

# Board of Directors Board Meeting Minutes



June 30, 2025

## BOARD MEETING

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

*Board Members Present:* Ms. Margaret Borgen, Ms. Liz Brennan, Mr. Pete Evans, Mr. John Kinley, Ms. Tiara Mays-Sims, Dr. Steve Rose, Ms. Margie Schwenk and Ms. Heather Sievers. *Absent:* Mr. Alex Piedras.

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

## Approval of Agenda

A MOTION was made by Dr. Rose and seconded by Mr. Kinley to approve the agenda. The motion passed unanimously.

## Discussion Items

### Personnel Report and Addendum

Mr. Kevin Fangman, Heartland AEA Chief Human Resources Officer, reviewed the personnel report and addendum.

### Board Policies: 101, 102 & 103 - Second Reading

The Board held a second reading of Board Policies 101, 102 and 103. Board members discussed the need for an additional policy in the 400 Employment series regarding harassment/hostile work environment for both protected and unprotected classes. Mr. Fangman will work with legal counsel on drafting a policy and bring it forward in August for a first reading.

## Action Items

### Personnel Report

A MOTION was made by Ms. Sievers and seconded by Mr. Evans to approve the personnel report and addendum as presented. The motion passed unanimously.

### Board Policy 101: Educational Equity

A MOTION was made by Mr. Kinley and seconded by Ms. Schwenk to approve Board Policy 101. The motion passed unanimously.

### Board Policy 102: Bullying and Workplace Harassment

A MOTION was made by Ms. Borgen and seconded by Ms. Schwenk to approve Board Policy 102. The motion passed unanimously.

### Board Policy 103: Non-Discrimination in Employment and Affirmative Action

A MOTION was made by Ms. Sievers and seconded by Dr. Rose to approve Board Policy 103 Non-discrimination in Employment and Affirmative Action, with the additional effort to create a new policy on a non-hostile work environment based on the situation. The motion passed unanimously.

## Consent Agenda

A MOTION was made by Dr. Rose and seconded by Ms. Mays-Sims to approve the consent agenda *with the exception of item #4.09*, the Iowa Association of School Boards and Heartland AEA Service Agreement for Creation of Interactive Training. It will be approved in a separate motion. The motion passed unanimously.

- Transfer of State Funding Between Heartland AEA and the following school districts:
  - Adel-DeSoto-Minburn CSD
  - Ballard CSD
  - Boone CSD
  - Colfax-Mingo CSD

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- Exira-Elk Horn-Kimballton CSD
- Gilbert CSD
- Greene County CSD
- Indianola CSD
- Madrid CSD
- Martensdale-St. Marys CSD
- Melcher-Dallas CSD
- Ogden CSD
- Panorama CSD
- Saydel CSD
- S.E. Warren CSD
- South Hamilton CSD
- Twin Cedars CSD
- United CSD
- Waukee CSD
- West Central Valley CSD
- West Des Moines CSD
- Indianola CSD & Heartland AEA Letter of Understanding for Use of Space
- Ogden CSD and Heartland AEA Service Agreement for 2025-26 for Kate Boonstra
- Transportation Agreements for Adel-DeSoto-Minburn and Johnston CSD
- Ballard CSD and Heartland AEA Service Agreement for 2025-26 for Katie Scholl
- Memorandum of Understanding between Northwest AEA and Heartland AEA for Shared Director of Technology
- Twin Cedars CSD and Heartland AEA Service Agreement for 2025-26 Shared Special Education Director
- Prairie Lakes AEA and Heartland AEA Service Agreement for 2025-26 for English Language Learner Services

A MOTION was made by Mr. Kinley and seconded by Ms. Sievers to approve item #4.09, the Iowa Association of School Boards and Heartland AEA Service Agreement for Creation of Interactive Training. The motion passed. Ayes: Borgen, Evans, Kinley, Mays-Sims, Rose, Schwenk and Sievers. *Absent:* Piedras. *Abstain:* Brennan due to conflict of interest.

A MOTION was made by Mr. Evans and seconded by Ms. Sievers to adjourn. The motion passed unanimously, and 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, appearing to read "Elizabeth Brennan", written over a horizontal line.

Ms. Liz Brennan  
Board President

A handwritten signature in blue ink, appearing to read "Jenny Ugolini", written over a horizontal line.

Ms. Jenny Ugolini  
Board Secretary