



**BELLEVUE COMETS**  
COMMUNITY SCHOOL DISTRICT

**SUPERINTENDENT**

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**Comet Highlights from the May 8, 2023 Board Meeting - May 9, 2023**  
**From Dr. Tom Meyer, Superintendent**

May 8 Board of Education Meeting - 6:30 PM - ANNUAL JOINT MEETING WITH THE ANDREW CSD AT 6:00

May 9 MS Orientation

May 10 Bellevue Masonic Lodge Breakfast - 6:30-9:30 AM

May 10 2-Hour Early Dismissal for Students; Teacher Professional Learning

May 10 National Honor Society Induction - 6:30 PM

May 15 MS Music Concert - 7:00 PM

May 22 HS Music Concert - 7:00 PM

May 23 Seniors Last Day

- Cookout - 12:10 PM
- Elementary Walkthrough - Comet Time
- Graduation Practice - 3:20 - West Gym
- Awards Night - 6:30 - West Gym

May 26 Last Day of School for Students (pending more weather-related days, etc.)

May 27 Graduation - 4:00

May 30 Teacher Work Day

May 31 Teacher Work Day (Jim Ott - "Framework of Poverty" meeting Bellevue CSD needs)

To view a calendar of events see the following link:

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

**Joint Meeting with the Andrew CSD - 6:00 PM**

Whole Grade Sharing Joint Board Meeting  
Andrew Community School District  
and  
Bellevue Community School District

Monday, May 8 2023

6:00 p.m.

Bellevue Community School District Board Conference Room

1. Call to order
2. Roll call
3. Approve agenda

4. Welcome visitors
5. Middle School and High School Report - Tom Meyer, Superintendent & Jeff Recker, Principal
6. Discussion of current Whole Grade Sharing Agreement
7. Adjourn

**MONDAY, MAY 8 @ 6:00 PM - Joint Meeting with the Andrew CSD**

**Whole Grade Sharing Joint Board Meeting**

**Andrew Community School District and the Bellevue Community School District**

**Monday, May 8 2023**

**6:00 p.m.**

**Bellevue Community School District Board Conference Room**

(Tentative Agenda)

1. Call to order
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3. Approve agenda
4. Welcome visitors
5. Middle School and High School Report - Tom Meyer, Superintendent & Jeff Recker, Principal
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7. Adjourn

As part of our whole-grade sharing agreement with the Andrew CSD we are to have a joint meeting each year. This year the Bellevue CSD will be the host for this, and it will be prior to our regular meeting on Monday, May 8 @ 6:00.

I believe things have went well in our sharing with Andrew with students, including the 7th and 8th grade students that started this year.

Ten Students are part of the WGS (and tuitioned-in for special education) agreement with the Andrew CSD, and do not include the 48 (out of 80 total) open enrolled students from Andrew.

Chase Heister	8
Carter Hickson	8
Gavin Huizenga	11
Cody Hurt	10
Liam Hurt	8
Chloie Kunde	9
Jaxton Leach	8
Abigail Stark	7
Ayden Stark	8
Karlye Till	11

FYI - We have 25 open enrolled students from Dubuque, 2 from Easton Valley, 3 from Maquoketa, and 2 from Western Dubuque. Also, we have 11 students attending another district. This is a very good percentage for our district in comparison to many districts across the state and area.

Funds have been used for a variety of things, and they include the following:

SAVE Funds - Paying off the MS/HS Commons/Gym Bonds

PPEL - There are many things in this area, but a few include...

New bus/suburban	\$52,825
Software licenses	\$41,282
CCC Welding classes	\$2,000
Promethean Panels (interactive)	\$5,038
Industrial Tech computers	\$4,841
MS Drinking Fountain	\$3,538

Fund amounts the Bellevue CSD has access to are the following:

This year, we received \$8,930.64 which was for FY22. Next year, we should receive \$12,318 which is for FY23 in SAVE funds.

### **Regular Board Meeting - May 8, 2023**

#### **APPROVED - Consent Agenda**

##### Open Enrollment Requests

- Arianna Davis - 3rd Grade - Bellevue to Dubuque
- Brooklyn Davis - 2nd Grade - Bellevue to Dubuque
  - Both of these students were open-enrolled to Dubuque in the past, but due to some recent moves into and out of our district (where they currently reside again), the family must fill out open enrollment forms as requested by the Dubuque CSD.

##### Resignations

- Mary Jo Meier - Effective at the end of the 2022-2023 school year (May 26). Mary Jo has been an employee in our district for the last 24 years, serving as an associate and a driver for our suburbans with students.
- Matt Jaeger - MS Boys Track and MS Boys Wrestling - Matt is remaining as a teacher and his other roles, but wishes to drop these areas indicated.
- Riley Till - HS Girls and Boys Bowling - Riley only coached one of these in the past collaboratively with Randy Weber in the past, but picked up both of these for this last season. He is stepping away based on time commitments.

##### Approve Recommendations to Hire

- Bob Kilburg is already employed by the district, but will be moving to the Bellevue MS/HS building as the night custodian as a result of the opening. Bob currently serves as the night custodian at the Bellevue Elementary School and will transition to the Bellevue MS/HS at the start of the 2023-2024 school year.
- Casey Skrivseth - District Custodian at the Bellevue Elementary School for the afternoon/night shift. Casey has been a "substitute custodian" in the past (along with over the COVID school year). He has done excellent work for us in the past, and has gained more skills in his recent position as a maintenance/custodial supervisor at Off Shore.

- Kevin Petesch - Assistant Middle School Baseball Coach - Based on approximately 20 students out for middle school baseball (students currently in grades 6 & 7).
- Online course agreement and EICC counseling services for our students

### **Recognize any Visitors**

Abbey Skrivseth - Incoming School Business Official (starting on July 1, 2023).

### **School Board Recognition**

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

### **Comet Curriculum**

This topic has two sections, one focused on EICC, and the other on our students in comparison to the state.

#### **College Credit Courses and EICC Aspects**

I attended a meeting at Scott Community College a couple of weeks ago to discuss college credit courses with the Eastern Iowa Community College District Leadership Team and several area superintendents (PV, Bettendorf, DeWitt, Davenport, Clinton, Maquoketa, Northeast, North Scott, and Louisa-Muscatine).

Some aspects to be aware of from the meeting were the following:

1. The average high school student in the entire college district earns 13.9 college credits - Bellevue students average around 18 credits.
2. 18.1% of students taking college courses through EICC eventually attend EICC after high school graduation - Bellevue's number is significantly lower than this, and is usually limited to 1-2 students each year (if any).
3. 69% of high school seniors take a college course through EICC during high school - Bellevue has nearly 100% (required in most cases, except special academic exceptions).
4. Students who earn college credit while in high school are 2X more likely to graduate from college with a credential/degree.
  - a. For clarification, college means getting a 2- or 4-year degree, or a credential of some sort based on training of some type (example: auto/diesel mechanic, heating/cooling, CNA, etc.)
5. A goal is to make sure that students are taking courses that can be used for a degree and not a "course buffet" where they take whatever course they want without a thought about how this can be applied to their future educational pathways.
6. EICC is limiting any new courses to be taught in high school at this time while they work on accreditation and making sure all students are getting the same education and have the same resources available to them - they are concerned that some high school teachers in the EICC district are not following the guidelines they have been given to have students follow. At

this time 88% of courses for high school students throughout the EICC district are taught by high school teachers (that is not the case in Bellevue as we only have a limited amount of teachers who teach college courses based on credentials that are required, and they will not let us add any more to Ag, FACS, or Industrial Tech).

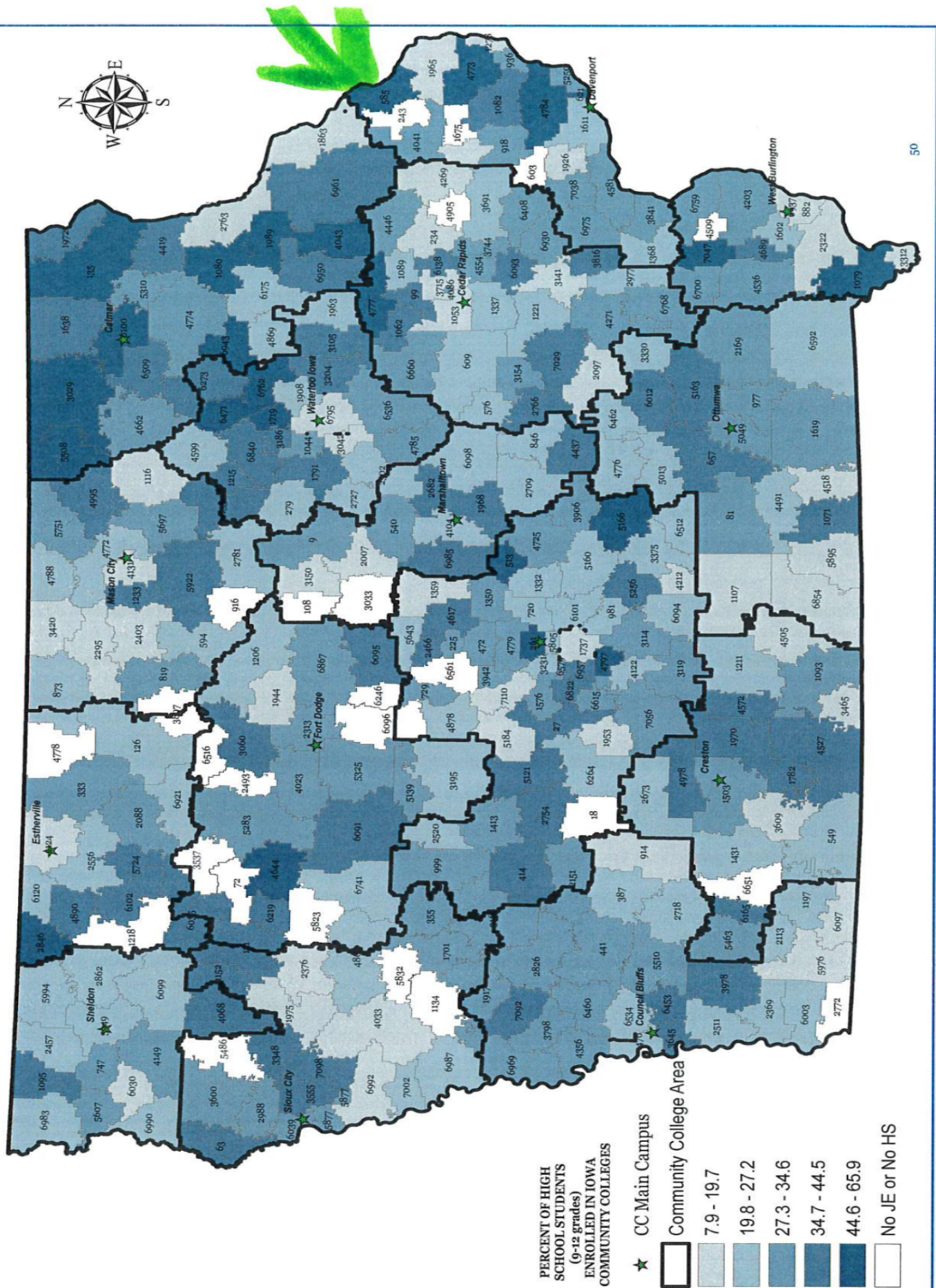
- a. I mentioned the aspect of equity for our students. The reason for this was the aspect of EICC "pushing" districts to send students to their regional centers, Clinton and DeWitt specifically for Bellevue. While they are beneficial, the time aspect with travel is a challenge for our district. We do have some students who travel for limited offerings in Maquoketa (our students have taken the advanced welding for certifications in the past, and will again next year). My point with the equity aspect is that we need to be allowed to offer some courses on our campus with our teachers if we choose, and to be able to continue with online courses (that were not mentioned at the meeting as a potential area of reduction).
7. The cost for our district will be \$63/credit for students in the Fall of 2023, with regular tuition being \$195 next Fall.
8. This Spring, 53.4% of students at EICC are high school students. In comparison, in the 2017-2018 school year only 36.9% were high school students.

#### Bellevue High School Specifics - State Comparisons

Additionally, I was also sent a report from the Iowa State Board of Education in regard to joint enrollment of high school students in college courses. It shows that our numbers are one of the highest in the state in regard to the percent of high school students (grades 9-12) who are enrolled in Iowa Community Colleges during the 2021-2022 academic year. Our percent is 51.87 for the specific year for that grade span. The only districts with a larger number than Bellevue is Central Lee (Donnellson) at 65.96, Denver (52.14), Edgewood-Colesburg (52.41), Riceville (54.37), Pella (54.20), North Scott (54.67), Newell-Fonda (56.90), and Winfield-Mt. Union (53.03).

The districts mentioned are highlighted in green, with districts above 40.0 are highlighted in yellow in the chart on the following page.

PERCENT OF HIGH SCHOOL STUDENTS (9-12 GRADES) ENROLLMENT IN IOWA COMMUNITY COLLEGES DURING AY 2021 - 2022



District Number	District Name	Percent (Joint)	Since Last Year	District Number	District Name	Percent (Joint)	Since Last Year	District Number	District Name	Percent (Joint)	Since Last Year	District Number	District Name	Percent (Joint)	Since Last Year	District Number	District Name	Percent (Joint)	Since Last Year				
0009	AGWSR	27.92	-5.04	1221	Clear Creek-Amana	22.44	-0.19	2727	Grundy Center	26.79	4.93	4419	NFL MarMac	38.59	6.14	5949	Sheldon	20.74	-1.27	6985	West Marshall	36.88	-1.22
0027	Ada-SoHo Minnubun	41.57	7.40	1233	Clear Lake	36.67	-8.14	2754	Guthrie Center	42.86	-18.45	4437	Montezuma	38.75	-6.90	5976	Shenandoah	16.98	-3.02	6987	West Honora	22.50	5.37
0065	Akron Westfield	37.50	9.19	1278	Clinton	17.17	2.65	2763	Clayton Ridge	18.41	0.98	4446	Monticello	31.66	3.71	5994	Sibley-Ocheyedan	25.89	0.50	6990	West Sioux	26.14	2.42
0081	Abia	32.13	-4.87	1332	Cofax-Mingo	20.87	-3.56	2766	H-L-Y	37.06	3.76	4491	Moravia	26.98	-13.02	6003	Sidney	20.22	0.56	6992	Westwood	12.04	-1.37
0099	Aburnett	38.84	6.46	1337	Collins-Maxwell	25.91	1.77	2781	Hampton-Dumont	25.27	-0.45	4505	Mormon Trail	12.50	-12.12	6012	Spoutney	42.13	-4.02	7002	Whiting	25.00	1.19
0129	Alcona	27.19	-1.12	1350	Collins-Maxwell	31.97	-5.13	2826	Harian	27.54	-2.87	4518	Moulton-Udell	14.89	-8.32	6030	Sioux Center	19.74	2.72	7029	Williamsburg	44.27	5.52
0135	Almaleeke	50.28	0.28	1359	Col-MESCO	16.91	-4.52	2846	Harris-Lake Park	47.06	12.20	4527	Mount Air	36.79	1.87	6035	Sioux Central	37.07	6.73	7038	Wilson	30.89	0.61
0153	North Butler	44.50	3.29	1368	Columbus	27.27	-0.19	2862	Hartley-Melvin-Samborn	25.98	3.70	4536	Mount Pleasant	29.51	2.06	6039	Sioux City	29.95	4.94	7056	Winterset	53.03	8.35
0171	Alta-Aurelia	41.63	11.64	1413	Coon Rapids-Bayard	27.68	-1.79	2977	Highland	26.28	-1.61	4554	Mount Vernon	30.39	3.63	6091	South Central Cathoon	39.09	9.26	7056	Winterset	33.45	-1.44
0225	Amas	28.26	-3.71	1431	Corning	24.06	0.10	2988	Hinton	33.61	-3.95	4572	Murray	36.14	7.91	6093	Sioux	39.21	-3.39	7056	Winterset	33.45	-1.44
0234	Anamosa	16.87	2.45	1476	Council Bluffs	26.36	0.58	3029	Howards-Winneshek	47.86	3.24	4581	Muscatine	28.61	4.77	6094	Southwest Warren	21.69	-9.19	7098	Woodbury Central	40.88	7.54
0261	Ankeny	48.40	0.16	1503	Creston	29.48	-2.25	3042	Hudson	17.56	-9.11	4599	Nashua-Plantfield	20.83	-4.13	6095	South Hamilton	40.45	3.37	7110	Woodward-Granger	17.00	-3.68
0279	Arlington-Parkersburg	27.20	0.64	1576	Dallas Center-Grimes	34.00	-5.45	3060	Humboldt	39.84	1.08	4617	Nevada	42.09	4.52	6097	South Paige	18.18	3.90				
0333	North Union	32.37	2.18	1602	Denver	20.20	2.29	3105	Independence	35.67	-0.03	4644	Newell-Fonda	56.90	17.69	6098	South Tama County	21.93	-3.69				
0355	Ar-We-Va	29.09	-6.50	1611	Davenport	21.01	2.21	3114	Indiana	27.51	-0.42	4688	New London	39.64	6.31	6100	South Winneshiek	50.48	-3.64				
0387	Atlantic	27.15	0.13	1619	Davis County	30.34	5.28	3119	Interstate 35	32.58	0.42	4689	New London	39.64	6.31	6100	South Winneshiek	50.48	-3.64				
0414	Audubon	38.43	2.61	1638	Decorah	35.70	0.22	3141	Iowa Falls	16.44	2.53	4725	Newton	32.42	3.68	6101	Southeast Polk	23.71	-4.75				
0441	AHSTW	28.70	-2.31	1701	Denison	31.56	6.40	3150	Iowa Falls	16.44	2.53	4725	Newton	32.42	3.68	6101	Southeast Polk	23.71	-4.75				
0472	Baldard	27.57	-3.80	1719	Denver	52.14	-2.80	3154	Iowa Valley	28.57	-7.10	4773	Northeast	45.89	-2.04	6120	Spirit Lake	26.01	-8.91				
0513	Baxter	46.62	11.26	1737	Des Moines Independent	15.69	0.82	3168	Iowa Valley	27.75	3.76	4774	North Fayette Valley	27.55	3.34	6138	Springville	39.52	-1.11				
0549	BCLLW	28.26	7.03	1782	Diagonal	34.88	11.20	3186	Janesville Consolidated	36.28	-5.46	4778	North Mahaska	26.20	1.36	6165	Stanton	35.23	-13.34				
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## Facilities and Summer Projects

A few things we will be doing this summer in addition to the traditional annual routines of cleaning floors, classrooms, etc. include the following:

Ag Room - We have made good progress on this, but it is far from completed. But, Brett Ernst and the staff will be finishing some things with this after the students leave who are also helping.

Elementary Heater - The heater for the elementary gym that was ordered in about September just arrived last month and was installed. While we may not need it much this year, hopefully, it is ready for next year.

Gyms - The main gym will be sanded, repainted, etc. starting the week of June 12. This is a conflict with the basketball camp that is scheduled for both gyms, but we are trying to work on this. Unfortunately, we do not have a lot of choice of when the gym is done, etc. based on the availability in the summer of crews who work on floors. We will not recoat the west gym or the elementary gym until mid- to late-July. All gyms will be open the week of July 31. Fall practices start on Friday, August 7, 2023.

New Facilities - We will continue to work with OPN on the project, with general updates and planning.

Steering Committee - As we discussed at the meeting with OPN as a Board in April, the district will need to develop a Steering Committee for the Bellevue Elementary School planning. Typically this includes the following types of members, and the following were suggested by board members and agreed upon:

Superintendent	Tom Meyer
Facilities Supervisor	Brett Ernst
Board Members (2)	Matt Wedeking                      Janet Sieverding
School Business Official	Penny Medinger/Abbey Skrivseth
Elementary Principal	Jeanette Hartung-Schroeder

I would also suggest including the following:

Student Representative	Memphis Jess/Tate Gieseemann
Other???	A potential representative from PAC will be added (Meyer will contact them)

Bond Sale - A tentative timeline for the sale of bonds was shared with the Board, and the Board also requested getting a time for the sale of bonds in January or February for comparison. Part of this process is being able to look into a "crystal ball" to know the best time to sell our bonds. We can do it sooner or we can wait. No one knows the future of interest rates. Additionally, there are also some actions the school board will need to take in order for the sale to occur in a timely manner for when the funds are needed.

I have included an email from PMA Financial that was received on Wednesday in regard to interest rates.



From PMA Financial network - Interest Rates (update on 5.3.23)

## **Fed increases rates a quarter point and signals a potential end to hikes**

The Federal Reserve on Wednesday approved its 10th interest rate increase in just a little over a year and dropped a tentative hint that the current tightening cycle is at an end.

In a unanimous decision widely expected by markets, the central bank's Federal Open Market Committee raised its benchmark borrowing rate by 0.25 percentage point. The rate sets what banks charge each other for overnight lending but feeds through to many consumer debt products such as mortgages, auto loans and credit cards.

The increase takes the fed funds rate to a target range of 5%-5.25%, the highest since August 2007.

Markets, though, are more focused on where the Fed will be going from here, particularly amid concerns over economic growth and a lingering bank crisis that has rattled nerves on Wall Street.

The post-meeting statement offered only some clarity, and not by what it said but what it didn't say.

The document omitted a sentence present in the previous statement saying that "the Committee anticipates that some additional policy firming may be appropriate" for the Fed to achieve its 2% inflation goal.

Also, the statement tweaked language to outline the conditions under which "additional policy firming may be appropriate." Previously, the FOMC had framed the forward guidance around how it would determine "the extent of future increases in the target range."

The statement reiterated that the Fed "will take into account the cumulative tightening of monetary policy, the lags with which monetary policy affects economic activity and inflation, and economic and financial developments."

Taken together, the moves are at least a tenuous nod that while tight policy could remain in effect, the path ahead is less clear for actual interest rate hikes as policymakers assess incoming data and financial conditions.

Wednesday's decision comes amid U.S. economic fragility and over the objections of prominent Democratic lawmakers, who urged the Fed this week to stop rate hikes that they insisted could cause a recession and excessive loss of jobs.

However, the labor market has remained strong since the increases started in March 2022. At the same time, inflation is still well above the 2% target that policymakers consider optimum. Multiple officials have said rates probably will need to stay elevated even if the increases are put on hold.

Along with inflation, the Fed has had to deal with tumult in the banking industry that has seen three mid-size banks shuttered.

Though central bank officials insist the industry as a whole is stable, an expected tightening in credit conditions and heightened regulations ahead are expected to weigh further on economic growth that was just 1.1% annualized in the first quarter.

The post-meeting statement noted that "tighter credit conditions for households and businesses are likely to weigh on economic activity, hiring and inflation." The language was similar to the March statement, which came just after the collapse of Silicon Valley Bank and Signature Bank.

The Fed's own economists at the March FOMC meeting warned that a shallow recession is likely due to the banking issues.

The statement from this week's meeting reiterated that economic growth has been "modest" while "job gains have been robust" and inflation is "elevated."

While higher rates have compounded the banking problems, Fed officials insist they are focused squarely on inflation. Recent data points have indicated a softening in price increases, though "sticky" items such as housing costs and medical care have remained higher, while prices that tend to change a lot, such as food and energy, actually have decelerated, according to Atlanta Fed calculations.

Markets are anticipating that slower growth and the possibility of recession will force the Fed to cut rates later this year.

Manufacturing has been in contraction for the past six months, according to an Institute for Supply Management gauge. However, the services sector, which entails a broader slice of the \$26.5 trillion U.S. economy and has been pointing to expansion.

The labor market also has remained resilient. Payroll processing firm ADP reported Wednesday that hiring by private sector companies increased by 296,000 in April, well ahead of economists' expectations. That served as a potential signal that for all the Fed's efforts to cool the jobs picture and correct a supply-demand imbalance, issues remain.



**Paul Kruse**

Senior Vice President, Managing Director  
PMA Financial Network

### **APPROVED - Graduating Class of 2023**

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 2023

- Saturday, May 27, 2023
- Multi-Purpose Gym
- Starts at 4:00pm; Doors open at 3:00pm
- Class Flower: Rose
- Class Colors: Baby Blue
- Class Song: "Good Ole Days" by Macklemore

<b>FirstName</b>	<b>MiddleName</b>	<b>LastName</b>
Catrina	Marie	Althaus
Lily	Lynn	Amling
Morgan	Leann	Babb
Terrin	Michele	Back
Payton	Nichole	Bellings
Jake	Louis	Bormann
Ellie	Faith	Borrenpohl
Anthony	Robert	Both
Nathan	Michael	Both
Riley	Joseph	Carrier
Jeffrey	Joseph	Dema
Taylor	Mary	Deppe
Ka'Lynn	May	DeShaw
Kalesia	Marie	DeShaw
Ryanne	Marie	Dunn
Delaney	Jo	Dunne
Breanna	Rose	Edwards
Jared	Charles	Fite
Lily	Belle	Freiburger
Hope	Leanne	Glaser
Sophia	Evalyn	Gorton
Cameron	Ray	Hingtgen
Ashton	Scott	Holdgrafer
Memphis	Ryder	Jess
Lauren	McKayla	Keil
Shane	John	Kelchen
Saylor	Mae	Kilburg
Lillian	Mae	Kolln-Nemmers
Jack	Loren	Kremer

Adessa	Rae	Leibfried
Gretta	Rose	Marshall
Morgan	Thomasina	Meyer
Ryder	John	Michels
Cole	Joseph	Nemmers
Aiden	John	Onken
Gatlin		Owen
Robert	Christian	Paulsen
Jeremiah	Alexzander	Sausser
River	James	Schiefer
Madyson	Rebecca Lee	Schlie
Aden	James	Schmidt
Owen	Christopher	Smith
Erin	Avery	Sprank
Benjamin	Peter	Steinbeck
Sophia	Rae	Tigges
Kaidlyn	Mariee	Veach
Alivia	Angelina	Wagner
Jensen	Richard	Wedeking

**APPROVED - Negotiated Contract Settlement Approval - Bellevue Education and Teachers**

As mentioned in the past notes, as a representative of the board I have tentatively settled teacher contracts for 3.75% total package. I recommend we approve this.

Some specifics include the following:

1. Insurance Changes
2. Extra-Curricular Salary Schedule Changes (initially determined collaboratively in the monthly Labor Management Committee meetings); Language Change Options remain at one
3. Extra-Curricular Base Salary and Salary Schedule increase; Extending the contract through the 2025-2026 school year.
4. 3.75% total package with \$845 on the salary schedule index base.

## Tentative Agreements made on April 13th:

### From Association Initial:

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

1. A unit is equivalent to one person.
2. Any staff currently in a coaching position shall not regress from their pay. This will only affect new positions filled.
3. When a single individual assumes responsibility for the head coach of two similar activities (boy/girl), the percentage for pay for the second position shall be reduced by 2%.
4. Determination of the need for assistant positions shall be made at the beginning of the season, with contract consideration given to the person last holding the position. Should this person decline, the opening shall be posted.
  - a. When the number of student participants justifies the hiring of a 2nd coach, and a 2nd coach is not available, the percentage of pay for the second position shall be reduced by 2%.
  - b. When the numbers require combining Assistant High School Wrestling and Middle School Wrestling positions, the Assistant High School Wrestling rate plus 2% will be contracted.
  - c. When the numbers in a Middle School activity necessitate an assistant, the rate shall be set at 50% of the head coach's percentage.
5. Baseball and Softball coaches will be paid \$25 for performing maintenance and administrative duties for each home game.

### From BCSD Initial:

#### 1. Additions to Extra-Curricular Salary Schedule

- In coordination with the Labor Management Committee, the district proposes the following:

○ Head HS Boys Soccer	9.5 (similar to HS Track)
○ Head HS Girls Soccer	9.5 (similar to HS Track)
○ Assistant HS Soccer (1 position)	5.5 (similar to HS Track) Asst)
○ MS Baseball	4.5 (similar to MS Softball)
- Change all "Jr. High" references in the Extra-Curricular Salary Schedule to "MS" (Middle School).
- Additionally, the BCSD accepts the proposal of the BEA in regard to Ch. IV: Salary and Benefits: Article XIII Extra-Curricular Salary as proposed in the BEA Proposal from April 4, 2023 (documentation on the next page).

#### 2. Language Change Options

- The district proposes to maintain one language item in future years for the BEA and BCSD, respectively.

**Insurance:** Although not negotiable, the employee insurance contribution for full-time employees will be the following:

- |                                     |                        |
|-------------------------------------|------------------------|
| ○ Family: Select 2000 - \$300/month | Select 1250 - \$393.59 |
| ○ Single: Select 2000 - \$0         | Select 1250 - \$ 36.69 |

BEA Chief Negotiator:



Superintendent:

 4.13.23

**Tentative Agreements made on April 20th:**

**Ch. IV: Salary and Benefits: Article XVI: Salary: A: Base Salary and Salary Schedule**

B. Extra-Curricular Salary Schedule Base 2023-2024 \$31,650 (an additional \$99.00)

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

1. This agreement would begin on July 1, 2023 and would be in effect through June 30, 2026 (three years). The parties agree Article XVI Base Wages and Salaries including Appendix A and Appendix B shall be open to negotiate base wages.

BEA Chief Negotiator: *Tracy Jee*  
Superintendent: *Tom Meyer 4-20-23*

**Tentative Agreements made on April 25th:**

**Salary and Benefits**

The district proposes a 3.75% Total Package; \$845 on Salary Schedule Index Base.

BEA Chief Negotiator: *Tracy Jee*  
Superintendent: *Tom Meyer 4.25.23*

As of May 1, 129 districts have reported their tentative agreements with an average total package of 3.94%.

Other Nearby Districts - Total Package%

- Alburnett - 3.32
- Anamosa - 3.49
- Camanche - 1.51
- Clinton - 4.43
- Dubuque - 3.04
- Ed-Co - 5.98
- Monticello - 2.58
- Mid Prairie - 3.20
- \*Northeast 3.6
- Springville - 3.94
- \*Tipton - 4.42
- West Branch - 4.35
- West Liberty - 5.33
- Western Dubuque - 4.66
  
- State Avg - 3.95

*\*Indicates not included in the IASB average, but shared today with me at a conference meeting.*

Agreement Summary

This provides all teachers an increase in their base wage, including those who have reached the maximum steps. With the basic insurance coverage (family insurance), teachers will still see an increase of varying amounts, but this varies from slightly over \$1300 to slightly over \$1550 (if you would like to see specific amounts let me know). Additionally, teachers moving on the salary schedule see an increase in the "step" they take annually that is "built-in". For example, a teacher with a BA +16 at a specific step in the schedule would see an increase of over \$2700. Another teacher would see an increase of over \$2600 with a BA degree and no additional hours.

At times veteran teachers do not get a raise (or very little) if they have "maxed" out...this is not the case this year. Yet, it must also be understood that if staff wants the Select 1250 insurance for their family the cost is an additional \$93.59/month, which equals out to \$1123.08. But, they still see an increase in wages (albeit significantly smaller).

This is the largest increase since 2015-2016.

**Total Package Trend in the Bellevue CSD**

Below is some information over the last several years in regard to "total package" compensation for staff members, including contribution to family health insurance.

<u>Year</u>	<u>% Total Package Increase</u>	<u>Employee Insurance Contribution (Sing/Fam)</u>
<b>2023-2024</b>	<b>3.75%</b>	<b>\$300 (tentative agreement)</b>
2022-2023	3.40%	\$300
2021-2022	2.60%	\$250
2020-2021	2.60%	\$180
2019-2020	3.00%	\$150
2018-2019	2.00%	\$100
2017-2018	2.19%	\$95
2016-2017	3.40%	\$80
2015-2016	4.00%	\$70
2014-2015	3.95%	\$70
2013-2014	3.9%	\$60
2012-2013	3.62%	\$40
2011-2012	3.10%	\$25
2010-2011	2.09%	No contribution
2009-2010	4.55%	No Contribution
2008-2009	4.94%	No Contribution
2007-2008	5.19%	No Contribution
2006-2007	2.54%	No Contribution
2005-2006	4.00%	No Contribution
2004-2005	3.60%	No Contribution
2003-2004	4.06%	No Contribution

## New Money

It is important to recognize that the "new money" from the state for the school district is \$204,178. We utilize this for all staff (teachers and others - all employees). Once again, the funds from the state are for our entire district and will exceed this amount by over \$50,000. But, we have funds to handle this expenditure, and we also want to treat our staff at all levels fairly and show an authentic appreciation for their daily efforts at school. Our staff is outstanding, and we must appreciate their efforts and contributions.

### **APPROVED - Work Agreement Settlement - Support Staff and Principals**

Past precedent in our district for many years has been to provide all staff at all levels with the same percent increase. This would mean that all support staff and principals would attain a 3.75% total package increase. I recommend we continue this in the future for this year.

I have had specific requests from a few people in different areas for an increase in wages/personal days. While I recognize this would be nice, I find it difficult to at this time. Our employees are outstanding, yet we also have to be fiscally responsible in our approaches with the funds we have from our stakeholders.

### **APPROVED - Approve Staff for the 2023-2024 School Year**

I recommend we approve the following individuals at the end of this section for teaching staff, support staff, and principals for FY2024. But, first Meyer discussed the evaluation process in the district. There could be some changes with this yet for staffing from full-time to part-time to vice-versa, new hires, etc., but this is an overview of the hiring of staff (along with some salary changes).

The administration, and those working closely with the administrators in school, believe this is the appropriate staff at this time for our students. There have been some conversations I have had in regard to improving the "teaching" and "experiences" for our students. There is always room for improvement, and all teachers have an Individualized Professional Development Plan they participate in annually, plus some also have some other goals they are working toward in the future based on evaluative concerns (whether in the three-year evaluation cycle or not - coaches are to be evaluated annually).

The administration and other leaders in the district work with staff at all levels to improve their performance. The expectation is that all staff work appropriately with students to assist them in developing academically, personally, and in many other related areas.

I have also placed our teacher evaluation process from our Master Handbook at the end of the notes. This is similar to what was in the Master Contract at one time (this is separate from the contract). This is similar to other districts, specifically the three-year rotation (but doing it as necessary if concerns).



<b>Elementary</b>				
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 Herring	Melissa Pondell	
5th	Josh Kueter	Tracey Till		
Title I	Kim Jochum			
Reading Specialist	Abby Veach			
Special Needs	Jodi Deppe	Dori Venema		
Elementary Counselor	Emily Rickertsen			
Elementary Music	Victoria Schuler (General Music)	Evan Davies (5th Band)		
<b>Middle/High School</b>				
Business	Tracy Weber			
English Language Arts	Natalie Torres	Rebecca Lahey	Jessica Hingtgen (6th)	Tom Dorhout (7th)
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)			
Reading/Special Education	Jennie Michels (est. 0.5)			
Science	Matt Cook	Craig Reuter	Pam Van Vleck	Jessica Hingtgen (8th)
Social Studies	Dave Ripperger	Matt Jaeger (BIG)	Tom Dorhout	
Spanish	Erica Theisen			
Special Needs	Rick Casel (At-Risk/Special Ed)	Jodi Heim	Jennifer Meyer	
	Jace Ohlert	Kendra Baker	Jennie Michels	
Vocational Agriculture	Blair Gerlach (+20 days)			
Vocal Music	Jill Roe			
Band	Evan Davies (5-12)			

<b>Shared (K-12)</b>				
Art	Amanda Canganeli			
Gifted/Talented	Curt Ernst (TLC)			
PE	Mark Ruden			
Teacher-Librarian	Heather Wood			
School Nurse	Kelley Humphrey			
<b>Teacher Leadership Coaches</b>				
STEP/Instructional Coach	Curt Ernst (STEM)	Cris Kellogg (STEM)	Jessica Hingtgen	Matt Jaeger (0.5)
Model Teachers	Emily Reeg (K-1)	Mindy Stroud (2-3)	Tracey Till (4-5)	
	Lahey-Scott - English	Adam Smith - Math	Pam Van Vleck - Science	
	Matt Jaeger - Social Studies	Mark Ruden - PE/Arts	Tracy Weber - CTE	

<b>Teacher Leadership Coaches</b>				
STEP/Instructional Coach	Curt Ernst (STEM)	Cris Kellogg (STEM)	Jessica Hingtgen	Matt Jaeger (0.5)
Model Teachers	Emily Reeg (K-1)	Mindy Stroud (2-3)	Tracey Till (4-5)	
	Lahey-Scott - English	Adam Smith - Math	Pam Van Vleck - Science	
	Matt Jaeger - Social Studies	Mark Ruden - PE/Arts	Tracy Weber - CTE	

<b>HS Coaches &amp; Sponsors 22-23</b>				
Athletic Director	Pete Bonifas (+ 10 days)			
HS Baseball	---			
HS Baseball Asst	---			
V Basketball (B)	Chet Knake (7-12)			
HS Basketball Asst (B)	Tim Roth	Cord Heim		
V Basketball (G)	Scott Jess			
HS Basketball Asst (G)	Josh Kueter	Chase Junk		
HS Bowling (B)				
HS Bowling (G)				
Cross Country (G/B)	Scott Jess			
Cross Country Asst (if needed)	Michael Steines			
V Football	Chet Knake (Co-Head)	Matt Jaeger (Co-Head)		
HS Football Asst	Mark Ruden	Chase Junk		
B Golf	Chet Knake			
G Golf	Mark Ruden			
V Softball	Ryan Ernst			
HS Softball Asst	Blair Gerlach			
HS Track (B)	Scott Jess			
HS Track (G)	Craig Reuter			
HS Track Asst	Michael Steines			
HS Track Asst (if needed)	Chase Junk			
V Volleyball	Rebecca Schroeder			
HS Volleyball Asst				
V Wrestling	David Ripperger			
V Wrestling Asst	Jamie Bahl	Girls - Brandi Bailey		
HS Girls Soccer	Stephanie Penniston			
HS Boys Soccer	Gary Penniston			
Assitant HS Soccer (based on numbers)	Kevin Petesch			

MS Basketball (B/G)	Chase Putman (B)	Rick Casel (B)	Rick Reeq (G)	Clint Michels (G)
MS Baseball	Rick Casel			
MS Football	Rick Casel	Matt Cook		
MS Track (B)				
MS Track (G)	Jessica Hingtgen			
MS Softball	Adam Smith			
MS Volleyball	Jodi Heim	Alison Putman		
MS Speech	Pam Van Vleck			
MS Student Council	Jennie Michels			
MS Wrestling (B)				
MS Wrestling (G)				
Band	Evan Davies			
HS Cheerleading	Heather Merrick (0.75)	Rebecca Lahey (0.25)		
Class Sponsors	Rotation of Staff			
HS Dance	Ashley Olsen			
HS FBLA	Tracy Weber			
FFA	Blair Gerlach			
HS Musical	Jill Roe			
HS Musical Assistant	Evan Davies			
National Honor Society	Heather Wood			
Newspaper	Natalie Torres			
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	Natalie Torres			
Athletic Trainer				
Weight Room Coord.	Matt Jaeqer			
Robotics	Pam Van Vleck	Mike Marshall		
Flags	Isabel Krabbenhoff (Flags)			

<b>Office Secretaries</b>			
Bellevue Elementary Office	Karla Weinschenk		
Bellevue MS/HS Office	Chelsey Junk		
Bellevue CSD Central Office	Rhonda Roth		
<b>Supervisors/Directors</b>	Tim Roth (Transportation)	Brett Ernst (Maintenance)	
	Jessica Bormann (Food Service)		
<b>Custodians</b>			
Bellevue Elem			
Bellevue Elementary (some MS/HS)	Jeff Kilburg		
Bellevue MS/HS	Bob Kilburg		
<b>Food Service</b>			
Cooks	Dianna Valanat	Kathy Ohlert	Cindy Mahan
	Jody Tebbe	Mary Lou Gerlach	Zachary Michels
<b>Transportation (Bus, etc.)</b>	Joe Daugherty	Duane Sprank	Brett Ernst (PM)
	Larry Kepple	Randy Feller	Brent Roling
	Tim Roth	Curt Ernst/Mike Steines (share)	Jeff Kilburg
<b>Associates (E-Elem; MS/HS-Middle/High)</b>	Michelle Teply (E)	Paquita Ditzler (E)	Jill Ruggeberg (MS/HS)
	Beth Norpel (MS/HS)	Gina Feller (E)	Lacey Van Zuiden (E)
	Brandi Bailey (MS/HS)	Tami Purvis (MS/HS)	Liz Ruggeburg (E)
	Heather Merrick (MS/HS)	Iris Davies (E)	Lauri Feller (E)
	Heidi Kueter (E)	Carli LaCoursiere (E)	Jane Steines (E)
	Pete Bonifas (MS/HS)	Cindy Mahan (E - Library)	
<b>Business Manager</b>	Abbey Skrivseth		
<b>Building Principals</b>	Elementary Principal	Jeanette Hartung-Schroeder	
	MS/HS Principal	Jeff Recker	

## Compensation

In regard to compensation, some of the hourly employee wage increases are the following:

	2022-2023	2023-2024
Associates	\$15.46	\$16.00
Food Service	\$15.47	\$16.05
Custodians	\$19.87	\$20.67
Admin Asst (Secretary)	\$20.54	\$21.37
Sub-Para	\$14.00	\$15.00
Sub-Cook	\$14.00	\$15.00
Sub-Custodian	\$16.00	\$17.00

### **APPROVED - Fees for the 2023-2024 School Year**

Below is a summary of recommendations for fees for the 2023-2024 school year, along with the "trends" of fees over the last several years. A Summary of Costs for the 23-24 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 \$80 to \$85
- 6-8 \$70 to \$75
- 3-5 \$65 to \$70
- K-2 \$60 to \$65
- TK \$40 to \$45

Preschool (3- and 4-year old)

- PK (4-year old) - No cost; State funded
- PK (3-year old) - \$375 to \$400
  - This rate has not risen in the last two years, and our expenses continue to rise. This is still a very reasonable cost as a whole for parents. This rate still does not cover our costs for staffing with teacher(s) and associates.

### 1:1 Computer/Device Fee

Raise from \$50 to \$55 for this upcoming school year. We had no increase last year, but adding more computers to the system is impacting our 1:1 fee (and damages). The positive is that Chromebooks are much easier to fix internally than Macbooks, and Mr. Jaeger does a great job of completing this in a financially responsible manner.

Nutrition - We have had an increase in several areas based on the increase in the price of food for students, but this year we will keep costs the same in the nutrition department based on a healthy balance overall. The one area we will increase is in the area of the adult price that the state says we must raise to a minimum of \$4.84 for a meal. We may have to adjust our milk price, but we do not know the cost yet for next school year.

- Lunch
  - Adult           \$4.15 to \$4.85

Activities/Athletics

- Soccer & Wrestling - We started this for the current school year, but we have not added it to the list yet; The cost is \$6 for soccer and girl's wrestling.
- Family Pass and Football Admission - No recommendation on changes yet, although there could be a change in the future.
  - Reasoning for this: We do not know what the district football schools have decided on admission prices for next season. The rest of our admissions for River Valley Conference events are \$6, while football the last few years has been \$5. The reasoning for the RVC rate increase for this year was the cost of officials, etc. I would recommend the same rate for football in our case, but this will be decided by the district AD's at a meeting from my understanding. This will also impact Family Passes potentially, and I do not have a recommendation at this time for Football or Family Passes.

The following two pages are a trend of our rates, with the proposed rates for the 2023-2024 school year.

	FY25	FY24	FY23	FY22	FY21	FY20	FY19	FY18	FY17	FY16	FY15	FY14	FY13	FY12	FY11	FY10
<b>EDUCATION:</b>	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day	8 blocks:6/day
Instructional Materials Fee - Gr 9-12	\$85.00	\$80.00	\$75.00	\$70.00	\$60.00	\$55.00	\$50.00	\$45.00	\$45.00	\$45.00	\$45.00	\$40.00	\$40.00	\$40.00	\$40.00	\$40.00
Instructional Materials Fee - Gr 6-8	\$75.00	\$70.00	\$65.00	\$60.00	\$55.00	\$50.00	\$45.00	\$45.00	\$40.00	\$40.00	\$40.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
Instructional Materials Fee - Gr 3-5	\$70.00	\$65.00	\$60.00	\$55.00	\$50.00	\$45.00	\$40.00	\$40.00	\$35.00	\$35.00	\$35.00	\$30.00	\$30.00	\$30.00	\$30.00	\$30.00
Instructional Materials Fee - Gr K-2	\$65.00	\$60.00	\$55.00	\$50.00	\$45.00	\$40.00	\$35.00	\$35.00	\$30.00	\$30.00	\$30.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
Instructional Materials Fee - Gr TK	\$45.00	\$40.00	\$35.00	\$35.00	\$30.00	\$30.00	\$30.00	\$25.00	\$0.00	\$0.00	\$0.00	\$25.00	\$25.00	\$25.00	\$25.00	\$25.00
1:1 Computing Fee	\$55.00	\$50.00	\$50.00	\$45.00	\$45.00	\$40.00	\$35.00	\$35.00	\$30.00	\$25.00	\$15.00	\$35.00	\$35.00	\$35.00	\$35.00	\$35.00
PK Tuition/semester 3-yr olds-Non Sped	\$400.00	\$375.00	\$375.00	\$350.00	\$350.00	\$350.00	\$330.00	\$320.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$300.00	\$250.00	\$250.00
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	\$0.00	\$0.00
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	5/10/10	4/13/09
Yearbook		\$45.00	\$45.00	\$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
engraving 1-line		\$7.00	\$6.50	\$6.25	\$6.00	\$6.00	\$6.00	\$6.00	\$5.00	\$5.00	\$5.00	\$5.00	\$6.00	\$6.00	\$6.00	\$5.45
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	\$0.00
Drivers Ed	\$385.00	\$385.00	\$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
Date Changed:	5/8/23	5/9/22	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					
<b>NONPUBLIC: ***per class/hour taken for 1 complete year; divide by 2 for semester</b>																
Bookrent-High School (9-12)	\$10.63	\$10.00	\$9.38	\$8.75	\$7.50	\$6.88	\$6.25	\$6.25	\$5.63	\$5.63	\$5.63	\$5.00	\$5.00	\$5.00	\$5.00	\$5.00
Bookrent - Gr 6-8	\$9.38	\$8.75	\$8.13	\$7.50	\$6.88	\$6.25	\$5.63	\$5.63	\$5.00	\$5.00	\$5.00	\$4.38	\$4.38	\$4.38	\$4.38	\$4.38
Bookrent - Gr 3-5	\$10.00	\$9.29	\$8.57	\$7.86	\$7.14	\$6.43	\$5.71	\$5.71	\$5.00	\$5.00	\$5.00	\$4.29	\$4.29	\$3.75	\$3.75	\$3.75
Bookrent-Elementary (K-2)	\$9.29	\$8.57	\$7.86	\$7.14	\$6.43	\$5.71	\$5.00	\$5.00	\$4.29	\$4.29	\$4.29	\$3.57	\$3.57	\$3.13	\$3.13	\$3.13
<b>NUTRITION:</b>																
Milk	\$0.40	\$0.40	\$0.35	\$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
Breakfast-Std	\$1.75	\$1.75	\$1.70	\$1.70	\$1.70	\$1.65	\$1.65	\$1.65	\$1.60	\$1.50	\$1.50	1.40	1.25	1.25	1.15	1.15
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	\$2.25	\$2.20	\$2.20	\$2.20	\$2.15	\$2.15	\$2.15	\$2.10	\$2.00	\$2.00	1.85	1.60	1.60	1.50	1.50
Lunch PK-5	\$2.85	\$2.85	\$2.80	\$2.80	\$2.70	\$2.65	\$2.60	\$2.60	\$2.50	\$2.40	\$2.40	2.25	2.10	2.00	1.85	1.85
Lunch 6-12	\$2.90	\$2.90	\$2.85	\$2.85	\$2.75	\$2.70	\$2.65	\$2.65	\$2.60	\$2.50	\$2.50	2.35	2.20	2.10	1.95	1.95
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	\$4.85	\$4.15	\$3.95	\$3.85	\$3.75	\$3.70	\$3.65	\$3.65	\$3.60	\$3.50	\$3.50	3.35	3.10/2.75	2.65	2.50	2.50
Extra Dish	\$1.80	\$1.80	\$1.75	\$1.75	\$1.70	\$1.65	\$1.65	\$1.65	\$1.60	\$1.50	\$1.50	1.40	1.25	1.25	1.10	1.10
Date Changed:		5/9/2022, 7/11/	5/10/21	5/11/20	5/13/19	5/14/18	5/8/2017, 8/14/	5/11/16	5/11/15	5/12/14	5/13/13	4/3/12	5/9/11	5/10/10	4/13/09	4/13/09



### **APPROVED - Driver's Education**

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

Our current Driver's Education course has gone well from my perspective. The charge to students will be \$385 again for the 2024-2025 school year. This year was the first rise for our students since 2013 when it remained at \$370. The AEA needed an increase at that time due to their various costs on cars, fuel, etc, but they are keeping it the same for this next contract. 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. The school district pays this total - \$385 for "free" and about \$160 for reduced.

"Classes with the instructor" will now be online with a Driver's Education teacher. This is a change since COVID-19 and makes 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.

I recommend we 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 compared to offering it ourselves (vehicle, instructor, etc.).

### **APPROVED - Life Connections**

I believe the district should look to continue the additional social-emotional support for students at both the elementary and secondary level. This has been happening for the last three years. I am seeking to continue the services, and an expenditure of \$22,500...with similar services to this year.

Life Connections already works 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.

### 400 Policy - Substitute Teachers

#### Substitute Teacher Pay

A question was raised regarding the pay for substitute teachers in our district. The pay for a random substitute teacher is \$125/day. If the person subs in the same position for 11-90 consecutive days, their pay raises to \$148/day. If the person subs in the same position for more than 90 days, their pay raises to \$192/day. This is in board policy 410.1 and was last reviewed by the Board in July of 2022 when we raised our sub pay from \$110/day to \$125/day (other rates were \$130 and \$169, respectively). This was necessary as we were below the districts around us, and this put us up to par or over some of the districts at that time. For example, Cal-Wheat - \$110, DeWitt - \$125, Easton Valley - \$120, Maquoketa -\$135, Monticello -\$126, Northeast - \$120, North Scott - \$120, West Branch - \$130, West Liberty - \$124, Western Dubuque - 127, and Wilton - \$125.

I gathered information from other districts on their current daily rates, and some of them are listed below.

- Anamosa \$144 (Grant Wood AEA Consortium)
- Andrew \$120, then \$140, but if exceeds 3 months they move to first line of salary schedule
- **BELLEVUE** **\$125, then \$148 for 11-90 days, then \$192 for over 90 days**
- Bennett \$115, then \$125 after 10 consecutive days in same position
- Bettendorf \$120, then \$150 for up to 30 consecutive days; \$150/day for district retirees
- Cal-Wheat \$110, then \$165 after 5 consecutive days in the district
- Camanche \$125, then \$135 after 10 consecutive days in same position
- Clinton \$125, then \$135 after 10 consecutive days in same position
- DeWitt \$150, then \$182 for 10 days or more consecutive days in same position (base pay step 4)
- Dubuque \$132, then \$167 for long-term subs (not sure what length that entails)
- Durant \$125, then \$171 after 10 consecutive days in same position (likely raise to \$130 next school year)
- Easton Valley \$120, then \$140, but if exceeds 3 months they move to first line of salary schedule
- Maquoketa \$135, then \$160 after 10 consecutive days in same position
- Monticello \$144, then \$181 after 10 consecutive days in the same position (base salary schedule) - Grant Wood Consortium
- Northeast \$120, then \$138 after 10 consecutive days in same position
- North Scott \$120, then \$150 for 45 consecutive days in same position; \$150/day for district retirees



- Pleasant Valley \$120, then \$150 for extended assignment of 9 weeks or more;  
\$150 for district retirees
- West Branch \$130
- West Liberty \$124, then 146 after 10 consecutive days in same position, then \$171 for long-term sub (assume for a semester, etc.)
- Western Dubuque \$130, then \$199 for over 10 consecutive days in same position
- Wilton \$125, then \$185 after 10 days in same position (likely raising to \$130 next school year)

The current policy is the following - 410.1

*The board recognizes the need for substitute teachers. Substitute teachers shall be licensed to teach in Iowa.*

*It shall be the responsibility of the building principal to maintain a list of substitute teachers who may be called upon to replace regular contract licensed employees. Individuals whose names do not appear on this list will not be employed as a substitute without specific approval of the superintendent. It shall be the responsibility of the building principal to fill absences with substitute teachers immediately.*

*Substitute teachers will be paid a per diem rate. Substitutes employed for up to 10 days will be paid \$125 per day. Substitutes employed for 11-90 consecutive days in the same position shall be paid \$148 per day. Substitutes employed for more than 90 days in the same position will be paid \$192 per day. Substitute licensed employees are expected to perform the same duties as licensed employees.*

If we believe changes need to be made we can make them at this School Board meeting. Some changes could be the following, and more discussion will occur at the June Board meeting:

Some thoughts:

- Daily Pay
  - Increase to \$135 (currently \$125)
- 11-90 Days
  - Increase to \$160 (currently \$148) - Same percentage as before
- Over 90 Days
  - Increase to \$210 (currently \$195) - Same percentage as before
- Retired Teachers
  - Initiate this to be \$150, but could increase to the long-term rates
- Long-Term, but not same room
  - Do not change our policy on this, as the reasoning is that when a substitute is in a room for an extended time they start to do more things than a daily sub with planning, and know students, classroom routines, pacing of the curriculum based on the students, etc. When they move to another room for a long-term period they are somewhat "starting over" for the first few days.

**APPROVED - Beyond the Blue**

I recommend the school board approve the "Beyond the Blue" selections from committee members that were selected in mid-April. The following graduates and contributors (new category this year) were selected for recognition on Friday, May 26.

Graduates

Doug Halsne - Class of 1974

Gregg Hammann - Class of 1981

Ann Schroeder - Class of 1981

Contributors

Dave Eischeid

Rick Pogemiller

# Beyond the Blue



*All friends, relatives, classmates, community members,  
and others are welcome to attend:*

**6th Annual "Beyond the Blue" recognition**  
**Friday, May 26 • 6pm Social Hour with hors d' oeuvres**  
**Brief Program & Recognition at 7 pm**  
**Old Button Factory, Lower Level**  
Honoring past BHS graduates & contributors

## **INDUCTEES THIS YEAR INCLUDE THE FOLLOWING:**

### **Graduates**

*The recognition of graduates who have impacted society in a positive manner through their outstanding accomplishments, contributions and impact in life after graduation through any of the following areas: Community, State, National or World Impact, Professional Careers Military Service, Humanitarian Contributions, Leadership Positions/Actions Intercollegiate Accomplishments, Lifetime Achievements*

**Doug Halsne - Class of 1974**  
**Gregg Hammann - Class of 1981**  
**Ann Schroeder - Class of 1981**

### **Contributors (new this year)**

*The recognition of "contributors" to the district who are not graduates of the school district but have made significant contributions to the success of the Bellevue CSD based on their time, effort, dedication, and similar traits of excellence. Some characteristics of recipients may include the individuals involvement as a Long-time Volunteer, Athletic or Booster Club Member, Staff Member (Teacher, Coach, Associate, Custodian, etc.)*

**Dave Eischeid**  
**Rick Pogemiller**

*"The mission of Beyond the Blue is to recognize graduates who have impacted society in a positive manner through their outstanding accomplishments and contributions, along with recognizing individuals who have made special contributions to the school district."*

Beyond the Blue Recipient Information (Draft "Bios"...still waiting for final documents from recipients or nominees).

### **Doug Halsne (Class of 1974)**

- ★ Undergraduate degree from UNI, Faith Baptist College (Ankeny), and Denver Baptist College - 1978
- ★ Worked with Campus Ministry at I
- ★ Iowa State University

- ★ Master's of Divinity Degree from Trinity University (Chicago) - 1985
- ★ Doctorate of Ministry from Covenant Seminary (St. Louis) - 2015
- ★ First calling was to Lakeland Church (Gurnee, Illinois), then to Knoxville, Iowa at Fellowship Church, then started a satellite church in Maryville, Tennessee.
- ★ In 2015, Dough recognized his desire to help train pastors and church leaders overseas and moved to China. With political difficulties in China, Doug migrated to Haiti to set up training schools for pastors.
- ★ Due to unrest in Haiti, Doug and his family moved to northern Illinois to become a pastor.
- ★ Doug started a position with Capital Commission working with Wisconsin capital employees to provide support and encouragement.
- ★ "Doug has always been extraordinarily tender-hearted in working with people, at times in very difficult situations. Being a follower of Jesus is at the core of who Doug is. They are incredibly thankful for his teacher and coach, Bill Noonkesser, who shared the good news of Jesus with him. Doug is eternally grateful for this man and Doug's days in Bellevue."
- ★ Doug chose a humanitarian path to minister to and emotionally support those who are in need.
- ★ The Halsne's are parents of a son and daughter, and have two granddaughters.

### **Gregg Hammann (Class of 1981)**

Attended the University of Iowa where he was a Dean's List student, received the Lester Bookey Award for the outstanding student-athlete across all sports, and participated in four major bowl games (including the Rose Bowl) as a member of the University of Iowa football team.

Received his MBA from the University of Wisconsin, and became a certified audit expert through UCLA's Anderson Business School.

During his 37-year business career, Gregg has served as CEO of five companies. Gregg worked for several prestigious companies, including Procter & Gamble, Coca-Cola, Levi Strauss, and Nautilus.

Received the "Entrepreneur of the Year Award" in business while in Washington, and was known for building great teams and turning around businesses to create growth.

Gregg was a board member for "Give Kids the World" where he helped children with life-threatening illnesses and their families spend precious time together, raised money for cancer research, and donated to youth programs for over 30 years.

Gregg donated a weight room to Waterloo East High School to honor a teammate who passed away and named it the Reggie Roby Fitness Center. Gregg also donated the Bellevue High School's weight room, contributed to the track, and funded the Fire Department's fitness center.

When Gregg and his family moved back to Iowa, he assisted in coaching football at Bellevue before going to Dyersville Beckman as head coach. While at Beckman, he led the team to five straight playoff appearances and was named the Dubuque Telegraph Herald Coach of the Year. Additionally, Gregg and his wife led the charge and donated to help establish a state-of-the-art turf football field for Beckman.

Gregg and his wife live in Bellevue and St. Augustine, Florida, and have three grown sons, Derek, Grant, and Troy.

### **Ann Schroeder - Class of 1981**

- ★ Ann's foundation for success in athletics started on the fields and courts at Bellevue High School.
- ★ Ann earned 18 Varsity letters in 4 four sports, along with multiple all-conference and all-state awards. In softball, Ann still has 10 records 40+ years after high school graduation.
- ★ Ann earned a softball scholarship at the University of Nebraska. She was a 4-year starter, 1st Team All-Big Eight, Big Eight All-Tournament Team, a member of 3 College World Series teams, and 3 Big Eight Conference Championships.
- ★ After graduating from the University of Nebraska she became a teacher/coach at Norris High School in Nebraska. As a volleyball coach, the Norris team became an elite program in the 80's and 90's winning a state championship in 1991.
- ★ Ann became a basketball official while teaching and coaching, and this turned into a career.
- ★ Ann was inducted into the Nebraska High School Hall of Fame, and was described in their induction in the following manner:
  - While a student at the University of Nebraska, Ann Schroeder began officiating intramural basketball games in 1982 and later started doing junior high games. That led to a 35-year career as the leading pioneer woman basketball referee in Nebraska. Her career as a referee took place while she was teaching and coaching volleyball at Norris High School leading the Titans to a state championship in 1991. A veteran of Iowa's 6 on 6 game she checked off a list of "firsts" - first woman to officiate a boys district, first two-woman crew to referee a girls'/boys' doubleheader and first two-woman crew at the girls' state tournament. An inspiration and a mentor for women who followed her she worked a total of 11 state tournaments and officiated college games at every level including eight Division 1 conferences.

### **Dave Eischeid**

Dave epitomizes the concept of community. His contributions to the Bellevue Community School District are rooted in his decades spent teaching art for BHS and continue in the countless contributions he has made in the community since retirement. Dave's life lived in truly believing in the power of art not only to express one's unique point of view but to transform community is the quintessential example of what it means to go "Beyond the Blue."

Dave and his wife moved to Bellevue in 1967, and Dave taught art at BHS for 35 years as “Mr. E” to many students. Dave taught drawing, painting, ceramics, art history, and photography, along with contributing beyond the classroom from the yearbook to the Pep Club, from Bellevue community theater productions in the summer to annual student field trips to Chicago to the Art Institute.

Dave used his creativity and enthusiasm to empower and connect others across the community. Dave inspired students to think outside the box, dare to do something different and tap into their creative sides. This approach allowed students to utilize the creative problem-solving and innovative thinking he cultivated in his classroom as important life-long skills.

While in retirement, Dave brings his passion into new types of classrooms and environments. Dave contributes in a variety of manners, including the following:

- Guest artist for elementary students
- Member and contributor to the Bellevue Arts Council,
- Leader for art expeditions
- Guides art lessons for adult learners
- Teaches art at Mill Valley, where he models the work and helps them create beautiful pieces they keep in their room or give to family.

Dave was a founding member of the Bellevue Arts Council, which created the annual “Fishtival” event every summer that matches Dave’s vision of art by recognizing and celebrating all forms of art in our community.

No money, no fame, just being Dave.

## **Rick Pogemiller**

Rick exemplifies the term “Beyond the Blue” in so many ways in his actions of the past and present, and the legacy that he left the school and its programs during his 40 years as an employee and coach for the Bellevue Community School District.

Rick and his wife have been community members since 1972, and he was an authentic “Comet” during his time in the school and community. Rick has continued this after his retirement while still volunteering for events and being a consistent presence at events. Rick was always looking for ways to assist our school and students to excel and “burn bright” as the Bellevue Comet tradition developed and continues today.

Rick’s time, effort, and dedication are beyond the norm, and caring about the school and its programs was always a top priority. From cheering on basketball and volleyball teams to coaching on the field or course, Rick encouraged students to give their best effort and truly represented the “blue” in “*believed* in the blue” during his time in Bellevue. Rick was truly a leader of the Comets, whether in football, girl’s basketball, or golf. He did it the right way. As the AD, every “i” was dotted, and “t” was crossed to make our programs the best. As a man of utmost integrity, he led by example daily as the Dean of Students and AD.

Rick is also a member of many organizations, and the Iowa Football Coaches Hall of Fame and the Iowa Golf Coaches Hall of Fame based on his experience, success, and dedication to the success of the students and the programs.

During the 2022 football season, Rick assisted in organizing the 50th reunion of the first football team at Bellevue High School where he coached and introduced to the 27 students who were playing football for the first time. Rick stated that it was a privilege and honor to be their coach, and commented how he laughed out loud when players shared some of their memories and stories about the season, games, and plays. In conclusion, Rick shared with everyone the statement that he believes to this day, and exemplified in his actions, that “The greatest place in the world to be on a Friday night is a high school football field.”

### “Comet Reading and Reflection” - Construction Terms

The following is some information I found from Bush Construction online about construction terms to familiarize yourself with. I found it informative.

## 12 Common Commercial Construction Terms

1. **Contingency:** Money, often a percentage of the total project cost, reserved to cover unexpected project costs that arise during a project. For example, a contractor starts excavating a site and hits bedrock. To remove it, different equipment needs to be brought in and the excavation takes longer than originally estimated. Contingency funds would be used to pay for this unexpected cost.
2. **Allowance:** Funds set aside to cover a known cost of an unknown amount. For example, an owner wants to use tile flooring in their front entryway so the contractor budgets for a standard tile material that costs \$5 per sq/ft. The owner ultimately selects an \$8 per sq/ft option and agrees to pay the \$3 per sq/ft amount by which the actual tile exceeded the allowance.
3. **Consequential Damages:** Damages to an owner’s business indirectly resulting from a breach of contract and which are generally foreseeable but not defined at the start of a project. For example, delays in the completion of a project for a manufacturing company result in the company’s inability to complete contracts for its customers.
4. **Liquidated Damages:** A sum of money the contractor agrees to pay the owner, typically for each day the contractor completes the project late. For example, a contractor pays the owner of an office building \$1,000 per day for every day the office building is completed after the contractual completion date. The amount cannot be so great that it would be considered a penalty. Liquidated Damages are typically accompanied by an equal and opposite Early Completion Bonus.
5. **Punchlist:** A list of scope items that must be completed before a construction project is declared complete. Examples might include: replacing a damaged ceiling tile, touching up paint or ensuring dirt in light fixtures is cleaned.

6. **Substantial Completion Date:** The date an owner can occupy the building for its intended use. For example, if there's a long lead time on carpet that isn't available to install in a conference room, the lack of carpet in that room doesn't prevent the office building from being used.
7. **Final Completion:** The date the project is fully and satisfactorily complete, including the completion of all punchlist items. The contractor can receive final payment upon final completion.
8. **OAC (Owner, Architect, Contractor) Meetings:** Periodic meetings between the owner, architect and contractor to discuss the progress of a project.
9. **Change Request:** A contractor's request of the owner to compensate for something that needs to be modified on the project. For instance, the owner may be considering adding a door to a room. This change is made to the design documents and sent to the contractor for pricing. The contractor issues a Change Request for the additional door.
10. **Change Order:** A formal change in a project's scope, often also impacting construction costs and completion dates. In the Change Request example above, when the owner approves the Change Request for the additional door, a Change Order is issued which formally adds the door to the project for the agreed price and (if applicable) a completion date extension.
11. **RFP (Request for Proposal):** A document created by a property owner that announces, describes and solicits cost proposals from qualified contractors for a specified project. It's common for public entities like schools or other government agencies to issue RFPs.
12. **RFI (Request for Information):** A means to clarify ambiguities or fill in gaps in information that appear in the plans or specifications. For example, a concrete subcontractor needs more detail on rebar placement than was shown on the plans, so they submit an RFI to the contractor who either responds to the RFI or forwards it to the architect/engineer for a response.

### Superintendent Evaluation

Meyer shared the evaluation document for the Superintendent Evaluation at the meeting, along with a document with some comments from his perspective. The evaluation will occur at the June meeting in an exempt session. This is the typical format and time we have had the evaluation of the superintendent.

### Information Items

#### Prom and Graduation

Prom was on May 6, along with after-Prom. Things went well, and special thanks to the junior parents for assisting (especially with after-prom and Kevin and Sara Kloser)

Graduation is on May 27 at 4:00. Board members should arrive by 3:45 to the Board room.

#### Summer Activities

First, the Bellevue CSD athletic passes **will** be honored for Marquette High School baseball games this summer. I had that question asked of me a few times, and I spoke with Mr. Kaiser this week and he informed me that they will honor them. We both agreed that it made complete sense to do so.



There will be a basketball camp offered at our school on June 13-15 from "Breakthrough Basketball". This is the 2nd year we have had this, and the participation and quality has been high. Gym availability is being decided at this time though with gym work on the main gym occurring at the same time unfortunately.

Summer workouts for student-athletes are also happening in the mornings this summer again, along with various open "gyms" for basketball, volleyball, football, cross country, etc. It is also important that we keep a balance with this for our students, as I do get concerned about this with our students and our programs. Coaches must be aware of the "requirements" they place on our students, and manage those appropriately.

### River Valley Conference

I had a meeting recently with the superintendents of the River Valley Conference. Some highlights of topics include the following (much more than this, but some bigger topics that may get your interest more are those included):

- 4:00 middle school event start time; This was moved to this time based on the home teams being ready for a game and the supervision of students during this time, along with students getting home slightly earlier. The impact on parents from 4:00 instead of 4:15 seems minor as a whole.
- Electronic Pay for Admission (and Concessions?) in the future - Future discussion will take place with the AD's to investigate this further. Overall, this process has been started by the state for postseason play and venues beyond high school. It seems like a challenge possibly, but one I would be in favor of for not needing as many workers possibly, less handling of money by workers and school employees, and similar reasons. We did discuss doing this as a conference or at minimum several schools within the conference.
- RVC Basketball shootouts will be at Maquoketa in future (and Anamosa when their new gym is completed). This is much less costly than Kirkwood and Cornell College (and similar areas).

### Legislative Updates

Meyer provide some updates at the meeting in coordination with what has been shared in the notes from the past.

## HF 718 - Final

- School Overview:
  - Changes certified budget deadline to April 30.
  - Creates an additional budget public hearing and mailed taxpayer statement.
  - Prevents any new PERL votes.
  - Bond elections only in November.
  - Exempts school residential value from new TIF areas.
- Other Entities
  - Changes to city and county levies (more like school GF)
  - Homestead credit increase 65+
  - Military service credit increase

## HF 718

- Changes budget certification from April 15 to April 30.
- Changes budget appeal deadline from April 25 to May 10.
- Prohibits any new PERL votes but does not impact those currently in place.
- Creates a Taxpayer Statement that must be mailed to taxpayers and requires a public hearing on that notice. Schools must submit the information to DOM by March 15.

## HF 718 – Taxpayer Statement

- Taxpayer statements are provided to county auditors by DOM and those are required to be mailed by March 20.
- An additional public hearing must be held prior to adoption of the school district budget (follow normal publication 10 to 20 day window).
- Taxpayers can submit comments at the hearing or in writing.
- Taxing authority can reduce levies at this point but may not increase.
- Must provide proof of publication of public hearing notice to county auditor.
- The regular public hearing on the budget must still occur after the taxpayer statement hearing.

## HF 718 Taxpayer Statement

- Contents of taxpayer statement:
  - Tax levy and tax rate for current fiscal year.
  - Effective property tax rate for the subdivision.
  - Property tax dollars for the budget year and the tax rate.
  - If the budget year amounts are higher, a detailed statement of the major reasons for the increase and the specific program or purpose.
  - Example with a residential property of \$100,000 value.
  - Example of a commercial property of \$100,000 value.
  - School's percentage of total property taxes.
  - Detailed explanation of reason for increase if > last year.
  - Date and time of this public hearing.

## HF 718 – Additional Public Hearing

- Can't have Public Hearing A until the time and location is published in the Property Tax Statement, so this means earliest could have it would be ~ March 25
- Public hearing on property tax amount (A)
  - Receive oral or written testimony from resident or property owner.
  - Separate from any other meeting on budget or any other school district purpose.

## HF 718

- Example budget process:
  - February: Make Certified Budget decisions and set public hearing A (property tax amount).
  - March 15: Deadline for info to DOM for taxpayer statements.
  - March 20: Auditor mailing to taxpayers.
  - Publish public hearing notice A (10 - 20 prior).
  - March 25(7) to April 10: Hold public hearing A.
  - April 10: publish public hearing notice B.
  - April 20 to 30: hold public hearing B.

## HF 718 - Bonds

- Bond issues only in November elections
- Auditor must send not less than 10 nor more than 20 days prior to the bond election, to each registered voter, a notice of election that includes the full text of the public measure to be voted on.

## HF 604 Student Behavior/Discipline

- Requires DE to produce a list of code/rule references for all required PD/training. Requires schools districts to notify staff of the state/federal requirement for the PD (including Chapter 284 Teacher Quality)
- Requires district to give copy of Iowa Code 280.21 (Corporal Punishment) to teachers with initial contract and annually with contract renewal.
- Requires the student handbook provided annually to parents of students include discipline policy. Requires the parent to acknowledge receipt of the handbook, either in writing or electronically.

## HF 604 Behavior/Discipline

- Requires state Ombudsman to investigate a complaint by BOEE licensed individual related to violence in the classroom, including retaliation regarding reporting. Ombudsman must provide a report to DE & BOEE and keep complainants' identity secret.
- Requires classroom teachers to report threats or incidents of violence resulting in injury, property damage or assault, by enrolled students to principal/lead administrator within 24 hours.
  - Allow teacher to notify the parent of the offending student or the parent of a student threatened or injured.
  - Requires principal/lead administrator to notify parents, of both offending student and student threatened or injured, within 24 hours after the classroom teacher reports.
- Prohibits retaliation for disclosing information to any public official or law enforcement agency, including ombudsman, if the employee/contractor reasonably believes the information evidences a violation of law, rule, mismanagement, gross abuse of funds, abuse of authority, or substantial and specific danger to public health or safety. Defines "disciplinary action".

## HF 604 Behavior/Discipline

- Requires school boards to adopt, in collaboration with teachers and administrative staff, policies for different grade levels describing how district may discipline a student for threat of violence or causing such an incident. Requires board policy to include:
  1. Strategies designed to correct the student's behavior
  2. Provide for parent conference and mental health counseling sessions, when appropriate, including prior written parent consent for MH counseling
  3. Must be consistent with special education law
  4. Provide for escalating levels of discipline
  5. Allow district to select appropriate level of discipline corresponding to severity
  6. Allow district to suspend the student, permanently remove the student from a particular class, expel, or place student in alternative learning environment
  7. Require an EP meeting if offending student has an EP
  8. Publish the policy on the school district's website

## Other Legislative Action

- HF 602 Suicide Prevention Info:** requires suicide prevention phone number and website printed on student ID cards for grades 7-12 and allows it for grades 5-6. Allows school districts to use up any ID cardstock before being required to print the information on the ID cards. Passed by the Senate, 48-0. House agreed 94:1. To the Governor but she hasn't signed it yet.
- SF 250 Computer Science PD** allows expenditure of funds through Sept. 1. Signed by the Governor.

## Other Action

- **HF 256** lowers the minimum age of applicants for licenses from BOEE from 21 to 18. Signed by the Governor.
- **HF 614** Requires BOEE to license individuals from other states or nations who have completed the necessary coursework to be licensed in the other state/county, even if they didn't have a passing score on the PRAXIS. To the Governor.
- **HF 672 MA+** permanent Teacher License without CEUs. Still requires evaluator licensure update every 10 years. Approved by the House 98:0, by the Senate 49:0.

## Bills not Done This Year

- **SF 246** Dropout Prevention Equity
- **SF 251** Administration Expenditure Limitation
- **SF 392** Teacher Recruitment/Retention Omnibus that has management fund for recruiting/retention plans.
- **SF 393** Interim School Finance Committee
- **SF 543** Guns on School Grounds (on Senate unfinished business calendar)
- **SF 570** Clean-up and Tax Credit Changes to ESA (on Senate Calendar)
- **HF 297** PK Weighting 1.0 for low income
- **HF 459** Operational Sharing Weighting and Cap
- **HF 477** Poverty Work Group

## Comments from Building Principals, Superintendent, and Board Members

Duckling Project in Ag...The Advanced Animal Science class has a "Duckling Imprinting Project". Each student in the class has their own containers prepped to care for their ducklings. The goal of the project is for their ducklings to 'imprint' on them. The ducklings should not be a disruption during class, and the students need to spend a certain amount of time with them for the project to work.

Memphis Jess also thanked the Board for allowing him to be a part of the school board and several roles with the new building as a student representative.

### Adjourn

Next meeting is on Monday, June 12 @ 6:30 PM.

## OPN Overview of Process

Below are some notes from the OPN meetings in the last couple of weeks that I hope share some general information on items to be thinking about for the future and next steps. It is not all-inclusive, but a general overview. Let me know if you have any comments/thoughts/questions/concerns/etc.

### General Steps of Process

1. 1-1½ month of programming work
  2. Schematic Design - Planned layout/images - Cost Estimate
  3. Design Development - Finishing/Materials/Spaces - Cost Estimate
  4. Construction Documents - End of November/December/January - Bids in January/February
  5. Construction and Occupancy - Spring 2024 Construction begins - 12-14 months to build
  6. Occupancy - Summer 2025 - Start school in a new building in Fall of 2025
- The district will develop a "Steering Committee" to meet regularly with OPN staff
    - Board Member (1-2), Principal, SBO, Facilities Leader, Superintendent
  - Design-Bid-Build Process
  - Construction Contingency - 3-5% when construction starts
  - FFE - Fixture, Furniture and Equipment Budget

### General Information on Materials/Design/etc.

- Natural Light
  - Windows in classrooms and other areas
  - Large windows in entry area (?)

- Windows in hallways
- Landscaping
- Playground
  - Equipment and "flooring" - Rubber on ground (not wood chips based on new regulations and accessibility)
- Outdoor Space
  - Must also maintain any area like this - Facilities Staff and Teachers/etc.
- Colors
  - Flooring, Walls, Furniture (as needed), etc.
  - "Burnish" block vs paint
- "Neighborhood" concepts for classrooms
  - Collaborative sharing spaces in middle areas between classes and grade levels
  - Visibility from classrooms
- Flooring
  - 80% carpet/20% tile in classrooms
  - Low maintenance
- Water areas in rooms
  - Sinks, Bottle fillers, etc.
- Built-in storage in classrooms
- Gym Size/Flooring
  - Will not be enough "time" if have PK-2 in the building in the future for PE classes
  - Cafeteria and Gym Share?
  - Sport court/Wood floor
  - Add on eventually?
  - Alternate Bid(s)?
- Food Service
  - Serving Area
  - Dishwasher - Venting for heat
- "Right-Size" rooms and areas for now and the future
  - Art, Music, STEM, etc
  - Eventual PK & K-2 playground area(s)
  - Be able to adapt for future needs
- Locations for individual rooms and custodial
  - Nurse's office, counselor's office, special education, reading, AEA, mental health counseling, custodial room and cleaning supply areas on each floor
  - Grade-level classrooms away from gym
- School Safety
  - Categorize risks - Bullying (visibility from classrooms, etc.), site access safety (bus and car student drop-off and pick-up areas), mental health
  - Barriers between intruders/rooms - Multiple automatic door closures (locking different areas of the school building)
  - Badge entry
- Special Education Room Needs
  - Sensory Rooms
  - Proximity
- Toilets
  - Urinals/Toilets

- Lockers?
  - Hallways, In collaboration areas, store items in classrooms in place of separate lockers
- Parking lot area(s)
- Main Entry area
  - Location
  - Commons area - Lunch area, instead of gym area?
- HVAC System (and other systems) regulating air quality, airflow, etc.
  - Windows - Operable vs Fixed (Non-Operable) - Systems control air quality and opening windows causes the system problems (but...)
  - One operable for emergency situations
  - Boiler, Solar, Geothermal, etc.
  - Individual Temperature Control
- Technology in rooms
  - Projectors vs Boards (mobile carts) (BenQ - Promethean - etc.)
- Project Room - Makerspace
- Teacher Workroom
  - Copier (power)
- "Theme" of building connected to the "river"
- Office area
  - Structure/Staffing
  - Copier (power)
- Custodial Rooms
  - "Slop Sinks" and Deep sink
- 

### **City of Bellevue**

Power Lines Information  
 Park Street Extension?  
 Utilities

### **District**

Staffing at the new building  
 Office Structure

### **Fundraising/Donations**

PAC - Playground?  
 Gymnasium expansion

### **Early Retirement Article - Maquoketa Sentinel Press - April 26, 2023**

While this is not the best quality of picture, I wanted to share this.

## Master Handbook - Evaluation Excerpt

### **Article II: Employee Evaluation**

The evaluator conducting employee evaluations shall be an administrator employed by the Bellevue Community School District.

A. New Teachers: The evaluating administrator shall meet with all beginning teachers near the opening of the school year to review the Iowa Teaching Standards, indicating that these are the Standards that will be used as the basis for their evaluation. The evaluating administrator shall formally evaluate 1<sup>st</sup> and 2<sup>nd</sup> year teachers at minimum twice each year during their first two years. The second formal evaluation near the end of the first teaching year shall provide feedback as to the teacher's progress toward the recommendation for licensure. The summative evaluation, required in year two, may be considered as one of the formal evaluations. This summative evaluation shall support the evaluator's recommendation. It is expected that in addition to the formal evaluations, informal evaluations will take place between the evaluator and the teacher throughout the first two years as is necessary to gather artifacts and to communicate expectations. The evaluator will provide feedback as to the progress being made by the teacher toward the ultimate goal of a recommendation for licensure, or not. A cumulative professional portfolio shall be created and maintained by all 1<sup>st</sup> and 2<sup>nd</sup> year teachers. This portfolio will be used as part of the documentation that the Iowa Teaching Standards have been met. At the end of year two, a final summative evaluation shall take place on or before the 30<sup>th</sup> of March. At this time, the teacher will be (1) recommended for licensure; or (2) not recommended for licensure; or (3) recommend for a third year to meet the Iowa Teaching Standards.

B. Tier II Career Teacher: (Teachers who have attained their Teaching License)  
Performance Review - Individual Career Development Plan

1. Each licensed teacher shall create his/her Individual Career Development Plan (ICDP) that shall be aligned with the Iowa Teaching Standards, the District Staff Development Plan, and meets the needs of the teacher. The Individual Career Development Plan, (ICDP), shall be a one year, two year or three year plan. In most cases, a one-year plan will be expected. The evaluator and the teacher shall meet annually, before October 1, to reach agreement on the proposed ICDP.

By May 31<sup>st</sup> an annual meeting shall be held to review the teacher's progress in meeting career development goals in the plan, review collaborative work with other staff on student achievement goals, and modify, as necessary, the teacher's individual plan. The teacher's supervisor/evaluator shall review, modify, or accept modifications to the teacher's individual plan.

2. Teachers new to the district shall create and maintain an accumulative professional portfolio pertinent to their assigned position in the district for the first two years of service. At minimum, there will be one formal classroom observation with a pre-conference preceding the observation. Informal observations may take place at anytime throughout the school year. The formal observation shall take place between September 8<sup>th</sup> and May 31<sup>st</sup>.

3. Employees who have attained their standard teaching license shall be evaluated in an ongoing process with a performance review no less than once every three years. The performance review shall be utilized to assist teachers in making continuous improvement, documenting continued competence in the Iowa Teaching Standards, identifying teachers in need of improvement, or determining whether the teacher's practice meets school district expectations. Written feedback of the classroom observation shall be given to the teacher at the post conference, held no later than 5 school days following a formal evaluation unless circumstances beyond the evaluator's control or the teacher's control prevent this from happening.

a. Teachers *subject to* the performance review shall be acquainted with the process before September 8<sup>th</sup> of the school year by the administration.

- b. The performance review instrument shall be in the same format as used for beginning teachers.
- c. Results of the performance review shall be in writing. The teacher and the evaluator shall sign the written part of the performance review to indicate awareness of content.
- d. The teacher has the right to submit an explanation or other written statements regarding the performance review for inclusion in his/her personnel file within 30 school days.
- e. All formal observations of a classroom teacher shall be conducted openly and with full knowledge of the teacher. The evaluation shall comply with the contract and be uniformly applied. Should the evaluation result in demotion, recommendation for dismissal, or the holding on step, the teacher may challenge the evaluation results, and the teacher may use the grievance procedure as outlined in the Master Contract.
- f. When it is determined that a teacher does not meet one or more of the district expectations under the Iowa Teaching Standards, that teacher shall be made aware of this in writing, with the evaluator giving documentation as to why the teacher does not meet the standard. The supervisor/ evaluator may also recommend to the district that the teacher participate in an intensive assistance program. Deficiencies not noted on subsequent evaluations will be deemed corrected.

C. Tier III Intensive Assistance: Career teacher assistance is designed to provide clear intervention and remediation for experienced teachers whose job performance does not meet one or more of the Iowa Teaching Standards. All parties will endeavor to resolve problems at the least formal level first. If the evaluator deems those informal efforts are insufficient, a formal meeting between the evaluator and the teacher will be scheduled. The teacher will be notified in writing of the standard(s) that need to be improved; during this Awareness phase, lasting a minimum of one 'school year' month and no more than three 'school year' months, the teacher will have an opportunity to correct the identified deficiencies. The teacher may request to be accompanied by an Association representative at any point in the process. At the end of the Awareness phase, if the concerns have not been successfully corrected, the evaluator will schedule a formal meeting with the teacher. The evaluator will supply the teacher with the specific standard(s) that are unsatisfactory. The evaluator will provide the teacher with a Plan of Assistance, lasting a minimum of ninety (90) 'school year' days, after the teacher has had an opportunity to provide input. The Intensive Assistance phase will continue until the identified problems are corrective with a twelve (12) month maximum for the combined Awareness and Assistance Phases. If the Plan of Assistance was successful, the teacher will be notified in writing that the Plan was deemed successful; if the Plan was unsuccessful, the teacher will be notified in writing and the evaluator will recommend non-renewal of the teacher's contract.



