

Board of Directors Board Meeting Minutes



April 29, 2025

BOARD AGENDA PLANNING MEETING

Ms. Liz Brennan, board president, called the meeting of the Heartland AEA Board of Directors to order at 5:01 p.m.

Board members present: Ms. Liz Brennan, Mr. Pete Evans, Mr. John Kinley, Ms. Tiara Mays-Sims, Ms. Margie Schwenk and Ms. Heather Sievers. Ms. Margaret Borgen joined immediately following roll call. *Absent:* Mr. Alex Piedras and Dr. Steve Rose.

Administrative Staff Present: Mr. Kevin Fangman, Ms. Jenny Ugolini and Dr. Cindy Yelick.

Approval of Agenda

A MOTION was made by Mr. Evans and seconded by Ms. Sievers to approve the agenda. The motion passed unanimously.

Discussion Items

Personnel Report & Recommendation to Terminate Certified Employees

Mr. Kevin Fangman, Heartland AEA Chief Human Resources Officer, reviewed the personnel report and shared new staff hires, title changes, amended contracts and resignations. He noted the retroactive early notification stipend for Ms. Susen Schirmer. She was going to apply for a position that was later eliminated, otherwise, she would have submitted for early retirement. Dr. Yelick approved the retroactive early notification stipend since it was a situation outside of her control.

Mr. Fangman provided clarity around the termination of five Certified employees. Beginning July 1, 2025, the AEAs will no longer receive Educational Services and Media Services funding. All money for school improvement/professional learning supports for general education will come from revenue gathered through contracts between districts and the Agency. In 2024-25, the Agency employed 49 consultants in service-for-fee (Educational Services) roles. Next year, 16 will be employed. In order to end employment for staff on continuing contracts under Chapter 279 of the Iowa Code, it requires the employee to resign or the Board to terminate them. It's the recommendation of the administration to terminate the employment of four service-for-fee (Educational Services) consultants and one Shelter Care Educational Program teacher, due to the closure of the Rosedale Shelter in Ames.

Board Policy 816 Disposal of Surplus Equipment & Furniture - First Reading

Mr. Fangman discussed edits to Board Policy 816. The current policy allows staff the opportunity to purchase their computers if they are up for replacement. Last year, the Agency did not invest in new technology equipment and needs to retain its current inventory. The new language now gives the Board the discretion to retain the equipment contingent upon available resources and inventory needs.

Action Items

Recommendation to Terminate Certified Employees

A MOTION was made by Ms. Mays-Sims and seconded by Mr. Evans to approve the recommendation of the Chief Administrator and that the contract of Ashley Delaney be terminated effective at the end of the current school year for the reasons that were set forth in the Chief Administrator's Notice and Recommendation to Terminate the Contract of Ashley Delaney. The motion passed unanimously

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Recommendation to Terminate Certified Employees

A MOTION was made by Ms. Mays-Sims and seconded by Mr. Kinley to approve the recommendation of the Chief Administrator and that the contract of Alex Glade be terminated effective at the end of the current school year for the reasons that were set forth in the Chief Administrator's Notice and Recommendation to Terminate the Contract of Alex Glade. The motion passed unanimously

Recommendation to Terminate Certified Employees

A MOTION was made by Ms. Mays-Sims and seconded by Ms. Schwenk to approve the recommendation of the Chief Administrator and that the contract of Donald Howell be terminated effective at the end of the current school year for the reasons that were set forth in the Chief Administrator's Notice and Recommendation to Terminate the Contract of Donald Howell. The motion passed unanimously

Recommendation to Terminate Certified Employees

A MOTION was made by Ms. Mays-Sims and seconded by Ms. Sievers to approve the recommendation of the Chief Administrator and that the contract of Brianne Johnson be terminated effective at the end of the current school year for the reasons that were set forth in the Chief Administrator's Notice and Recommendation to Terminate the Contract of Brianne Johnson. The motion passed unanimously

Recommendation to Terminate Certified Employees

A MOTION was made by Ms. Mays-Sims and seconded by Mr. Evans to approve the Recommendation of the Chief Administrator and that the contract of Judith Zeka be terminated effective at the end of the current school year for the reasons that were set forth in the Chief Administrator's Notice and Recommendation to Terminate the Contract of Judith Zeka. The motion passed unanimously

Personnel Report

A MOTION was made by Mr. Kinley and seconded by Mr. Evans to approve the personnel report. The motion passed unanimously.

Board Policy 816 Disposal of Surplus Equipment and Furniture - First Read

A MOTION was made by Mr. Evans and seconded by Ms. Sievers to adopt Board Policy 816. The motion passed unanimously.

Review of May 13, 2025 Board Agenda

Board members reviewed the draft agenda for the May 13 board meeting.

Adjournment

There being no further business, the meeting adjourned at 5:32 p.m.

Reports and documents and the full text of motions, resolutions or policies considered by the Board at this meeting are on file in the Board Secretary's office, (515) 473-6644, Monday through Friday, 7:30 a.m. – 4:00 p.m.

A handwritten signature in black ink that reads "Elizabeth Brennan".

Ms. Liz Brennan
Board President

A handwritten signature in black ink that reads "Jenny Ugolini".

Ms. Jenny Ugolini
Board Secretary