



**Creston Community School District
Board of Directors Meeting
Public Hearing for Certified Budget
Regular Board Meeting
March 24, 2025**

The Board of Directors of the Creston Community School district met on Monday, March 24, 2025. The meeting was held in the Boardroom at 801 N. Elm as well as virtually, starting at 5:30 p.m. Don Gee, President, presided, and the following answered roll call: Galen Zumbach, Don Gee, Dr. Brad James, and Sharon Snodgrass. Administrators present: Deron Stender, Bill Messerole, Lesa Downing, and Billie Jo Greene.


A representative from the Creston News Advertiser was present.

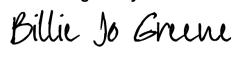
The president asked the members and audience to face the flag for the Pledge of Allegiance.

Zumbach moved, and Snodgrass seconded, to approve the agenda. Motion carried 4-0.

The first public hearing for the 2025-2026 fiscal year budget commenced at 5:31 p.m. with an open invitation to the community. During the hearing, no oral or written objections were received regarding the proposed budget. Hearing closed at 5:34 p.m. Mike Morris did not have an objection but did encourage the board to keep doing what it could to reduce or maintain the district tax levy rate. The proposed tax rate is 11.76015; this is a 1.95891 decrease from the 2024-2025 levy rate.

James moved, and Zumbach seconded, to adjourn the meeting at 5:35 a.m. Motion carried 4-0.

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President

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Secretary

Regular Board Meeting

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A representative from the Creston News Advertiser and KSIB was present.

Zumbach moved, and James seconded, to approve the agenda. Motion carried 4-0.

The forum participants:

Dr. Amy McFarland and the children talked about the value of fine arts.

Kathy Ralston talked about general conditions and the value of fine arts.

Zumbach moved, and Snodgrass seconded, to approve consent agenda items: Motion carried 4-0.

- Minutes of February 17, 2025, and February 24, 2025
- Financial Reports
- Bills
- Contracts, Resignations, Agreements
 - Resignations
 - Corina Buchanan- Para
 - Angie Ray- Para
 - Darci Campbell- Teacher (end of 2024-25 school year)
 - Ryan Linke- Teacher (end of 2024-25 school year)
 - Audrey Linke- Teacher (end of 2024-25 school year)
 - Tammi Latham- Teacher (end of 2024-25 school year)
 - Terminations
 - Rodney Case- Custodian (as of February 28, 2025)
 - Retirements
 - Sue Dake- Administrative Assistant (end of 2024-25 school year)
 - Dan Little- Custodian (as of June 30, 2025)
 - Iowa LGPR Natural Gas Program Agreement
 - Annual review of Board Policy 103
 - Donation: Iowa State Savings Bank made a very generous donation of \$600 towards the Kindergarten class's field trip to the zoo.
 - Volunteers - Classroom: Shannon Rowland; Activities: Peni Tussey, Christopher Lane, Jennifer Strunk, and Amanda Davis.

Communication and reports

- Student and Staff Recognition: Several students earned notable achievements across athletics, speech, and FFA competitions. In Hawkeye 10 All-Conference Basketball, Kadley Bailey made 2nd Team for the girls, while Jake Hoyt earned a unanimous 1st Team selection for the boys, with Parker Varner and Rhett Driskell receiving Honorable Mentions. State wrestling qualifiers include Lane Travis, Brodrick Phelps, and Gunner Martwick. In All-State Individual Speech, Christian White and Carson Beer qualified for acting performances. FFA District Leadership Contest results saw the Parliamentary Procedures team (Brynn Tussey, Braylee Pokorny, Hope Henderson, Josie Tallmon, and Veronica Lents), Creed Speaker Nevaeh Pena, and Individual Ag Sales competitor Nolan Ide all earning gold and advancing to state.
- Director of District Services Dickson Report - Each month, special education staff engage in professional learning focused on high-leverage practices, self-reflection, and high-need areas, guided by statewide policies and procedures. February's session emphasized the role of paraprofessionals, with special education teachers leading collaboration between paras and general education staff. In curriculum and instruction, essential standards for K-8 are documented in PowerSchool, and efforts are underway to implement a curriculum cycle for K-12, ensuring a Guaranteed and Viable Curriculum. Regarding ISASP testing, domain data from 2024 is being analyzed, and preparations for the April 2025 assessments include training modules, student readiness tools, and practice tests, with professional development on February 17th focusing on test preparation.
- Middle School Principal Downing Report - The middle school continues to focus on curriculum development, assessment, instruction, and school culture to enhance student learning. The science, ELA, math, and social studies departments are refining their instructional strategies, implementing new curriculum materials, and emphasizing data-driven interventions to better support students. Special education staff are working collaboratively to ensure individualized instruction for students with IEPs. Assessments, including ISASP and aReading/aMath screeners,

are being used to monitor student progress, with test preparation integrated into daily lessons. Instructional adjustments have been made to improve interventions, particularly through Tier 2 and 3 supports. Culturally, the school is prioritizing social-emotional learning through the Second Step program, mentorship initiatives, and leadership opportunities like the Student Support Squad and Reading Buddies. Additionally, student engagement is being reinforced with attendance incentives and recognition programs.

- High School Principal Messerole Report - CCHS continues to make strides in Career and Technical Education, ensuring compliance with Perkins V by maintaining active student organizations, including FFA (143 members), FBLA (46 members), and FCCLA (10 members). The robotics program is thriving, with 28 students competing in First Tech Challenge and VEX, both qualifying for state competitions. CCHS will host the Hawkeye 10 Art Show on April 30, featuring guest artists and student displays. Congratulations to seniors Ava Adamson and Anna Bolinger for their recognition on the Hawkeye 10 All-Academic Team and as the H10 Student of Character, respectively. Additionally, the commencement ceremony is set for May 18 at 2:00 pm, with more details forthcoming regarding board responsibilities.
- Business Manager Greene’s Report - The monthly financial reports cover key financial data, including account code dimensions, special education deficit comparisons (September 9, 2024), and certified enrollment data (October 2024). Notable presentations include a board work session on February 24, 2025, and CFPM updates from February 2025. The 2025-2026 budget timeline includes April 21, 2025, requiring 10-20 days of prior public notice.
- Superintendent Stender’s Report - The district remains focused on school improvement, budget planning, and facility projects. Compliance with the Department of Education’s proposed changes is being monitored, with minimal impact on federal funding anticipated. The district terminated an agreement with Keystone Equity Group and is working to secure a new property buyer by June 2026. Construction on the new Early Childhood Center and elementary/middle school office renovations is progressing, with plans for completion before the 2025-2026 school year. Plans are underway to vacate 801 N Elm St., affecting third-party occupants like Head Start. The district is exploring an in-house online learning option to retain students, potentially using Edmentum. Budget challenges due to declining enrollment and rising costs are being addressed through cost-saving measures, including staffing adjustments and operational sharing with Lenox. The proposed district levy includes a slight decrease, and community engagement efforts continue through coffee meetings and outreach events.
- Enrollment and State Aid Overview
- Early Childhood Facility Planning - Tentative Timeline budget and project spending.

Zumbach moved, and James seconded, to approve the termination of the District’s teacher continuing contract with Sheri Blair effective at the end of the 2024-25 school year. Note: Sheri Blair did not request a formal hearing. Roll Call vote 4-0.

Snodgrass moved, and James seconded, to approve the termination of the District’s probationary teacher contract with Ben Walker effective at the end of the 2024-25 school year. Roll Call vote 4-0.

James moved, and Zumbach seconded, to approve the termination of the District’s probationary teacher contract with Marge Welch effective at the end of the 2024-25 school year. Roll Call vote 4-0.

Zumbach moved, and Snodgrass seconded, to approve the termination of the District’s probationary teacher contract with Antton Zuazu effective at the end of the 2024-25 school year. Roll Call vote 4-0.

Snodgrass moved, and Zumbach seconded, to approve the involuntary transfer of certified staff members for the 2025-2026 school year as presented. Motion carried 4-0.

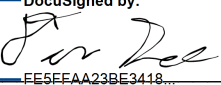
James moved, and Zumbach seconded, to approve the 2025-2026 budget reduction and realignment process for classified staff. Motion carried 4-0.

Zumbach moved, and James seconded, to approve flexing Teacher Quality Professional Development and other state-approved funds to the general fund for budget management. Motion carried 4-0.

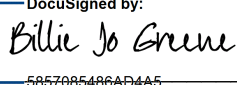
Snodgrass moved, and Zumbach seconded, to approve 2025-2026 district health insurance with ISEBA. Motion carried 4-0.

Zumbach moved, and James seconded, to approve setting a public hearing for April 21, 2025, at 5:40 p.m. in the Central Office Board Room as the date, time, and place for the proposed 2025-2026 school calendar. Motion carried 4-0.

Zumbach moved, and Snodgrass seconded, to adjourn the meeting at 6:35 p.m. Motion carried 4-0.

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President

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Secretary

Future meeting in Creston boardroom at 801 N. Elm Street, Creston, unless otherwise noted:

- Tuesday, April 1, 2025, 5:30 p.m. CEA negotiations meeting
- Monday, April 21, 2025, 5:30 p.m. Regular Board Meeting and Second Public Hearing on Certified Budget
- Tuesday, April 22, 2025, 5:30 p.m. CEA negotiations meeting
- Monday, May 19, 2025, 5:30 p.m. Regular Board Meeting
- Monday, June 16, 2025, 5:30 p.m. Regular Board Meeting