

**Shenandoah Community School District  
Minutes of the Special Meeting of the Board of Directors – March 4, 2025  
Administration Board Room**

**Call to Order:**

Board President Jean Fichter called the meeting to order at 5:00 p.m.

**Roll Call:**

Roll Call was answered by Directors Jean Fichter (via phone), Glenn Mason, Brent Twyman, Adam Van Der Vliet and Clint Wooten. Also present were Superintendent Dr. Kerri Nelson, School Business Official William Barrett, and Board Secretary Lisa Holmes.

**Action Items:**

***Acknowledge Receipt of SEA Opening Proposal:***

The opening proposal by SEA includes setting base wage at \$50,000 for BA year 1 and \$62,000 for BA year 13 and increasing all current employees not meeting these minimums to the new minimums, increasing current/returning employees not receiving a salary increase to the minimums by 6%, and an adjustment be made for all employees to ensure that no newly hired employee will have a higher salary than a current employee with the same amount of experience and education credits for a total package of \$344,964 (FICA & IPERS: \$403,919) or 6.19%. The proposal also includes raising the coaching base wage at the same rate as the salary percentage increase for returning certified teachers, securing horizontal increments for increased education credits, and establishing a handbook committee. The agreement would be effective July 1, 2025 and continue in force and effect until June 30, 2028 to be reopened annually for the limited purpose of negotiating base wages. Motion to acknowledge by Director Mason, second by Director Van Der Vliet. Motion carried unanimously.

**Informational Items:**

Next Regular Meeting – March 10, 2025 at 5:00 pm

**Adjournment:**

Motion by Director Van Der Vliet, second by Director Mason to adjourn the meeting at 5:08 p.m. Motion carried unanimously.

**Call to Order:**

Board President Jean Fichter called the meeting to order at 5:08 p.m.

**Roll Call:**

Roll Call was answered by Directors Jean Fichter (via phone), Glenn Mason, Brent Twyman, Adam Van Der Vliet and Clint Wooten. Also present were Superintendent Dr. Kerri Nelson, School Business Official William Barrett, and Board Secretary Lisa Holmes.

**Action Items:**

***Present Opening Proposal to SEA:***

The opening proposal to SEA by the board includes increasing the base wage to meet the state minimum wage of \$50,000 and \$62,000 (12+years) and increasing the staff in the compacted areas by 1.25% which amounts to a 2.45% total package increase or \$160,070. Additionally, the board would like to add SkillsUSA as a club sponsor and replace the Summer Weights and MS Weights positions with a Head Strength and Conditioning Coach and Assistant Strength and Conditioning Coach. Motion to acknowledge proposal by Director Van Der Vliet, second by Director Mason. Motion carried unanimously.

**Informational Items:**

Next Regular Meeting – March 10, 2025 at 5:00 pm

**Adjournment:**

Motion by Director Van Der Vliet, second by Director Mason to adjourn the meeting at 5:13 p.m. Motion carried unanimously.