

# ***Red Oak Community School District***

***604 S Broadway***

***Red Oak, Iowa 51566***

***712.623.6600***

**[www.redoakschooldistrict.com](http://www.redoakschooldistrict.com)**

## **Special Board Meeting/Work Session**

Meeting Location: Red Oak Jr./Sr. Virtual Learning Center OR

VIA Internet and phone -visit website for information

Go To Meeting Link: <https://meet.goto.com/691128093>

**Please Note Work Session will not be Available VIA Internet**

Wednesday, April 5, 2023 – 5:30 pm

### **- Agenda -**

1.0 Call to Order – Board of Directors President Bret Blackman

2.0 Roll Call – Board of Directors Secretary Deb Drey

3.0 Approval of the Agenda – President Bret Blackman

4.0 Consent Agenda

4.1 Personnel Considerations

4.1.1 Hiring of Beth Rehbein as Title I Reading Teacher at Inman Elementary for the 2023-2024 school year

4.1.2 Hiring of Anna Ramaker as Classroom Teacher at Inman Elementary for the 2023-2024 school year

4.1.3 Resignation of Rebecca Stanbrough as High School Family Consumer Science Teacher effective at the end of the 2022-2023 school year

4.1.4 Resignation of Spencer Plank as High School Social Studies Teacher effective at the end of the 2022-2023 school year

4.1.5 Resignation of Spencer Plank as Head Varsity Basketball Coach effective at the end of the 2022-2023 school year

4.1.6 Resignation of Nevada Meis as Special Education Teacher at Inman Elementary effective at the end of the 2022-2023 school year

4.1.7 Resignation of Nevada Meis as Middle School Volleyball Coach effective at the end of the 2022-2023 school year

4.1.8 Resignation of John Allison as Jr High School Volleyball Coach effective at the end of the 2022-2023 school year

4.1.9 Resignation of Clay Selberg as Varsity Assistant Wrestling Coach effective at the end of the 2022-2023 school year

4.1.10 Resignation of Dillon Wiser as Varsity Assistant Wrestling Coach effective at the end of the 2022-2023 school year

5.0 General Business for the Board of Directors

5.1 Old Business

5.2 New Business

5.2.1 Discussion/Approval of Red Oak Education Association Master Contract and issuing individual teacher contracts for the 2023-2024 school year

5.2.2 Discussion/Approval of hourly wage/salary increases for remaining non-bargained personnel

5.2.3 Discussion/Approval of hiring Heidi Harris as School Business Official/Board Secretary Treasurer for the 2023-2024 school year

6.0 Reports – None

7.0 Next Regular Board of Directors Meeting:           Wednesday, April 19, 2023– 5:30 pm  
Red Oak Virtual Learning Center  
Red Oak Jr./Sr. High

8.0 Adjournment

**Board of Directors Work Session**

- I. Review of 2023-2024 Health Insurance Program Offerings (Susan Matlage-Simms, Dawn Barr, Mercer Benefits Inc.)
- II. Review of Summer Maintenance Projects and Capacity to Address Various Long-Range Facilities Improvement Projects Identified by APMA
- III. Closed Session  
*The Board will enter into closed session to discuss security procedures and emergency preparedness pursuant to [Iowa Code § 21.5\(1\)\(k\)](#) and [22.7\(50\)](#).*

AGREEMENT  
BETWEEN THE  
RED OAK COMMUNITY SCHOOL DISTRICT  
AND  
THE RED OAK EDUCATION ASSOCIATION

2023-2024

**ARTICLE 1  
RECOGNITION**

3. **RECOGNITION**

The Red Oak Community School District is recognized as a public employer governed by the Board of Directors. The Red Oak Education Association, as determined and ordered by the Public Employee Relations Board, is recognized as the sole and exclusive bargaining agent for regular, hereinafter named, employees of the employer, including all:

Regular full-time certified and regular part-time certified teachers including counselors, librarians, and special education teachers under contract with the Red Oak Community School District, Red Oak, Iowa.

And excluding:

Substitute and interim teachers, teacher's aides, and teacher associates, and exchange teachers, and coordinator of athletics and intramurals and all other employees excluded by statute.

**B. DEFINITIONS**

1. The term "Board" as used in this Master Contract Agreement shall mean the Board of Directors of the Red Oak Community School District or its duly authorized representatives.
2. The term "employee" as used in this Master Contract Agreement shall mean all professional employees represented by the Association in the bargaining unit as defined and certified by the Public Employment Relations Board.
3. The term "Association" as used in this Master Contract Agreement shall mean the Red Oak Education Association or its duly authorized representatives or agents.

**ARTICLE 2  
BASE WAGE**

Base Salary - \$37,375

BA - \$37,375

BA+10 - \$37,543

BA+20 - \$38,583

BA+30 - \$39,622

BA+40 - \$40,315

MA - \$41,008

MA+10 - \$41,701

MA+20 - \$42,741

MA+30 - \$43,780

MA+40 - \$44,473

Supplemental pay - \$278 per unit.

\*In addition to the base wage, all employees will receive a one hundred seventy-three dollars and 70 cents (\$173.70) per month additional payment.

\*\*The District proposes an additional \$1,000 one-time Teacher Salary Supplement retention stipend be paid to all current teachers who return for the 2023-2024 school year. This stipend amount will be revisited on a year-by-year basis.

**ARTICLE 3  
LABOR MANAGMENT COMMITTEE**

The Red Oak Education Association and the Red Oak School District agree to establish a joint Labor Management Committee. The purpose of this committee is to collaboratively discuss and make recommendations regarding employment matters not referred to in the master contract and other matters mutually agreed upon. This committee will be composed of equal representation of the Red Oak Education Association and management. Management will be represented by administration and school board. Recommendations will require school board approval before implementation.

**ARTICLE 4  
DURATION**

This Master Contract Agreement shall be effective July 1, 2023 and shall continue in effect through June 30, 2024.

The parties have signed this Master Contract Agreement as of 5<sup>th</sup> day of April, 2023.

Red Oak Education Association

Red Oak Community School District

\_\_\_\_\_  
Jacque Stephens, President

\_\_\_\_\_  
Bret Blackman, Board President

\_\_\_\_\_  
Bevin Anderzohn, Chief Negotiator

\_\_\_\_\_  
Ron Lorenz, Chief Negotiator

## 2023-2024 Teacher and Non-Bargained Personnel Salary Increases

### Teacher Increases

	22-23	23-24	% Change	Difference
Salaries	\$4,573,447.00	\$4,753,847.00		
Retention	\$0.00	\$82,000.00		
FICA / IPERS	\$781,602.09	\$792,278.00		
Health INS	\$811,800.00	\$811,800.00		
LTD	\$10,892.00	\$11,504.00		
Life/ADD	\$5,248.00	\$5,248.00		
<b>TOTAL</b>	<b>\$6,182,989.09</b>	<b>\$6,456,677.00</b>	<b>4.43%</b>	<b>\$273,687.91</b>

### Non-Bargained Staff (Principals, Directors, Support)

	22-23	23-24	% Change	Difference
Salaries	\$1,009,465.00	\$995,932.00		
FICA / IPERS	\$172,517.57	\$170,204.78		
Health INS	\$195,308.88	\$185,408.40		
Dental INS	\$7,228.44	\$6,877.08		
LTD	\$2,725.56	\$2,689.02		
Life/ADD	\$939.60	\$924.75		
<b>TOTAL</b>	<b>\$1,388,185.04</b>	<b>\$1,362,036.03</b>	<b>-1.88%</b>	<b>(\$26,149.01)</b>

### Principals

	22-23	23-24	% Change	Difference
Salaries	\$402,000.00	\$410,800.00		
FICA / IPERS	\$68,701.80	\$70,205.72		
Health INS	\$76,503.12	\$76,503.12		
Dental INS	\$2,476.56	\$2,476.56		
LTD	\$1,085.40	\$1,109.16		
Life/ADD	\$438.48	\$451.64		
<b>TOTAL</b>	<b>\$551,205.36</b>	<b>\$561,546.20</b>	<b>1.88%</b>	<b>\$10,340.84</b>

### Directors

	21-22	23-24	% Change	Difference
Salaries	\$212,931.00	\$215,981.00		
FICA/IPERS	\$36,389.91	\$36,911.15		
Health Ins	\$29,701.44	\$29,701.44		
Dental INS	\$1,589.64	\$1,589.64		
LTD	\$574.91	\$583.15		
Life/ADD	\$125.28	\$129.03		
<b>TOTAL</b>	<b>\$281,312.18</b>	<b>\$284,895.41</b>	<b>1.27%</b>	<b>\$3,583.23</b>

### Support Personnel

	22-23	23-24	% Change	Difference
Salaries	\$394,534.00	\$369,151.00		
FICA/IPERS	\$67,425.86	\$63,087.91		
Health INS	\$89,104.32	\$89,104.32		
Dental INS	\$3,162.24	\$3,162.24		
LTD	\$1,065.24	\$996.71		
Life/ADD	\$375.84	\$387.09		
<b>TOTAL</b>	<b>\$555,667.50</b>	<b>\$525,889.26</b>	<b>-5.36%</b>	<b>(\$29,778.24)</b>



## RED OAK COMMUNITY SCHOOL DISTRICT MEDICAL INSURANCE July 1, 2023-June 30, 2024

Coverage	Select 1500 PPO		Select 2500 PPO		HDHP 5000	
	In-Network	Out-Of-Network	In-Network	Out-Of-Network	In-Network	Out-Of-Network
<b>Annual Deductible</b>						
Individual	\$1,500		\$2,500		\$5,000	
Family	\$3,000		\$5,000		\$10,000	
<b>Out-of-Pocket Max</b>	(includes deductible)		(includes deductible)		(includes deductible)	
Individual	\$3,000		\$5,000		\$5,000	
Family	\$6,000		\$10,000		\$10,000	
<b>Coinsurance</b>	25%	35%	20%	30%	0%	0%
<b>Physician's Office Visits</b>						
Primary Care	25% coinsurance, Deductible waived	Deductible, then coinsurance	20% coinsurance, Deductible waived	Deductible, then coinsurance	Deductible applies	Deductible applies
Specialists						
<b>Well-Child Care</b>						
Office visits / Immunizations	Covered in Full	Deductible, then coinsurance	Covered in Full	Deductible, then coinsurance	Covered in Full	Deductible applies
<b>Adult Preventive Care</b>						
Routine Physicals / Labs / GYN Exams / Mammograms / Vision Exams	Covered in Full	Deductible, then coinsurance	Covered in Full	Deductible, then coinsurance	Covered in Full	Deductible applies
<b>Hospital Care</b>	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible applies	Deductible applies
<b>Behavioral Health</b>						
Inpatient / Outpatient	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible applies	Deductible applies
<b>Physical, Speech, Occupational Therapies</b>	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible, then coinsurance	Deductible applies	Deductible applies
<b>Infertility Benefits</b>	\$25,000 lifetime maximum for transfer procedures		\$25,000 lifetime maximum for transfer procedures		Up to diagnosis	
<b>Retail Drugs (30-day supply)</b>						
Deductible	\$50 / \$100		\$50 / \$100		NA	
Tier 1	\$10		\$10		Deductible applies	
Tier 2	\$25		\$25		Deductible applies	
Tier 3	\$40		\$40		Deductible applies	
Specialty	\$85		\$85		Deductible applies	
<b>Out-of-Pocket Max</b>	\$1,500 /\$3,000		\$1,500 /\$3,000		Combined with Medical	
<b>Premium Rates</b>	<b>Select 1500</b>		<b>Select 2500</b>		<b>HDHP 5000</b>	
<b>Provider Network</b>	<b>PPO</b>		<b>PPO</b>		<b>PPO</b>	
	<b>2022</b>	<b>2023</b>	<b>2022</b>	<b>2023</b>	<b>2023</b>	
<b>Employee</b>	\$825.04	\$881.62	\$763.95	\$819.78	\$622.86	
<b>Family</b>	\$2,362.59	\$2,525.26	\$2,182.76	\$2,343.21	\$1,763.54	

# ENROLLING IS EASY

## LOG IN

Visit [www.Benefitsolver.com](http://www.Benefitsolver.com) from any computer or smart device and **Login** with your **User Name** and **Password**.

New users must **Register** and answer security questions. Our case-sensitive company key is **etrust**.

## GET STARTED

Click **Start Here** and follow the instructions to make your benefit choices by the deadline on the calendar. If you miss the deadline you will have to wait until the next annual enrollment period to enroll or make changes.

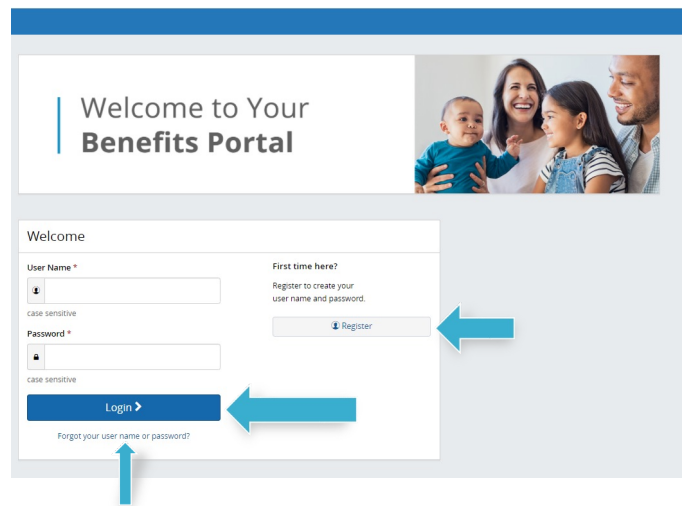
## FIND INFORMATION

View plan details, carrier specifics and resources in the **Reference Center**.

## MAKE YOUR ELECTIONS

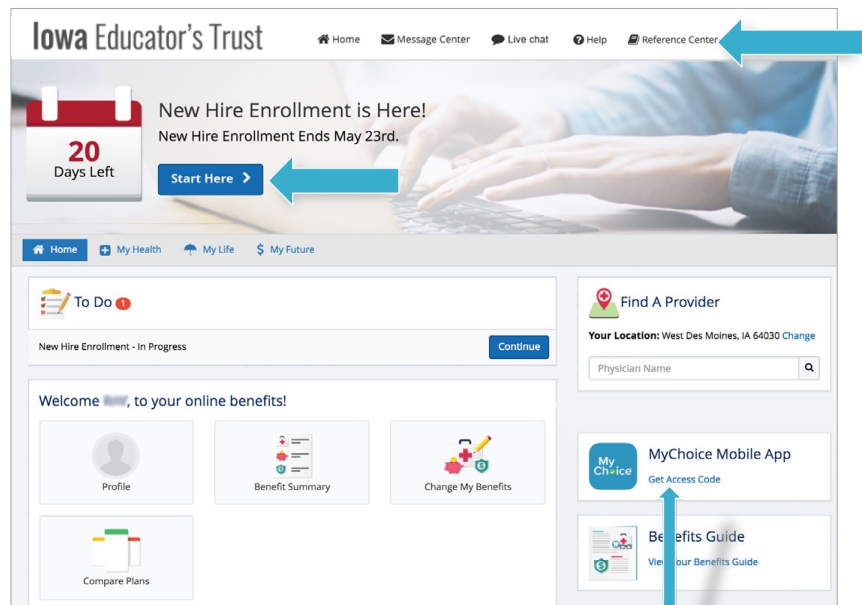
Using **Back** and **Next** to navigate, review your options as you move through the enrollment process.

**Select** plan(s) and who you would like to cover.



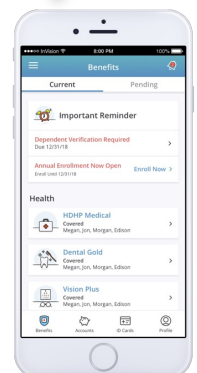
## Need to reset your user name or password?

1. Click **Forgot your user name or password?**
2. Enter your Social Security number, birth date and our company key, **etrust**.
3. Answer your security phrase.
4. Enter and confirm your new password, then click **Continue** and **Login** with your new credentials.



## Download the MyChoice<sup>SM</sup> Mobile App

1. Visit your device's app store and download the **MyChoice by Businessolver<sup>®</sup>** Mobile App.
2. Visit [www.Benefitsolver.com](http://www.Benefitsolver.com) to **Get Access Code**.
3. Activate the app with your access code. (If you don't use the code within 20 minutes, you'll need to generate a new one.)
4. Follow the instructions within the Mobile App to have easy access to your benefits on the go.



# Iowa Educator's Trust

[www.Benefitsolver.com](http://www.Benefitsolver.com)  
Company Key: **etrust**





## REVIEW AND CONFIRM

Make sure your personal information, elections, dependents and beneficiaries are accurate and **Approve** your enrollment.

To finalize your enrollment, click **I Agree**.

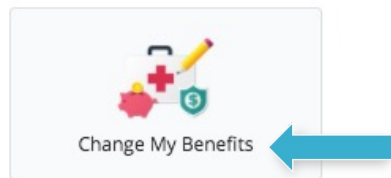
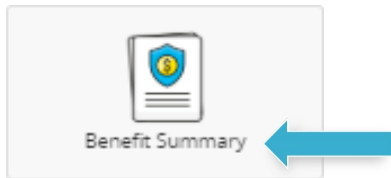
## FINALIZE

When your enrollment is complete, you will receive a confirmation number and you can **Print Benefit Summary**.

Your **To Do** list will notify you if you have any additional actions needed to complete your enrollment.

## REVIEW YOUR BENEFITS

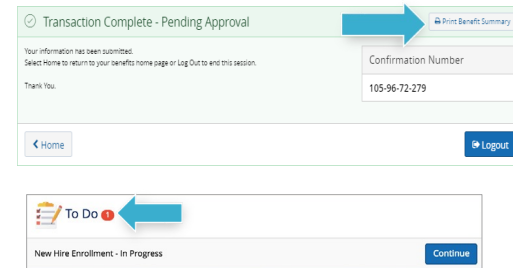
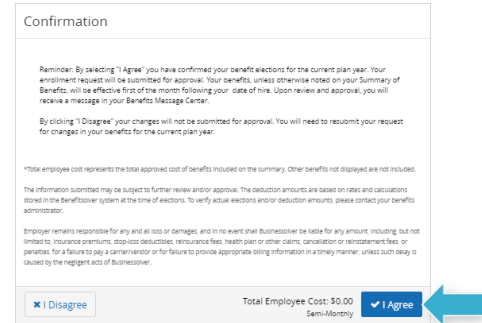
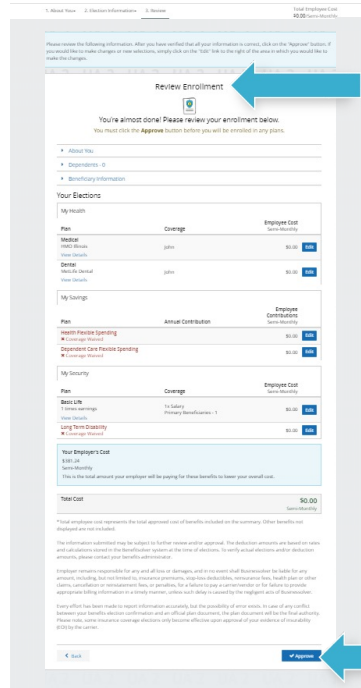
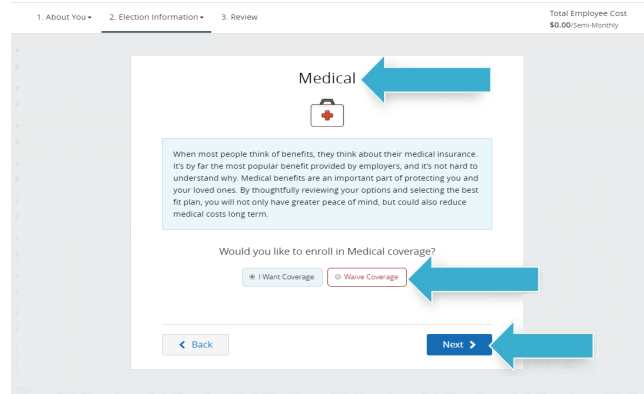
You have year-round access to a benefits summary that shows your personal selections. Click **Benefit Summary** on the homepage to review your current benefits at any time.



Select the reason for change that applies and enter the date of the event.

**BASIC INFO**  
 Examples:  
 Change of Address  
 Change of Beneficiary

**LIFE EVENT**  
 Examples:  
 Marriage/Divorce  
 Birth/Death



## Change your benefits

Once approved, your benefit elections will remain in effect until the end of the plan year, unless you have a qualifying life event such as marriage, divorce or having a baby. Find detailed information in the **Reference Center**.

1. Click on **Change My Benefits**.
2. Select **Life Event** and the event type.
3. Review your options and follow the election steps outlined above to complete your changes.

**\*\*IMPORTANT:** You must make changes within **30 days** of the event and provide required documentation.

## Change your beneficiary(ies)

1. Click on **Change My Benefits**
2. Select **Basic Info** and **Change of Beneficiary**.
3. Follow the prompts to complete your change.

Beneficiary changes can be made at any time of the year.

# Iowa Educator's Trust

www.Benefitsolver.com  
 Company Key: etrust

## 2023 Summer Maintenance Projects

1. Mowing and grounds maintenance (ongoing)
2. Install LED lights in both shop areas (time sensitive due to grant)
3. Remove strainer screens and flush boiler pipes at Inman—may need to replace some of the ball valves, fittings, and piping (2-3 weeks)
4. Roofing maintenance at Inman (replacing curled patches)
5. Minor roofing repairs at Jr-Sr High (e.g., drains, walkpads, sealants) pending further assessment
6. Grading of green space near 5<sup>th</sup>/6<sup>th</sup> playground and portable classroom
7. Painting Cafeteria, Main Hallway at Inman: painting Gym doors at Inman
8. Install traffic/parking signage at Inman
9. Striping of parking lots (may need to out-source)
10. Install lower elementary playground fencing at Inman
11. Replacing carpet tiles at Jr-Sr High School (if necessary)
12. Install classroom door stops/hold opens at Inman and Jr-Sr High School
13. Repair softball shed
14. Paint STEAM Center classrooms
15. Replace 1-2 steel doors at Inman
16. Install remaining toilet flush valves at Inman (as time permits)
17. Install safety rails and grade near tennis courts/activity center
18. Replace rusted 1-2 steel door at Jr-Sr High School
19. Repair football field school sprinkler head(s)
20. Clean up around baseball fields and track
21. Add rock base, landscape fabric and crushed stone to greenspace near football concession stands and relocate existing benches and tables

	Site	Proposed Timeframe	Estimated Cost (L,M,H)	Architect's Notes	In-House or Out-Source	Facilities Notes
<b>Jr-Sr High School</b>						
1	Roofing repairs, drains, walkpads, sealants	0-12 mos.	\$7,650.00 \$8,500.00 \$9,350.00	Clean all roof drains, repair and re-install walkpads, sealant maintenance	In House (pending further assessment)	Minor roof repairs can be done in-house (needs to be explored further); walkpads were not installed carefully (warranty issue?); drains can be done internally-questions regarding drain design; not clear on sealants-if simply caulking we can do
2	Remove and replace caulk at all building control joints, doors, windows and precast accent panels	1-5 years	\$17,550.00 \$19,500.00 \$21,450.00		Out-Source	Labor intensive, requires specialized equipment
3	Crack seal and seal west service drive (in 2 years)	1-5 years	\$5,500.00 \$6,150.00 \$6,900.00		In-house (pending further assessment)	Need further assessment
4	Crack seal and seal coat circle drive (in 2 years)	1-5 years	\$8,300.00 \$9,300.00 \$10,300.00		Out-Source	Requires specialized equipment
5	Crack seal and seal coat circle north parking in 5 years	1-5 years	\$18,000.00 \$20,100.00 \$22,200.00		Out-Source	Requires specialized equipment
6	Crack seal and seal coat circle south parking in 5 years	1-5 years	\$22,680.00 \$25,200.00 \$27,200.00		Out-Source	Requires specialized equipment
7	Install catch basin at handicap parking in north lot	1-5 years	\$7,500.00 \$9,000.00 \$10,000.00		Out-Source	Essentially installing a storm sewer; design seems to be

						flawed—problem has existed from day one
8	Reroute downspouts dumping on grade to collection below pavement and daylight	1-5 years	\$8,100.00 \$9,000.00 \$10,000.00		Out-Source (pending further assessment)	Funnel roof drains to storm sewer? Is this necessary? Not clear on what this means. Where? Requires trenchers, backhoe, etc.
9	Remove and replace rusted hollow metal doors (approx. 70%)	6-10 years	\$18,000.00 \$20,000.00 \$22,000.00	STEAM center locations	In-house	Large task to be addressed incrementally over time
10	Clean all precast accent panels, additional caulking, and sealant at windows	6-10 years	\$31,500.00 \$35,000.00 \$39,000.00	1969 school only	In-house (if not asbestos coated)	May need to purchase industrial grade pressure washer and rent a lift
11	Upgrade HVAC equipment	6-10 years	\$675,000.00 \$750,000.00 \$825,000.00	Continued maintenance will extend the life of the current system	Out-Source	
12	Upgrade HVAC controls	6-10 years	\$157,500.00 \$175,000.00 \$192,500.00	To match district standard system at the JR SR High School	Out-Source	
13	Remove and replace rusted hollow metal doors (remaining 30%)	10-15 years	\$9,000.00 \$10,000.00 \$11,000.00	Remaining STEAM center locations	In-house	
	Filling in sidewalks to grade from tennis courts to activity center; add safety rail to sidewalk over culvert near activity center				In-House	Safety issues
	Address the sinking storm sewer grate near the school entrance on the circle drive				Further assessment is needed	Anchors may not have been installed correctly when concrete was poured

	We are losing glycol from the heat pump loop with no explanation				Out-Source	
	Tennis court lighted: incorrect voltage was installed during construction—need to replace lights or install a buckboost transformer				Out-Source	This was not done correctly or addressed following construction.
	Main sewer line north of building is plugged with tree roots); south line has a dip that is filling with mud and debris.		High priority (particularly north line)		Out-Source	Currently flushing the system every two weeks to keep the lines clear.
	Install rock driveway east of activity center; regrade ruts in the same area					Provides access to east doors where tables, wrestling mats, and other materials are moved. Some ruts are 8" deep.
<b>Inman Elementary</b>						
1	Replace Roof at "Old Inman"	0-12 mos.	\$247,000.00 \$275,000.00 \$302,500.00	Consideration for 2023 summer	Out-Source	Specs and plans are being developed to begin the competitive quote process
2	Repair of damage at window lintel of east wall	0-12 mos.	\$3,600.00 \$4,000.00 \$4,500.00	Single window on east elevation	Out-Source (pending further assessment)	
3	Caulking and sealant at ballasted roof	1-5 years	\$27,000.00 \$30,000.00 \$35,000.00	Consideration for 2023 summer	In-house (pending further assessment)	Not clear on what this is referring to
4	Redistribute ballast at existing roof	1-5 years	\$10,800.00 \$12,000.00 \$13,200.00	Consideration for 2023 summer	In-house	This may refer to rock we have moved while looking for leaks.

5	Remove and replace caulking at all building control joints, doors and windows	1-5 years	\$9,450.00 \$10,500.00 \$11,600.00		Out-Source	Labor intensive, requires specialized equipment
6	Remove and replace rusted hollow metal doors (approx. 50%)	1-5 years	\$18,000.00 \$20,000.00 \$22,000.00		In-house	Large task to be addressed incrementally over time
7	Repair rusted main entrance door frames in place (North elevation)	1-5 years	\$8,900.00 \$9,500.00 \$10,500.00		Out-Sourced	Specialized equipment and expertise required
8	Remove and replace 275 sq.ft. of damaged/cracked concrete at the North entrance	1-5 years	\$2,475.00 \$2,750.00 \$3,025.00		Out-Source	Scope requires specialized equipment
9	Remove and replace 100 ft of damaged/cracked concrete paving at the dumpster area	1-5 years	\$900.00 \$1,000.00 \$1,100.00		Out-Source	Combine with previous concrete project
10	Upgrade lighting and controls throughout	6-10 years	\$292,000.00 \$325,000.00 \$358,000.00	Should be done with a rebate program through Wildan Group and Mid American Energy	In-house	Complete incrementally over time pending terms of rebate program
11	Replace fire alarm system	6-10 years	\$245,000.00 \$272,000.00 \$299,000.00	Components could be purchased on secondary market to maintain existing system past manufacturer support	Out-Source	Fire code and liability requirement; estimate seems low based on neighboring projects
12	Remove and replace rusted hollow metal doors (remaining 50%)	6-10 years	\$18,000.00 \$20,000.00 \$22,000.00		In-house	Large task to be addressed incrementally over time

13	HVAC controls upgrades	6-10 years	\$315,000.00 \$350,000.00 \$385,000.00		Out-Source	
14	HVAC equipment upgrades	6-10 years	\$1,700,000.00 \$1,900,000.00 \$2,100,000.00		Out-Source	HVAC system is becoming increasingly unreliable—we question whether this can be deferred more than a few years and whether projected costs will cover the extensive repairs needed
15	Replace remaining ballasted roof	10-15 years	\$990,000.00 \$1,100,000.00 \$1,210,000.00	Keep up with current maintenance to extend roof life to 2032	Out-Source	Currently experiencing leaks that can be repaired in-house
	Install a new dishwasher in kitchen					Use food and nutrition funds?
	Automatic sinks in student bathrooms are nearing end of life; other bathroom fixtures are quickly becoming obsolete					
	Public address system is obsolete					System is maxed out; does not interface with telephone system; does not include panic button, etc.
	5 <sup>th</sup> and 6 <sup>th</sup> grade bathrooms becoming obsolete in terms of fixtures, toilets, tile finish, etc.					Not ADA compliant
	Consider replacing windows					Not particularly energy efficient
<b>Red Oak Early Childhood Center</b>						
1	Commissioning and balancing of HVAC system updates since 2020	0-12 mos.			Out-Source	Why hasn't his been done as part of installation project?

2	HVAC controls upgrades	1-5 years	\$117,000.00 \$130,000.00 \$143,000.00	To match district standard system at the JR SR High School	Out-Source	Again, this project was just completed two years ago. Was this done correctly at that time?
3	Upgrade all exterior lighting to LED	1-5 years	\$18,000.00 \$21,000.00 \$23,100.00	Should be done with a rebate program through Wildan Group and Mid American Energy	In-house	
4	Electrical service changes	6-10 years	\$10,800.00 \$12,000.00 \$13,200.00		Out-Source	Not sure what this refers to
	Ballasted portion of the roof needs to be addressed in the not-to-distant future				Out-Source	Experiencing leaks
	Install new entry doors on east and west side of building				Out-Source	Doors are rusting out
<b>Athletic Complex (American Legion)</b>						
1	ADA parking stalls, sidewalk to football and baseball viewing	0-12 mos.	\$23,000.00 \$25,600.00 \$28,200.00	Paved ADA parking and 5' sidewalk to entry	Out-Source	
2	ADA changes to football visitor bleachers / track finishline	1-5 years	\$33,400.00 \$37,200.00 \$40,900.00	Separate platform / ramp	In-House	Would need to purchase ramp and install ourselves
3	ADA changes to baseball bleachers	1-5 years	\$33,400.00 \$37,200.00 \$40,900.00	Separate platform / ramp	In-House	Would need to purchase ramp and install ourselves
4	ADA sidewalk baseball side	1-5 years	\$5,800.00 \$6,500.00 \$7,200.00	Restroom to concessions to ADA bleacher	Out-Source	



5	ADA sidewalk long jump	1-5 years	\$6,700.00 \$7,500.00 \$8,200.00	Concessions behind football bleacher	Out-Source	
6	Drainage management vs drainage fix	1-5 years	\$75,000.00	Allowance for tile management and containment basin (parking and baseball outfield)	Out-Source	
7	Track replacement surface	1-5 years	\$270,000.00 \$300,000.00 \$350,000.00		Out-Source	
8	Track replacement sub grade	1-5 years	\$270,000.00 \$300,000.00 \$350,000.00		Out-Source	
9	Pave 1/3 of parking lot	1-5 years	\$225,000.00 \$250,000.00 \$275,000.00		Out-Source	
	Locker rooms					Locker rooms are insufficient; too small to accommodate both teams, no showers; no air conditioning
	Bore a fiber optic line from press box to track finish line					High priority
	Evaluate drainage challenges throughout complex					
<b>Athletic Complex (Jr-Sr High)</b>						
10	ADA sidewalk to restrooms, viewing areas	1-5 years	\$13,500.00 \$15,000.00 \$16,500.00	Continuous from north high school parking lot (where it stops entering fields currently)	Out-Source	

11	Restroom concessions repairs (siding, facia, soffits, roof, doors)	6-10 years	\$40,000.00	Allowance		The city owns this building
	Storage shed at Softball complex needs to be repaired				In-House	Approximate cost of \$2,500 to repair/reside
	Repair controls on sprinkler system				Out-Source	Not currently used a great deal, but need to be addressed at some point
	Drainage/grading/graveling of shot put area west of building				Out-Source	Area is a swamp; will require grading, rock hauling, etc.
<b>District Office</b>						
	Rocking and maintaining Central Office parking areas					