

**School Board Special Work Session Minutes  
Griswold Community Schools  
Thursday, February 10, 2022**


The Board of Education met for a special work session on Thursday, February 10, 2022 for the purpose of discussing negotiations, hiring strategies, and staff retention. President Rob Peterson called the meeting to order at 6:00 p.m. Board members present were Ryan Askeland, Scott Hansen, Aaron Houser, Erika Kirchhoff, Rob Peterson, Scott Peterson, and Don Smith. Absent: none. Also present were Superintendent David Henrichs, Business Manager/Treasurer Dan Rold, Board Secretary Hannah Bierbaum, Secondary Principal Stephanie Lajko, and Elementary Principal Nigel Horton.

- **Reading of Mission Statement** – Board member Smith read the school mission statement, *“The mission of the Griswold Community School District, in partnership with our families and communities, is to provide leadership for positive change to ensure the best learning opportunities for everyone in a safe and caring environment.”*
- **Discuss Hiring and Staff Retention Strategies / Options** – Superintendent Henrichs introduced the goals of the meeting which included the development of interest statements for the upcoming Interest Based Bargaining (IBB) meeting, determine settlement ranges with teaching staff, determine potential salary increase for non-certified staff members, determine if a retention bonus will be given, and the consideration of other requests from staff regarding wages. A packet of information was provided regarding the District’s current financial situation and budget scenarios if staff wages were increased.
- **Consider Entering Into Closed Session Under Iowa Code 20.17(3) For The Purpose Of Discussing Negotiations Strategy With A Certified Bargaining Unit** – Motion by Hansen to enter into closed session at 6:46 p.m. Seconded by Askeland. Roll call ayes: Askeland, Smith, S. Peterson, Hansen, Houser, R. Peterson, Kirchhoff. Nays: none, motion carried. Motion by Houser to return to open session at 8:59 p.m. Seconded by Kirchhoff, Roll call ayes: R. Peterson, Houser, S. Peterson, Smith, Askeland, Kirchhoff, Hansen. Nays: none, motion carried.

Motion by Askeland to adjourn at 8:59 p.m. Seconded by Kirchhoff, motion carried all ayes.



Hannah Bierbaum, Board Secretary  
(Next regular meeting February 21, 2022)



Rob Peterson, President