

The Board of Directors of the Cedar Falls Community School District in the County of Black Hawk, State of Iowa, met in special session pursuant to the laws and rules of said Board at the James L. Robinson Administrative Center, 1002 West First Street, Cedar Falls, Iowa, at 5:00 p.m. The meeting was called to order by the President and the roll being called there were present Joyce Coil in the chair, and the following named Directors: Jim Brown, Jenny Leeper, James Kenyon, David Williams and Doug Shaw. Others in attendance were Dr. Andy Pattee, Superintendent, Douglas Nefzger, Director of Business Affairs and Dr. Adrian Talbot, Director of Human Resources. Also in attendance: Liz Kressig and Dawn Ask Martin

President Coil called the meeting to order and reported that we are here to focus on students and student achievement.

Item No. 1 – Approval of the Following Consent Agenda Items:

Director Brown moved and Director Shaw seconded the motion to approve the June 15, 2015 consent agenda as presented. Directors voting in favor of the motion: Coil, Leeper, Brown, Williams, Kenyon and Shaw. Those voting “no” none. Motion carried.

Item No. 2 – Approval of Human Resource Report

Dr. Talbot reviewed the human resource report as follows. Director Williams moved and Director Kenyon seconded the motion to approve the human resource report as presented. Directors voting in favor of the motion: Coil, Leeper, Brown, Williams, Kenyon and Shaw. Those voting “no” none. Motion carried.

**Human Resources Report  
June 15, 2015**

***New Contracts - Recommended for Approval***

**2015-16 School Year**

Jane Cline	Pre-Kindergarten	North Cedar	MA 13	(\$56,030)**
Jana Graf	Sixth Grade	Cedar Heights	BA30 11	(\$51,073)**
Katherine Simpson	Sixth Grade	Orchard Hill	MA 6	(\$47,077)**

\*\*NOTE: Salary amounts are projections based on placement on the 2014-15 CFEA Total Salary Schedule; actual salary will be finalized once the 2015-16 schedule is determined through collective bargaining.

*Employment with the Cedar Falls Community School District is contingent upon confirmation of medical examination and acceptable verification of employment, licensure, reference, education, criminal background, child abuse registry, release from current contract (if applicable), and other pre-employment checks deemed necessary.*

**Resignations - Recommended for Approval\***

Elizabeth Hartogh	Special Education/ Social Studies	Holmes JH	EOSY 2014-15
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*\*Pursuant to Iowa Code 279.19A (8) any and all coaching contracts in effect with this teacher shall automatically terminate at the end of the current school year.*

**Coach Resignations – Recommended for Approval**

Ryan Droste	Head 8 <sup>th</sup> Grade Girls Basketball	Peet JH EOSY 2014-15
Ryan Droste	Asst. 8 <sup>th</sup> Grade Boys Basketball	Peet JH EOSY 2014-15

Item No. 3 – Approval of 2015-2016 CFEA Contract

Dr. Talbot, Director of Human Resources reviewed the tentative agreement between the District and the Cedar Falls Education Association for the 2015-2016 contract year. The agreement will cover a one year period on economics from July 1, 2015 to June 30, 2016 and a two year agreement on language from July 1, 2015 to June 30, 2017 was reached on June 3, 2015. This follows a one year agreement, which expires on June 30, 2015. This tentative agreement has been ratified by the Cedar Falls Education Association members.

Economics :

- \$585 addition to the 2014-2015 base salary
- Step advancement
- Add electronic media production to the supplemental salary schedule
- The District will pay the increase in individual health, vision and dental insurance premiums

Language:

- Personal Leave – Allow maximum accrual of up to four(4) days, prohibit leave on specified days while increasing flexibility regarding leave requests on days preceding holidays subject to administrative guidelines.

The total package settlement is an increase of 3.32%. Director Brown moved and Director Kenyon seconded the motion to approve the proposed 2015-2016 contract between the Cedar Falls Education Association and the Cedar Falls Community School District. Directors voting in favor of the motion: Brown, Coil, Williams, Leeper, Shaw and Lantz. Those voting “no” none. Motion carried.

Item No. 4 – Approval of 2015-2016 Teamsters Contract

Dr. Talbot reported a tentative agreement was reached between the District and Teamsters Local 138 on May 28, 2015 on a contract to cover a one year period July 1, 2015-June 30 2016 on economic items. The second year of the 2014-16 agreement on language items will take effect July1, 2015. This follows a one year agreement for 2014-2015, which expires on June 30, 2015. This tentative agreement has been ratified by Teamster’s members.

Economic Items

- Employee paid monthly health insurance single premium to increase from \$1.00 to \$5.00.
- Increase hourly wage rate for current and new employees by \$0.60/hour.

There is a total package increase of 3.57%. Director Shaw moved and Director Kenyon seconded the motion to approve the proposed 2015-2016 contract between the Teamsters Local 138 and the Cedar Falls Community School District. Directors voting in favor of the motion: Brown, Coil, Kenyon, Williams, Leeper, Shaw. Those voting “no” none. Motion carried.

Item No. 5 – Approval of 2015-2016 Supervisors, Managers, Coordinators, Transportation, District Media Technicians, 12-month Clerical Salary and Benefit Adjustment Contract

Dr. Talbot reviewed the wage and salary adjustments for non-bargaining employee groups for the 2015-2016 school year. The recommendation is for a 3.30% total percentage increase in salary and benefits for 12-month clerical, supervisors, managers, coordinators, technicians, bus mechanics and bus drivers. This includes an employee monthly contribution to single health insurance premium increase from \$1.00 to \$5.00. Director Leeper moved and Director Brown seconded the motion to approve the recommendation as presented. Directors voting in favor of the motion: Coil, Brown, Leeper, Williams, Kenyon and Shaw. Those voting “no” none. Motion carried.

Item No. 6– Approval of 2015-2016 Administrator Team Salary and Benefit Package

Dr. Pattee reviewed his recommendations for administrative team salary and benefit compensation for the 2015-2016 school year. It is Dr. Pattee’s recommendation for a total package increase of 3.30% in salary and benefits for all administrators, except the Superintendent throughout the District. Director Shaw moved and Director Kenyon seconded the motion to approve a 3.30% increase in administrator salary and benefit package for the 2015-2016 school year. Directors voting in favor of the motion: Coil, Brown, Leeper, Williams, Kenyon and Shaw. Those voting “no” none. Motion carried.

Director Lantz arrived at 5:15 p.m.

Item No. 7 – Closed Session of the Board of Education Under Iowa Code Section 21.5(1)(i).

Director Williams moved and Director Brown seconded the motion that the Cedar Falls Board of Education enter into closed session to evaluate the professional competency of individuals whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session under 2011 Code of Iowa 21.5(1) (i). Directors voting in favor of the motion: Coil, Leeper, Williams, Kenyon, Lantz, Brown and Shaw. Those voting "no" none. Motion carried.

Board room was cleared at 5:17 p.m.

Board entered closed session at 5:18 p.m.

Board returned to open session at 5:27 p.m.

The closed session was shortened due to a sudden illness.

Item No. 8 – Adjournment

Director Lantz moved and Director Leeper seconded the motion to adjourn Directors voting in favor of the motion: Coil, Leeper, Williams, Kenyon, Lantz, Brown and Shaw. Those voting "no" none. Motion carried.

The meeting was adjourned at 5:28 p.m.

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Secretary

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President