



**Creston Community School District
Board of Directors Meeting
Regular Board Meeting
May 19, 2025**

The Board of Directors of the Creston Community School District met on Monday, May 19, 2025. The meeting was held in the Boardroom at 801 N. Elm as well as virtually, starting at 5:31 p.m. Galen Zumbach, Board member, presided, and the following answered roll call: Galen Zumbach, Dr. Brad James, and Sharon Snodgrass. Don Gee arrived at 5:40 p.m. Administrators present: Deron Stender, Callie Anderson, Bill Messerole, Lesa Downing, and Billie Jo Greene.

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

The Board Member Zumbach asked the members and audience to face the flag for the Pledge of Allegiance.

James moved, and Snodgrass seconded, to approve the agenda. Motion carried 3-0.

James moved, and Snodgrass seconded, to approve consent agenda items: Motion carried 3-0.

- Minutes of April 21, 2025
- Financial Reports
- Bills
- Contracts, Resignations, Agreements
 - Resignations
 - Chad Needham- Head MS Football Coach
 - Cassidy Thornburg- Paraprofessional
 - Kate Jennett- 1st Grade Teacher
 - Retirements
 - Becky Harris- Paraprofessional (end of 24-25 school year)
 - Voluntary Transfer
 - Corina Hoepker- MS Social Studies Teacher (2025-26 school year)
 - Ryan Burwell- Head Girls Soccer Coach
 - Ben Walker- 5th/6th Grade Math Teacher (2025-26 school year)
 - IJAG MOU
 - VISTA School Business Software
 - Parent Square Agreement
 - AEA Cooperative Food Agreement
 - Windstream Renewal Addendum
 - Green Hills AEA contract to transfer State funds
 - Best Care EAP Renewal
 - District Career and Academic Plan
 - Capital Outlay Plan 2025-2026
 - Scrubber purchase
 - Donation: The district gratefully acknowledges several recent donations supporting various programs and staff. Erica Frey from TRIO SWCC donated \$100 worth of leftover STEM camp supplies, including digital scales, hand blenders, and a hot plate, for use in high school science. The Bancroft History Assembly contributed \$25 for a volunteer

performance by the high school speech team. YACC, through Elizabeth Sedlmayr, provided \$118 for classroom supplies, while PCSB Bank, represented by Paul Fuller, donated \$250 to support drama camp scholarships and reduce costs. In celebration of Staff Appreciation Week, Hanson Fitness Nutrition contributed ten \$25 gift cards totaling \$250, and LT Farms donated a \$100 gift basket. Additionally, YACC supported Sarah Guthrie's middle school math classroom with a \$150 donation for community development efforts.

Communication and reports

Don Gee arrived at 5:40 p.m. Meeting transferred from Zumbach to Gee.

- Student Recognition - Creston student-athletes recently competed in prestigious events with strong performances. At the Drake Relays, Brayden Schoon finished 17th in the discus, and Tom Mikkelsen earned an impressive 3rd place in the shot put. In the Hawkeye 10 Girls Tennis Conference Meet, Ava Adamson placed 5th in #1 Singles, Kennedy Strider took 6th in #2 Singles, Sasha Wurster and Hollyn Rieck finished 4th in #1 Doubles, and Shaylee Coen and Marlee Stalker secured 5th place in #2 Doubles.
- Mentor Coordinator Paula Jacobson Report - The Creston Community School District Mentoring & Induction Program supports new educators by promoting excellence in teaching through the Iowa Teaching Standards, enhancing student achievement, and providing professional and personal support as teachers transition into the district. For the 2024–2025 school year, the mentoring team, comprised of district educators and mentors, will guide both first- and second-year teachers through a two-year program focused on collaboration, classroom management, and professional growth. The team met monthly throughout the year, emphasizing consistent mentor check-ins and circles of support, including PLCs, instructional coaches, and building leaders. Survey feedback from new educators highlighted strong mentor relationships, support from instructional coaches and PLCs, and the value of observing peers. Areas for improvement included increasing mentor learning opportunities and streamlining professional readings. Moving forward, the program will continue its monthly meetings on a new day, secure mentors for incoming educators, and incorporate insights from district leaders to strengthen mentoring goals, communication, and collaboration to ensure educator and student success.
- Middle School Principal Downing Report - Creston Middle School continues to focus on improving curriculum, instruction, assessment, and school culture. Departments are actively reviewing and refining their practices: Science and 5th grade teams are adapting new Amplify materials; ELA is emphasizing writing, interventions, and MLA preparation; Math is analyzing data to guide future interventions and curriculum shifts; and Social Studies is building rigor through writing rubrics and inquiry-based learning. Special Education is working collaboratively to tailor instruction to student IEPs and is utilizing the new ACHIEVE family portal for increased transparency. Assessments like ISASP, FAST, and MTSS data are being used to guide instructional decisions and support structures. Instructionally, Tier 3 interventions were shifted out of Pride Time to better serve students, and the school will participate in a Math Pilot Program next year. SEL efforts continue with Second Step, student-led support initiatives, and community-building events like May Day cleanup and partnerships with elementary students. Student incentives and celebrations are also being used to encourage engagement and recognize positive behaviors and attendance.
- High School Principal Messerole Report - Creston Community High School continues to celebrate student achievement across a range of activities. Steve Shantz and Brandon Phipps have successfully led an after-school umpiring program for the past two years, certifying 21 students—16 boys and 5 girls—to officiate junior high and below, with six reaching varsity certification. Junior Maylee Riley was selected for a one-year term on the IGHSAU Student Advisory Committee, and junior Carson Beer is continuing his role on the IHSSA RISE Committee into his senior year. Additionally, the CCHS production of Catch Me If You Can received multiple honors from the Iowa High School Musical Theater Awards, including

Outstanding Achievement awards for Carson Beer (Principal Role and Publicity), Karlee Capson (Lighting), Malachi Webber (Stage Management), and the CCHS Construction Class for Set Construction. Special Recognition was also awarded to Rhianna Weems (Principal Role) and Jameson Hanson (Sound Technician), with a Distinguished Scene award for "Live in Living Color." These accomplishments reflect the talent, dedication, and collaborative spirit of CCHS students and staff.

- Business Manager Greene's Report - The monthly financial reports cover key financial data, and CFPM updates from April 2025.
- Superintendent Stender's Report - The district continues to make steady progress on key initiatives and projects. Gary, Callie, and the superintendent meet monthly with DLR and DDVI to monitor construction on the new Early Childhood Center, with \$60,342 in change orders processed and a current contingency fund balance of \$677,958. Efforts to relocate the Central Office are ongoing, with several potential options being evaluated. Conversations also continue with two property owners to address boundary adjustments, with costs for surveying and recording falling to the owners. The district has begun outreach to families with students open-enrolled in online schools, aiming to support their return to the community. Meanwhile, the Iowa Department of Education has officially assigned the disrupted boundaries in question to Nodaway Valley, a disappointing but expected decision. The district is still pursuing operational sharing with Lenox despite procedural and timing challenges, with potential agreements targeted for the May board meeting. The School Improvement Advisory Committee (SIAC) met to discuss strategies for improving student behavior, inclusion, and communication. The superintendent continues to represent Creston nationally as an Executive Board Member for the American Association of School Administrators (AASA), gaining valuable insights and sharing rural district perspectives. Monthly communication through KSIB interviews, the Panther Pitch, and community coffee meetings helps keep families and community members informed and engaged.
- Enrollment and State Aid Overview
- Early Childhood Facility Planning - Tentative Timeline, budget, and project spending.

Zumbach moved, and James seconded, to approve the second reading of Policy Primer 33.3. Motion carried 4-0.

Zumbach moved, and James seconded, to approve the 2025-2026 AFSCME Master Agreement total package increase of 5.48% a cost of \$133,297. Motion carried 4-0.

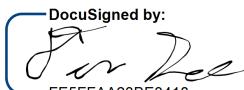
James moved, and Zumbach seconded, to approve the 2025-2027 CEA Master Agreement total package increase of 3.41% a cost of \$289,797.62. Motion carried 4-0.

Zumbach moved, and James seconded, and the Board conducted exempt employee negotiations in accordance with Iowa Chapter 20.17(3). Motion carried roll call vote 4-0. In closed session time: 6:17 p.m.

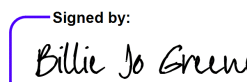
Zumbach moved, and James seconded, and the Board came out of the closed session. Motion carried 4-0. Out of closed session time: 6:54 p.m.

Zumbach moved, and James seconded, to approve a salaried non-union of a minimum of 3%, cost of \$45,988. Non-union hourly staff shall receive \$1.00 per hour, a cost of \$19,670; administrative contracts with an increase of salaries of 3%, for a cost of \$33,476. Motion carried 4-0.

Zumbach moved, and James seconded, to adjourn the meeting at 6:56 p.m. Motion carried 4-0.

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 President

6/16/2025

Signed by:

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 Secretary

6/17/2025

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

- Monday, June 16, 2025, 5:30 p.m. Regular Board Meeting
- Monday, July 21, 2025, 5:30 p.m. Regular Board Meeting
- Monday, August 18, 2025, 5:30 p.m. Regular Board Meeting