Greene County Community School District
Regular Meeting
November 11, 2026

The Greene County Community School District Board of Directors met in regular session on November 11, 2026 in the District Board Room, located in the Middle School. President Cindi Daubendiek called the meeting to order at 5:15 PM. The meeting opened with the Pledge of Allegiance and the President reading the District Mission Statement and Strategic Priorities. Directors Katie Nelson, Tim Riphagen, Connie Boyd and Megan Holz, Superintendent Brett Abbotts and Board Secretary Laura Marshall were present.

Boyd made and Holz seconded a motion to approve the agenda as presented. Motion carried 5-0.

Boyd made and Nelson seconded a motion to elect Daubendiek as President and Riphagen as Vice President. Motion carried 5-0. The Oath of Office was given to Daubendiek and Riphagen.

The President announced that this is the time, place, and date to hold a hearing on the Proposed Use of SAVE Revenue for an Athletic Facility Infrastructure Project. The following persons appeared: No one appeared to speak for or against the proposal, and no written objections or comments were filed.
The President declared the hearing closed.
Director Riphagen introduced the following Resolution and moved its adoption. Director Boyd seconded the motion to adopt. The roll was called, and the vote was:
Ayes: Nelson, Holz, Riphagen, Boyd, Daubendiek
Nays: None

PROPOSED USE OF SAVE REVENUE FOR AN ATHLETIC FACILITY INFRASTRUCTURE PROJECT

WHEREAS, the School District receives revenue from the State of Iowa Secure an Advanced Vision for Education Fund ("SAVE Revenue") pursuant to Iowa Code § 423F.2; and

WHEREAS, pursuant to Iowa Code Chapter 423F and an election duly held in accordance therewith on September 10, 2019, the Board of Directors is currently entitled to spend SAVE Revenue for school infrastructure purposes, including the construction of an athletic facility infrastructure project; and

WHEREAS, the Board of Directors has considered potential uses of the District's SAVE Revenue including use for secure entries for the District's attendance centers and has determined that it is necessary and advisable for the District to use SAVE Revenue for the following athletic facility infrastructure project that is not physically attached to a student attendance center: to build, furnish, and equip restroom facilities at Linduska Field; and

WHEREAS, the Board of Directors has complied with the provisions of Iowa Code § 423F.3(6A) by adopting a resolution setting forth the proposal for the athletic facility infrastructure project, and holding a public hearing on the proposed construction of the athletic facility; and NOW, THEREFORE, it is resolved:

1. The Board of Directors hereby supports the proposed use of SAVE Revenue for the following athletic facility infrastructure project: to build, furnish, and equip restroom facilities at Linduska Field. The estimated cost of the construction of this athletic facility infrastructure project is $600,000.

2. Eligible electors of the school district have the right to file with the Board Secretary a petition pursuant to Iowa Code § 423F.4(2)(b), on or before close of business on November 25, 2026, for an election on the proposed use of SAVE Revenue. The petition must be signed by eligible electors equal in number to not less than one hundred or thirty percent of those voting at the last preceding election of school officials under Iowa Code § 277.1, whichever is greater.

3. In the event a petition containing the required number of valid signatures is filed with the Secretary of the Board on or before close of business on November 25, 2026, the President shall call a meeting of the Board to consider rescinding this Resolution supporting the proposed use of SAVE Revenue or directing that the question of the proposed use of SAVE Revenue be submitted to the qualified electors of the School District.

If the Board determines to submit the question to the electors, the proposition to be submitted shall be as follows:

Shall the Board of Directors of the Greene County Community School District in the Counties of Greene and Boone, State of Iowa, be authorized to use revenue from the State of Iowa Secure an Advanced Vision for Education Fund to build, furnish, and equip restroom facilities at Linduska Field, with the estimated cost of construction being $600,000?

PASSED AND APPROVED this 11th day of November, 2026.

During open forum, Head Wrestling Coach Zach Beekman addressed the board to provide an update on the wrestling program and reflect on his tenure with the team. He shared that the Little Ram Mat Club has officially started for the season, highlighted the addition of the girls' wrestling program and noted facility updates including utilizing the former weight room space to accommodate wrestling.

Riphagen made and Holz seconded a motion to approve the consent items as presented. Motion carried 5-0.
Consent items were:
Minutes: October 21, 2026 Regular Meeting and October 26, 2026 Special Meeting
Bills: As Presented
Financial Report: October 2026
Hiring(s): Samuel Vanderpool - 7th Grade Baseball Coach, Mary Monthei – Paraeducator, Tina Peck – Custodian.
Resignation(s): Kyle Kinne – MS Football Coach, CheyAnne Exline - Paraeducator
Transfer(s): None
Non-Renewal of Contract(s): None

Administrative report slides were made available to the Board and included updates aligned with the district's strategic priorities.

Two students were present to request a school driving permit. Superintendent Abbotts explained the rules/laws surrounding school permits. Student(s) were asked to identify themselves, tell the board where they live and explain why they need a school permit. Riphagen made and Nelson seconded a motion to approve school permit(s) for Delaney Pedersen and Chloe Rumley. Motion carried 5-0. The affidavit for Minor School License form was signed by Board President Daubendiek.

Eli Glawe and Cody Taggart presented on their experience attending the FFA National Convention in Indianapolis, Indiana. They shared highlights from the agricultural workshops and activities students participated in, noting the valuable leadership and industry knowledge gained from the experience. They concluded by thanking the Board for its continued support in making their attendance possible.

Riphagen made and Holz seconded a motion for monthly meetings to be held on the second Wednesday of each month at 5:15 PM in the District Board Room, 101 Ram Drive, Jefferson, IA 50129. Motion carried 5-0.

Committee Assignments-
Boyd made and Riphagen seconded the following committee appointments:
Bell Tower Foundation - Boyd
County Assessor's Conference Board - Riphagen
Park & Recreational - Nelson
Negotiations - Daubendiek, Nelson
Classified/Administrative Salaries – Holz, Boyd
School Improvement Advisory – Riphagen, Holz
School Foundation - Holz
Facilities – Nelson, Riphagen
Insurance - Riphagen
Scholarships – Boyd, Daubendiek
Wellness – Boyd, Nelson
Policy Review Committee – Boyd
Communication – Daubendiek, Holz
Motion carried 5-0.

Holz made and Boyd seconded a motion to approve the fundraisers as follows**:**
Free-Throw-A-Thon – Girls Basketball, Weight Class Sponsors – Wrestling, iJAG – Cocoa & Snacks, iJAG – Food Bank Donations. Motion carried 5-0.

There were no early graduation requests.

Superintendent Brett Abbotts and Business Manager Laura Marshall reported on legal guidance received from District legal counsel, Danielle Haindfield, regarding the District's voluntary early retirement policies (Board Policies 406.6, 412.6, 306.1, and 406.7) and the utilization of the Management Levy Fund under Iowa Code § 279.46.

Legal counsel confirmed that for the 2025–2026 fiscal year, the District's current sick leave retirement policy technically complies with the statutory minimums of Iowa Code § 279.46, and counsel will provide a formal written opinion for District records and annual audit purposes to support the use of Management Levy Funds for this past year's payouts.

Counsel recommended several policy updates moving forward to avoid audit risks and disability discrimination concerns associated with tying early retirement incentives to accumulated sick leave, including: rescinding Board Policy 406.7, consolidating and updating remaining early retirement policies into unified, single-year plans offered at the Board's sole discretion each November/December and establishing a multi-year transition plan to phase out sick-leave-based early retirement payouts.

Riphagen moved and Boyd seconded to direct Administration to draft updated early retirement policies and a multi-year transition plan in accordance with legal counsel's recommendations, to formally rescind

Board Policy 406.7, and to present the updated policy revisions for Board consideration and first reading at a later meeting. Motion carried 5-0.

No action was taken on the School Budget Review Committee (SBRC) applications for open enrollment out and English language learning. Both items were tabled until a later date because the Iowa Department of Education application is not yet ready.

Riphagen made and Boyd seconded a motion to approve the first reading of Board Policies: 108 Religious Expression, 701.4 Fiscal Management, 701.4A Fiscal Management - Financial Metric. Motion carried 5-0.

Riphagen made and Nelson seconded a motion to approve the first amended reading of board policies: 603.8 Teaching About Religion and 605.4 Technology and Instructional Materials. (Waive second reading according to board policy 207.2) Motion carried 5-0.

Holz made and Riphagen seconded a motion to approve the review of Board Policies 507 - 508.2 with changes as presented. Motion carried 5-0.

Holz made and Riphagen seconded a motion to approve having a special board meeting on November 23, 2026, at 4:00 PM. Motion carried 5-0.

President Daubendiek declared the meeting adjourned at 6:06 PM.

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President Secretary