signage
- (e) Outside rear-view mirrors mounted on each side of the vehicle

4.2 Storage. School District shall provide a secure on-site storage area for AEA vehicles throughout the term of the Program.

4.3 Accommodation of Disabilities. School District shall provide all the cost related accommodations for students with special needs, including special equipment and required installation or modifications on a case-by-case basis.

5. **Program Administration and Support.** AEA agrees to provide the Program which will meet all requirements of Iowa Code § 321.178. The course will be available to all students living within the School District who are at least fourteen (14) years of age, and who meet the necessary prerequisites established by the Iowa Code and AEA.

5.1 Administrative Duties. AEA, with cooperation from the School District, will be responsible for the following administrative duties:

- (a) Providing registration materials and scheduling students
- (b) Record keeping
- (c) Issuing final grade reports (to school district)
- (d) Issuing Course Completion Certificates
- (e) Collecting Fees

5.2 Length and Time Requirements. AEA agrees to provide a Driver Education Program that is 30 hours of classroom/online instruction and 6 hours of lab (driving) time. The Program length and time requirements will meet or exceed the standards under Iowa Code § 321.178 and Iowa Administrative Code § 761-634.

5.3 School Programs. AEA will schedule after school programs as needed. Online classroom instruction and requirements will be made clear with deadlines imposed for students to complete all instruction. AEA will schedule driving as needed based upon student and teacher availability.

5.4 Summer Programs. AEA will schedule summer programs over a three (3) to six (6) week period of time. Online classroom instruction and requirements will be made clear with deadlines imposed for students to complete all instruction. AEA will schedule driving as needed based upon student need and teacher availability.

5.5 Program Flexibility. AEA agrees to offer Program that is flexible to help accommodate all students' needs within the District but reserves the right to schedule classes and instructors to make the most efficient use of available resources and which AEA reasonably determines is consistent with good business practice.

6. **Discipline and Supervision.** School District agrees that student supervision is the responsibility of AEA and its instructors for the duration of the students' enrollment in the Program, but only during the times the student is actively participating in either the classroom session or lab session of the Program. School District shall be responsible for student supervision at all other times.

6.1 Policies and Procedures. AEA and its agents agree to follow and require all student participants in the Program to comply with School District's policies and procedures. AEA reserves the right to develop and enforce rules that specifically apply to the Program and notify School District and students of said rules. AEA agrees to notify School District of any violation by a student of either the School District or AEA's policies or procedures and will cooperate with School District to insure all parties involved receive due process.

6.2 Discipline Policy. AEA reserves the right to adopt disciplinary policies and procedures to facilitate efficient and fair learning opportunities for all students. All students are subject to discipline, up to and including dismissal from the program.

7. **Insurance.** AEA agrees to provide School District with a certificate of insurance at the time it enters this Agreement and prior to commencing any work under this Agreement. AEA agrees to list School District as an additional insured on such insurance policy. AEA will provide updated certificates of insurance each year.

7.1 Coverage Limits. AEA agrees to obtain and keep coverage during the terms of this Agreement from an insurance company licensed to do business in the State of Iowa. The insurance policy referenced herein shall provide, at a minimum, the following coverage:

(a) Comprehensive General Liability Insurance with a minimum limit of

1. \$1,000,000 per occurrence for bodily injury;
2. \$1,000,000 per occurrence for property damage; or
3. \$1,000,000 per occurrence combined single limit

(b) Automobile Liability Insurance with minimum limits of

1. \$1,000,000 per person;
2. \$1,000,000 per occurrence for bodily injury;
3. \$1,000,000 per occurrence for property damage; or
4. \$1,000,000 per occurrence combined single limits

- (c) Umbrella/Excess Liability Coverage with a minimum of a \$1,000,000 limit per occurrence.
- (d) AEA shall be responsible for insuring its property with property and casualty insurance as reference herein.

7.2 Workers Compensation. AEA agrees to provide Workers Compensation Insurance for all instructors as required by state law.

7.3 Indemnification. AEA agrees to protect, defend, indemnify, and hold School District harmless from and against all suits, claims, and demands by any Program participant, their heirs, or assigns, based upon alleged damage, including death, to person or property which may occur by or on account of any negligent act or omission on the part of AEA or any of AEA's agents or employees in fulfillment of their obligations under the terms of this Agreement.

8. **Costs and Fees.** AEA shall establish the registration fees for the School District. AEA will determine said fees by a cost analysis completed by the AEA based on total expenses to run the Program. If the revenue exceeds the expenses for the current Agreement term, AEA will set aside the excess and use it to offset rising costs for the next Agreement term and/or pay for unexpected costs incurred by AEA to run the Program. Each new Agreement term, AEA will revise student fees to reflect rising costs, the addition or deletion of schools, and any surplus or deficit from the preceding Agreement term.

8.1 Collecting Fees. AEA shall collect student fees except for the student fees waived according to status or Department of Education Regulations for students who qualify for free or reduced lunch. AEA shall collect fees or invoice School District at the end of each session.

8.2 Reimbursement of Qualified Fees. School District agrees to reimburse AEA for tuition payments for those students who qualify for free or reduced lunch either in the full amount or in partial amount to equal the full tuition payment when matched with the student partial payment.

8.3 Tuition Fee. In exchange for Program services provided by AEA under this Agreement, AEA will charge a fee of \$385.00 per student, or a reduced or waived fee for students who qualify for free or reduced lunch.

8.4 Non-payment. AEA reserves the right to withhold Certificate of Completion for the Program until AEA has collected the entire tuition fee.

8.5 Renegotiating Fees. School District and AEA mutually agree to renegotiate the fee, if necessary, if driver education requirements as stated in Iowa law are modified or amended by legislative act or administrative rule making process during the effective term of this Agreement.

8.6 Program Failure. A student is not entitled to a refund in the event the student fails the Program. AEA requires full tuition to retake the class.

9. **Out-of-State Certificates.** AEA agrees to provide eligible students who are enrolled at the District with out-of-state compliance certificates free of charge and pursuant to Iowa law. Eligible students include those currently enrolled at the District, dual enrolled as a student receiving competent private instruction, and transfer students who have enrolled with the District.
10. **Lost Certificates.** The cost of certifying and providing certificates for makeup sessions or lost certificates shall be assessed to each individual student and shall not be billed or assessed to the District.
11. **Governing Law.** This Agreement shall be interpreted and enforced in accordance with the laws of the State of Iowa.
12. **Amendments.** No amendment to this Agreement shall be valid unless made in writing and executed on behalf of the party against whom enforcement is sought.
13. **Enforceability.** In the event a court finds any restriction, condition, or provision invalid, the invalidity of any restriction, condition, or other provision of this Agreement or any part of the same shall not impair or affect, in any way, the validity or enforceability of the rest of this Agreement.
14. **Entirety Clause.** This Agreement contains the entire understanding and agreement between AEA and School District with respect to the subject matter herein and supersedes any prior representations, understandings, or agreements, written or oral.
15. **Successors and Assigns.** Except as otherwise provided in this Agreement, every covenant, term, and provision of this Agreement shall be binding upon and inure to the benefit of the parties and their respective successors and assigns.

IN WITNESS WHEREOF, this Agreement is executed by the parties hereto on the date written above.

BELLEVUE COMMUNITY
SCHOOL DISTRICT

Title:

Date

MISSISSIPPI BEND
AREA EDUCATION AGENCY

Dr. Anne Buddle

Title: *Coordinator*

4-19-22

Date

APPROVED - Life Connections

Meyer believes the district should look to continue the additional social-emotional support for students at both the elementary and secondary levels (this was a replacement for Mr. Ott going into last school year, and they have been actively involved the last two years). Meyer is seeking to continue the services, and an expenditure of \$22,500 (an increase from \$15,000 this school year).

Life Connections already work with some students in our district, in-school and out-of-school. In addition to working with additional students, they also provide professional learning for our staff and some "tools" to be aware of when working with students.

Life Connections has offices in multiple area communities, including Bellevue. Alyssa Hennings is the leader of this group and worked with several students at the elementary this school year, while two other counselors also worked at the elementary and at the middle/high school building. Some services include the following:

- Working with students in small groups and large groups, in addition to our school counselors. While our school counselor works with students as well, the more in-depth counseling of multiple individual sessions needs to be handled by someone else.
- Working with staff (teachers, associates, and others) on "tools" for them to assist students in the social-emotional framework.

The cost, as I mentioned, is \$22,500 and would consist of 4 days/week in the district (4 days at the elementary tentatively, with 2-3 days at the MS/HS). This includes students who are being served individually through the agency, with insurance filing by families that currently exists.

Superintendent Evaluation

Meyer will share the evaluation document with board members for the Superintendent Evaluation later this week. The evaluation will occur at the June meeting in an exempt session, unless members want it to be open (it does not matter to me). This is the typical time we have had the evaluation of the superintendent.

Information Items

Prom and Graduation

- Prom was last weekend, and Mr. Recker will provide an overview. Graduation was mentioned earlier, and we will meet in the Board Room on that day at 3:40.

Legislative Update

- I will share any updates at the meeting.

Comments from Building Principals, Superintendent, and Board Members

Jeanette Hartung-Schroeder shared the work with the Principal Advisory Council (PAC) and their upcoming carnival on May 20.

Jeff Recker updated the Board on prom and graduation, and the Seniors last day and procedures.

Meyer updated the Board on a criminal mischief charge that was being pursued as a result of vandalism on the Bellevue HS parking lot. A few weeks ago an individual (not a student at our school system) was driving recklessly in the parking lot and leaving black marks, along with leaving marks in the paved areas due to the extremity of squealing tires. The fine may be up to \$500 for this, to be determined by the courts. We could have pursued reckless driving (which it was in many ways), but this would also have impacted the teen beyond what we believed was necessary (losing his license, being a felony, and similar consequences). I am going to forbid this individual to be on school property at any time, and will let the local police know of this as well (I have already communicated this with one officer). I will be sending a letter to this person and his parents.

Additionally, Meyer updated the Board on a recent student behavioral incident, budgeting from the Comet Booster Club for athletics and recent purchases and the job description for an activities director for the district. Interviews were held on Monday, and a decision will be made this week.

Finally, the alleyway near the parking lot at the elementary is going to be paved this summer. They are asking the school to contribute about \$200 for this. I will approve this, but wanted your input prior to giving the okay. We will be billed by the city for this.

Adjourn

Next meeting is on Monday, June 13, 2022.

<u>Elementary</u>				
PK	Sam Van Gorp	Alesha Malone	Trisha Pickett	
K	Amy Ernst	Rachael Griebel	Kelsey Ernst	
1st	Emily Reeg	Amanda Michels	Shannon Anderson	
2nd	Brittini Decker	Mindy Stroud	Alex Wulfkuhle	
3rd	Sami Pitts	Erin Roeder	Tina Sieverding	
4th	Nikki Decker	Tana Herrig	Melissa Fondell	
5th	Josh Kueter	Tracey Till		
Title I	Kim Jochum			
Reading Specialist	Abby Veach			
Special Needs	Jodi Deppe	Dori Venema		
Elementary Counselor	Emily Rickertsen (0.80)			
Elementary Music	Victoria Schuler (General Music)	Evan Davies (5th Band)		
<u>Middle/High School</u>				
Business	Tracy Weber			
English Language Arts	TBD	Natalie Torres	Rebecca Lahey	
Family & Consumer Science	Angie Feller			
Guidance	Scott Jess (+15 Days)			
Industrial Tech	Mike Marshall			
Math	Judy Michels	Adam Smith	Pam Van Vleck (6th)	
Physical Education/Health	Mark Ruden (K-12)	Chet Knake		
Reading/Special Education	Jennie Michels (est. 0.5)			
Science	Matt Cook	Craig Reuter	Pam Van Vleck	
Social Studies	Dave Ripperger	Matt Jaeger (BIG)	TBD	
Spanish	Erica Theisen			
Special Needs	Rick Casel (At-Risk)* (est. 0.88/0.12)	Jodi Heim	Jennifer Meyer	
	Jace Ohlert	Kendra Baker	Jennie Michels (est. 0.5)	
Vocational Agriculture	Blair Gerlach (+20 days)			
Vocal Music	Jill Roe			
Band	Evan Davies			
<u>Shared (K-12)</u>				
Art	Amanda Canganelli			
Gifted/Talented	Curt Ernst (TLC)			
PE	Mark Ruden			
Teacher-Librarian	Heather Wood			
School Nurse	Kelley Humphrey			

Teacher Leadership Coaches					
STEP/Instructional Coach	Curt Ernst (STEM)		Cris Kellogg (STEM)	Jessica Hingtgen (Curriculum)	Matt Jaeger (0.5)
Model Teachers	Emily Reeg (K-1)		Mindy Stroud (2-3)	Tracey Till (4-5)	
	TBD - English		Adam Smith - Math	Pam Van Vleck - Science	
	Matt Jaeger - Social Studies		Mark Ruden - PE/Arts	Tracy Weber - CTE	
HS Coaches & Sponsors					
Athletic Director	TBD (+10 Days)				
HS Baseball	Pete Bonifas				
HS Baseball Asst	Chase Junk				
V Basketball (B)	Chet Knake				
HS Basketball Asst (B)	Tim Roth		Cord Heim		
V Basketball (G)	Scott Jess				
HS Basketball Asst (G)	Josh Kueter		Chase Junk		
HS Bowling (B)	Riley Till/Randy Weber				
HS Bowling (G)					
Cross Country (G/B)	Scott Jess				
Cross Country Asst (if need)	Michael Steines				
V Football	Chet Knake (Co-Head)		Matt Jaeger (Co-Head)		
HS Football Asst	Mark Ruden		TBD		
B Golf	Chet Knake				
G Golf	Mark Ruden				
V Softball	Ryan Ernst				
HS Softball Asst	Blair Gerlach		TBD		
HS Track (B)	Scott Jess (X2)				
HS Track (G)	Judy Michels				
HS Track Asst	Michael Steines				
HS Track Asst (if needed)	TBD				
V Volleyball	Brittany Glaser				
HS Volleyball Asst	Brittani Decker		TBD		
V Wrestling	David Ripperger				
V Wrestling Asst	Patrick Bauer		Girls - TBD		
MS Basketball (B/G)	Pete Bonifas (B)		Rick Casel (B)		
MS Baseball	Rick Casel				
MS Football	Rick Casel		Matt Cook		
MS Track (B)	Matt Jaeger				
MS Track (G)	Jessica Hingtgen				
MS Softball	Adam Smith				
MS Volleyball	Jodi Heim				

MS Speech	TBD	
MS Student Council	Jennie Michels	
MS Wrestling	Matt Jaeger	
Band	Evan Davies	
HS Cheerleading	Heather Merrick (0.5)	Rebecca Lahey (0.5)
Class Sponsors	Rotation of Staff	
HS Dance	Ashley Reed	
HS FBLA	Tracy Weber	
FFA	Blair Gerlach	
HS Musical	TBD	
HS Musical Assistant	TBD	
National Honor Society	TBD	
Newspaper	TBD	
HS Speech	Pam Van Vleck (0.5)	Natalie Torres (0.5)
HS FCCLA	Angela Feller	
HS Quiz Bowl	Adam Smith	
HS Student Council	Adam Smith	
Vocal Music	Jill Roe	
HS Yearbook	TBD	
Athletic Trainer	Nicole Schaefer	
Weight Room Coord.	Matt Jaeger	
Robotics	Pam Van Vleck	Mike Marshall

<u>Office Secretaries</u>			
Bellevue Elementary Office	Karla Weinschenk		
Bellevue MS/HS Office	Nicole Sullivan		
Bellevue CSD Central Office	Rhonda Roth		
<u>Supervisors/Directors</u>			
	Tim Roth (Transportation)	Brett Ernst (Maintenance)	
	Jessica Bormann (Food Service)		
<u>Custodians</u>			
Bellevue Elem	Bob Kilburg		
Bellevue Elementary (some MS/HS)	Jeff Kilburg		
Bellevue MS/HS	James Cavanaugh		
<u>Food Service</u>			
Cooks	Dianna Valanat	Kathy Ohlert	Cindy Mahan
	Jody Tebbe	Mary Lou Gerlach	Zachary Michels
<u>Transportation (Bus, etc.)</u>			
	Joe Daugherty	Duane Sprank	Brett Ernst (PM)
	Larry Kepple	Randy Feller	TBD
	Tim Roth	Mary Jo Meier (S.E.)	Brent Roling
<u>Associates (E-Elem; MS/HS-Middle/High)</u>			
	Barb Deppe (E)	Mary Jo Meier (E)	Jill Rugeberg (MS/HS)
	Beth Norpel (MS/HS)	Paquita Ditzler (E)	Lacey Van Zuiden (E)
	Brandi Bailey (MS/HS)	Tami Purvis (MS/HS)	Liz Rugeberg (E)
	Heather Merrick (MS/HS)	Iris Davies (E)	Lauri Feller (E)
	Heidi Kueter (E)	Carli LaCoursiere (E)	Jane Steines (E)
	Pete Bonifas (MS/HS)	Gina Feller (E)	Jackie Flickinger (E)
	Cindy Mahan (E)	Isabel Krabbenhoff (Flags)	
<u>Business Manager</u>			
	Penny Medinger		
<u>Building Principals</u>			
	Elementary Principal	Jeanette Hartung-Schroeder	
	MS/HS Principal	Jeff Recker	