

5MINUTES OF THE EAST UNION COMMUNITY SCHOOL  
BOARD OF DIRECTORS REGULAR BOARD MEETING  
May 7, 2024

Board Vice President Carol Eckels called the Regular Board Meeting to order at 5:30pm in the Collaborative Learning Center, Amber Tate and Jamie Buffington answered roll call. Absent were . Sam McKnight and Adam Tallmon. Also present was Superintendent Tim Kuehl and School Business Official Rhiannon Tessum.

Motion by Tate to approve the agenda, Seconded by Buffington. Motion carried 3-0.

The Board of Education entered an Exempt Session accordance with Iowa Code Section 20.17(3). This session was held for the purpose of a strategy discussion related to collective bargaining.

Under Iowa Code Section 20.17(3), bargaining sessions, strategy sessions of boards or employee organizations, mediation, and the deliberative process of arbitrators in a collective bargaining process are exempt from open meetings law. The legal precedent for this exemption is Burlington Community School District v. Public Employment Relations Board, 268 N.W.2d 517, 524 (Iowa 1978).

This Exempt Session was attended by the Board of Education, the Superintendent and the School Business Official. No actions or voting took place during this session.

Motion by Buffington to approve the proposed increase in salaries and wages as presented. The following adjustments were made:

1. **Teachers:** Received raises to meet the new legislative state minimum. Teachers already above this minimum received a 5% increase.
2. **Support Staff:** Increases were based on the projected hourly yearly rate for the next year, considering whether staff would transition to a four-day work week. The steps followed were: Starting with the current estimated annual salary for a five-day work week. Applying a standard 5% increase to this figure. Dividing the adjusted annual salary by the anticipated 151 student days for the upcoming year. Dividing this result by the projected hours the staff will work per day in the coming year.

This methodology ensures accuracy and transparency in the calculation of salary increases. All salaried support staff received a 5% raise to their salary.  
The motion was seconded by Tate and carried with a vote of 3-0.

Motion by Tate to approve the updated contract language for bus drivers and other employees as presented. The motion was seconded by Buffington and carried with a vote of 3-0.

Upcoming meeting dates were discussed.

1. Regular Board Meeting May 20, 2024 at 6:30pm
2. Regular Board Meeting June 17, 2024 at 6:30pm

Goal 1: Growth & Achievement

Goal 2: Engaging Partnerships

Goal 3: Optimal Climate (Culture)

Goal 3: Quality Staff

Goal 3: Resources

Motion by Tate to adjourn the meeting. Seconded by Buffington. Motion carried 3-0.

Meeting adjourned at 6:39 pm.

Adam Tallmon, Board President  
Pending Approval

Rhiannon Tessum, Board Secretary