

**Special School Board Meeting Minutes
Griswold Community School District
Thursday, January 6, 2022**

The Board of Education met for its special meeting on Thursday, January 6, 2022 in the Conference Room. President Rob Peterson called the meeting to order at 7:00 p.m. Board members present were Ryan Askeland, Aaron Houser, Erika Kirchhoff, Rob Peterson, Scott Peterson, Don Smith, and Scott Hansen joined via conference call. Absent: none. Also present were Superintendent David Henrichs, Board Secretary Hannah Bierbaum, School Nurse Ann Jones, and Secondary Principal Stephanie Lajko joined via conference call.

- **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."*
- **Approval of Agenda:** Motion by Askeland to approve the agenda with the addition of item # 6 *Approval of Additional Compensation for Newly Hired Employee* to be addressed after item # 4 *Consider the Emergency Adoption of Policies*. Seconded by Kirchhoff, motion carried all ayes.
- **Public Input:** None.
- **Consider The Emergency Adoption of Policies** – Superintendent Henrichs gave the Board a brief background on the policies listed. The policies encompass new COVID-19 vaccination requirements for all school district employees. Since the State of Iowa has adopted OSHA approved State Plans, all public and private employers with 100 or more employees are required to abide by OSHA Standards including the newly released Emergency Temporary Standards (ETS). Currently OSHA will begin enforcement of ETS on January 10, 2022. If the District is found in violation of this mandate, they are subject to a \$136,000 penalty. As there are also multiple pending federal court cases that could result in the issuance of a temporary stay order, the Board would temporarily pause the enforcement of this policy until an agreement was reached.

Hansen left the meeting at 7:21 p.m.

Motion by Askeland to approve the emergency adoption of board policies 403.7, 403.7E1, 403.7E2, 403.7E3, 403.7R1, 403.7R2. Seconded by Houser, motion carried 6-0. *(All new board policies will be attached to the original copy of the minutes and available for review at the central office.)*

- **Approval of Additional Compensation for Newly Hired Employee** – Motion by Houser to approve the hiring of Seth Lembke as the MS Science teacher retroactive to January 3, 2022 with a \$5,000 hiring bonus payable in one lump sum at the end of the 2021-22 contract year and a \$1,000 moving stipend payable with acceptable receipts from moving expenses. Seconded by Askeland, motion carried 6-0.
- Motion by Askeland to adjourn at 7:24 p.m. Seconded by Kirchhoff, motion carried all ayes.



Hannah Bierbaum, Board Secretary
(Next regular meeting January 17, 2022)



Rob Peterson, President