

PUBLIC HEARINGS AND REGULAR SESSION OF THE BOARD OF EDUCATION OF THE SOUTH TAMA COUNTY COMMUNITY SCHOOL DISTRICT

The Board of Directors of the Community School District of South Tama County met on December 8, 2025 for a Public Hearing on a calendar change at the Partnership Center, Tama, Iowa beginning at 5:00 p.m. with some members of the community attending electronically through Google Hangouts.

On call of the roll the following were present: Elizabeth Dolezal, Rick Hopper, Joe Hanus, Danya Keahna, and Megan Thiessen. Quorum Present. Also present were: Superintendent John Cain, Board Secretary Katie Mathern, Mary Mixdorf, Dawn Henley, Lynette Benda, Dixie Forcht, Brad Schweppe, Kristen Donald, Steve McAdoo, Jon Huebner, Larry Fletcher, Kevin Nelson, Janelle Pirkel, Samantha Peska, Ben Adams, Gerald Husak, Cheryl Husak, and members of the community through Google Hangouts.

Motion by Hopper, second by Thiessen to approve the agenda of the first Public Hearing. All Ayes. The motion carried.

Public Hearing - Calendar Change: President Dolezal opened the Public Hearing for the conveyance of school owned property located at 201 South Green Street, Toledo, IA at 5:00 p.m. President Dolezal asked for public comments.

Hearing none, President Dolezal asked for a motion to close the Public Hearing.

Motion by Thiessen, second by Hanus to close the Public Hearing at 5:03 p.m.

The Regular Session was called to order at 5:04 p.m.

The Board and guests stated the "Pledge of Allegiance" and the District's mission statement.

On call of the roll the following were present: Elizabeth Dolezal, Rick Hopper, Joe Hanus, Danya Keahna, and Megan Thiessen. Quorum Present. Also present were: Superintendent John Cain, Board Secretary Katie Mathern, Mary Mixdorf, Dawn Henley, Lynette Benda, Dixie Forcht, Brad Schweppe, Kristen Donald, Steve McAdoo, Jon Huebner, Larry Fletcher, Kevin Nelson, Janelle Pirkel, Samantha Peska, Ben Adams, Gerald Husak, Cheryl Husak, and members of the community through Google Hangouts.

Motion by Thiessen, second by Hopper to approve the agenda with the removal of discussion item #6. Sterling Boiler Feed Tank. All Ayes. The motion carried.

Public Comment - Ben Adams, High School Principal, recognized and thanked the maintenance and custodial crews for their exceptional work during the winter months. He noted the long hours, early mornings, and weekend work required to keep district buildings and grounds safe and accessible, and expressed appreciation for their dedication and extra effort.

Motion by Thiessen, second by Hanus to approve the following consent agenda items: November 12, 2025 Special Session minutes, November 24, 2025 Public Hearings and Regular Session minutes, and bills for payment. All Ayes. The motion carried.

The School Improvement Advisory Committee (SIAC) provided an update on district priorities, including student achievement, engagement, facilities planning, safety, technology, and future readiness. Updates included progress on the Middle School project, facilities improvements, and ongoing committee work aligned with district goals.

Representatives from Eide Bailly, LLP provided an overview of a Geothermal Savings Plan. Austin Eden joined the meeting virtually to present an introduction to the potential savings and financial considerations associated with geothermal systems.

Superintendent Cain provided updates on district activities, the middle school project, and the Superintendent Evaluation. A calendar change related to the Regional Girls' Wrestling Tournament was discussed, with a recommendation to maintain the current calendar. Updates were also shared regarding the potential sale of the middle school property, board training opportunities, a proposed mid-year salary adjustment, and weather-related decisions.

The Board discussed the status of the Old Middle School property following the tabling of the sale in November. The buyer and end user have withdrawn their interest. Next steps discussed included meeting with the City of Toledo and considering the risks and benefits of relisting the property while balancing ongoing maintenance costs and community interests.

The Board discussed interest and availability to participate in a meeting with the City of Toledo regarding the Middle School property. The meeting is scheduled for Friday, December 12, 2025, at 3:00 p.m. at the Partnership Center. Two or more board members indicated availability to attend.

The Board reviewed the updated Impact Aid Native American Policies and Procedures for the 2026–2027 school year, including recent changes, consultation requirements, and ongoing collaboration with the Meskwaki Tribe and parents of Native American students. Discussion included the recent committee meeting, potential future engagement with tribal leadership, and the district's continued commitment to equitable access, communication, annual review, and compliance with federal Impact Aid requirements.

Motion by Thiessen, second by Hopper to approve a salary adjustment for Justin Suchanek, Transportation Coordinator, effective 1/1/2026, from \$50,000.00 to \$54,080.00 (prorated). Ayes: Hopper, Keahna, and Thiessen
Nays: Hanus The motion carried.

Motion by Thiessen, second by Hanus to approve the Lifetime Fitness course proposal. All Ayes. The motion carried.

Motion by Hopper, second by Hanus to approve the Z Line quote/estimate, in the amount of \$7,194.50, for a snow plow and installation. All Ayes. The motion carried.

Motion by Thiessen, second by Hanus to approve the Kay Chapman invoice, in the amount of \$7,921.20, for the completion of the FY 2025 audit. All Ayes. The motion carried.

Motion by Hopper, second by Thiessen to approve the calendar change of releasing an hour early on January 30, 2026 to allow the transition from school to Regional Hosts. All Ayes. The motion carried.

Motion by Thiessen, second by Hanus to authorize the business office to pay additional vendor payments during December 2025, as are due and payable prior to the January 12, 2026 board meeting. All Ayes. The motion carried.

Motion by Thiessen, second by Keahna to approve the Eide Bailly Master Services Agreement and Statement of Work, in the amount of up to \$120,000.00, for Eide Bailly to identify, document, and help the district claim federal energy tax credits and cash payments related to the Middle School energy project (likely geothermal/energy upgrades). All Ayes. The motion carried.

Motion by Thiessen, second by Hopper to approve the first reading of the following policies: 501.14 - Open Enrollment Transfers - Procedures as a Sending District (update), 501.15 - Open Enrollment Transfers - Procedures as a Receiving District (update), 502.03 - Student Expression and Student Publications Code (FKA 504.02), 502.03 R1 - Student Expression and Student Publications Code - Regulation (FKA 504.02 R1), 502.08 - Search and Seizure (FKA 502.10), 502.08 R1 - Search and Seizure - Regulation (502.10 R1), 502.08 E1 - Search and Seizure - Checklist (new), 503.03 E1 - Fines-Fees-Charges - Standard Fee Waiver Application (new), 503.03 R1 - Fines-Fees-Charges - Standard Fee Waiver and Reduction Procedures (new), 503.04 - Good Conduct Rule (FKA 502.02), 503.06 E3 - Physical Restraint and Seclusion of Students - Debriefing Meeting Document (new), 504.02 - Student Organizations (FKA 504.01), 504.06 - Student Activity Program (FKA 504.04), 505.01 - Student Progress Reports and Conferences (FKA 607.02), and 505.06 - Early Graduation (FKA 607.05 R2). All Ayes. The motion carried.

Motion by Hopper, second by Keahna to approve the second reading of the following policies: 403.02 - Employee Injury on the Job (updated); 403.06 E1 - Drug and Alcohol Testing Program - Notice to Employees (updated); 403.06 E2 - Drug and Alcohol Testing Program - Pre-Employment Testing (updated); 403.06 E3 - Drug and Alcohol Testing Program - Written Consent to Share Information (FKA 403.06 E2); 405.01 - Licensed Employee Defined (new); 405.02 - Licensed Employee Qualification, Recruitment, Selection (updated); 405.06 - Licensed Employee Assignment (new); 406.01 - Licensed Employee Compensation (updated); 407.03 - Licensed Employee Retirement (FKA 407.06); 505.08 - Parent and Family Engagement District-Wide Policy (Formerly Parental Involvement); and 506.02 E1 - Student Directory Information - Authorization for Releasing Student Directory Information. All Ayes. The motion carried.

Motion by Thiessen, second by Hanus to approve the third reading of the following policies: 411.03 - Classified Employee Contracts (new), 411.08 - Classified Employee Probationary Status (new), 412.04 - Classified Employee Tax Shelter Program (new), 413.01 - Classified Employee Resignation (new), and 413.03 - Classified Employee Suspension (new). All Ayes. The motion carried.

Superintendent Cain shared an overview of upcoming district events and activities, including multiple band and choir concerts, athletic competitions at the middle school and high school levels, family engagement events, and academic programming through mid-December. Highlights included the Middle School and High School concerts, Project 60 at the high school, and the Elementary Family Night. The Superintendent also noted that there will be no school from December 22 through January 2, 2026.

Each Board member presented a “positive” they have witnessed in the District or their role as a Board member.

Motion by Thiessen, second by Hanus to adjourn the meeting at 7:18 p.m.

Elizabeth Dolezal, Board President

Katie Mathern, Board Secretary