April 12, 2017

To: All School Board Members

From: Jean Peterson, Superintendent

Re: Working agenda for the public hearing and regular meeting on Tuesday, April 18, 2017 beginning at 5:45 p.m. at the School Administration Office, 1207 1st Street West, Independence, IA

PUBLIC HEARING – 5:45 p.m.

1. PLEDGE OF ALLEGIANCE
   A. Call to Order

2. MULTI-JURISDICTIONAL HAZARD MITIGATION PLAN

3. ADJOURNMENT

REGULAR MEETING – 6:00 p.m.

1. CALL TO ORDER

2. FRIENDS OF EDUCATION
   A. Fraternal Order of Eagles
   We would like to thank the Fraternal Order of Eagles for generously awarding a $2,000 grant to the Independence Schools Mentoring Program.

   B. Buchanan County Wildlife
   We would like to thank Buchanan County Wildlife for generously donating to the School Lunch Program at Independence Schools.

Educating people to be life-long learners and respectful, responsible citizens.
LIVE THE MUSTANG WAY EMPLOYEE RECOGNITION

A. Successful is the person who gives his/her best always. We would like to recognize the following employees for Living the Mustang Way:

1. Liola Ciesielski: making everything run smoothly and brightening everyone’s day with a warm smile and friendly hello
2. Kathy Tegler: bringing smiles to the faces of students and teachers everyday with her positive attitude and dedication to her job
3. Karen Hoaglan, Deana Miller, and Kathy Tegler: treating all staff and students with respect as they teach, encourage, instruct, mentor, praise, influence, guide, and inspire
4. Kay Dolan: having a positive impact on staff and the culture and climate at East Elementary while having high expectations for all students
5. Julie Spece and Dawn Keenan: being great team players within the special education department
6. Paula Decker: making the lunch line fun for students, knowing all their names, and greeting them with a smile
7. Brook Carey, Sonya Elzey, Erin Rosburg, and Jon Carey: committing time out of their classrooms to improve communication and creating individual plans for students who struggle academically, socially, or behaviorally
8. Isaac Ales: displaying responsibility, respect, kindness, and gratefulness in his first year of teaching
9. Pam Frisch: being a positive addition to the girls’ tennis program and making it fun for everyone
10. Kim Chesmore: keeping our transportation department running smoothly all year long
11. Chad O’Brien and Tom Zimmerly: showing compassion and kindness to students and always being willing to help out in any situation making our school a wonderful place to be
12. Lynnette Engel: being a tremendous asset to our district not only through her knowledge of school finance but also being a great example of Living the Mustang Way by the way she treats her staff, the board, community members, and colleagues

CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the public hearing on March 20, 2017, the public hearing on March 20, 2017 and the regular meeting on March 20, 2017.

I am seeking approval of the minutes.

B. Approval of Agenda

I am seeking approval of the agenda.
C. Approval of Board Policies (*changes noted)

**Second Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 411.1</td>
<td>Classified Employee Defined</td>
</tr>
<tr>
<td>2. 411.3</td>
<td>Classified Employee Contracts</td>
</tr>
<tr>
<td>3. 411.4</td>
<td>Classified Employee Licensing/Certification</td>
</tr>
<tr>
<td>4. 411.5</td>
<td>Classified Employee Assignment</td>
</tr>
<tr>
<td>5. 411.6</td>
<td>Classified Employee Transfers</td>
</tr>
<tr>
<td>6. 411.7</td>
<td>Classified Employee Evaluation</td>
</tr>
<tr>
<td>7. 411.8</td>
<td>Classified Employee Probationary Status</td>
</tr>
</tbody>
</table>

**First Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
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<tbody>
<tr>
<td>1. 412.1</td>
<td>Classified Employee Compensation</td>
</tr>
<tr>
<td>2. 412.2</td>
<td>Classified Employee Wage and Overtime Compensation</td>
</tr>
<tr>
<td>3. 412.3</td>
<td>Classified Employee Group Insurance Benefits</td>
</tr>
<tr>
<td>4. 412.4</td>
<td>Classified Employee Tax Shelter Programs</td>
</tr>
<tr>
<td>5. 413.1</td>
<td>Classified Employee Resignation</td>
</tr>
<tr>
<td>6. 413.4</td>
<td>Classified Employee Suspension</td>
</tr>
<tr>
<td>7. 413.5</td>
<td>Classified Employee Dismissal</td>
</tr>
<tr>
<td>8. 413.6</td>
<td>Classified Employee Reduction in Force</td>
</tr>
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D. Resignations

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lynnette Engel</td>
<td>Director of Finance/Board Secretary</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Curt King</td>
<td>West Elem 5.5 hr Special Ed Para</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Mary Kozlowski</td>
<td>West Elem 3rd Grade Teacher</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Kate Miller</td>
<td>Assistant Musical Director</td>
<td>03/20/2017</td>
</tr>
<tr>
<td>Greg Moen</td>
<td>JH Cross Country Coach</td>
<td>04/03/2017</td>
</tr>
<tr>
<td>John Neil</td>
<td>JSH Special Ed Teacher</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Amanda Sedlacek</td>
<td>JSH Spanish Teacher</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Amanda Sedlacek</td>
<td>Student Council Advisor</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Amanda Sedlacek</td>
<td>Prom Advisor</td>
<td>End of 2016-2017 Contract</td>
</tr>
<tr>
<td>Kalika Staker</td>
<td>.5 FTE Strength and Conditioning Coach</td>
<td>End of 2016-2017 Contract</td>
</tr>
</tbody>
</table>

**E. Transfers/Reassignments**

<table>
<thead>
<tr>
<th>NAME</th>
<th>PREVIOUS ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
<th>SALARY</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Amy Copenhaver</td>
<td>West Elem Interventionist and 3rd Grade Music Teacher</td>
<td>West Elem 1.0 FTE Interventionist</td>
<td>$49,583</td>
<td>08/18/2017</td>
</tr>
<tr>
<td>Amy Gustafson</td>
<td>JSH Math Teacher and BCSC Teacher</td>
<td>JSH 1.0 FTE Math Teacher</td>
<td>$47,050</td>
<td>08/18/2017</td>
</tr>
<tr>
<td>Jayme Hurley</td>
<td>BCSC Teacher</td>
<td>JSH 1.0 FTE P.E. Teacher</td>
<td>$69,395</td>
<td>08/18/2017</td>
</tr>
<tr>
<td>Rebecca Uchytil</td>
<td>JSH Special Ed Teacher</td>
<td>East Elem .5 FTE Special Ed Teacher and .5 FTE BCSC Teacher</td>
<td>$59,397</td>
<td>08/18/2017</td>
</tr>
</tbody>
</table>

I am seeking approval of the above policies’ second readings.

I am seeking approval of the above policies’ first readings.

I am seeking approval of the above resignation(s).

I am seeking approval of the above transfer(s)/reassignment(s).
F. New Hires (pending acceptable background checks)

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>SALARY</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Isaac Ales</td>
<td>.5 FTE Strength and Conditioning Coach</td>
<td>$1,816</td>
<td>08/01/2017</td>
</tr>
<tr>
<td>Scott Kleve</td>
<td>.5 FTE JH Softball Coach</td>
<td>$794</td>
<td>05/10/2017</td>
</tr>
<tr>
<td>Alisha Scholer</td>
<td>JSH Professional School Counselor</td>
<td>$72,731</td>
<td>08/10/2017</td>
</tr>
<tr>
<td>Cole Trimble</td>
<td>.5 FTE JH Softball Coach</td>
<td>$794</td>
<td>05/10/2017</td>
</tr>
</tbody>
</table>

I am seeking approval of the above new hire(s).

G. Termination of Contract(s) – Classified Staff

I am seeking approval of the following terminations due to staff reductions for the 2017-2018 school year:
- Julie O’Connor, East Elem 4.5 hr Special Ed Paraprofessional
- Louise Brown, East Elem 5.5 hr Special Ed Paraprofessional
- Christina Garrigus-Jones, East Elem 5.5 hr Special Ed Paraprofessional
- Mary Kohlhaas, West Elem 5.75 hr Special Ed Paraprofessional

Roll Call Vote

H. Approval of Financial Reports

1. Approval of Bills – Director Smith will have reviewed the bills
2. Vendor Report
3. Board Report
4. Budget Report

Motion 4.H.

5. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public. Residents of the District, students attending the District, parents/guardians of students attending the District, and District staff members may address the Board about any topic relevant to the District whether on the current agenda or not. Those who wish to speak must sign up at the beginning of the meeting. Speaker’s participation is limited to three minutes once per board meeting. The Board President may need to reduce the three-minute time limit to accommodate more speakers in the 20 minutes allotted for the public forum. The Board must approve an extension of the 20-minute time allocation to allow all speakers up to three-minutes. The views and opinions of citizens addressing the Board do not necessarily reflect those of the Board, District administration, or staff. We ask speakers to remember that Iowa law prohibits the Board from discussing specific employees or students or their performance. Student speakers will state their name and school. Others will state their name and address.

B. Comments from the Board/Superintendent

C. Presentations

1. Mock Trial – Sarah Dooley-Rothman
2. 1:1 Learning Initiative – Steve Noyes
3. Gifted/Talented Plan – Erin Burmeister
4. Drop Out Prevention/At-Risk Plan – Erin Burmeister
6. REPORTS
   A. Building Administrator Reports
      1. Junior-Senior High School Principal
      2. Junior-Senior High School Assistant Principal
      3. West Elementary Principal
      4. East Elementary/Early Childhood Center Principal

   B. District Director Reports
      1. Activities Director Report
      2. Director of School Improvement Report
      3. Director of Technology Report
      4. Director of Food Service Report
      5. Director of Buildings & Grounds Report
      6. Director of Transportation Report

7. NEW BUSINESS
   A. Multi-Jurisdictional Hazard Mitigation Plan Resolution
      Motion 7.A.

   Roll Call Vote

   B. AEA Purchasing Agreement 2017-2018
      Motion 7.B.

   C. Cooperative Agreement by and between University of Northern Iowa and
      Educational Agencies for the 2017-2018 Academic Year
      Motion 7.C.

   D. 2017-2018 Budgeting/Staffing
      Discussion

   E. 2017-2018 Budgeting/Staffing
      Motion

   F. 2017-2018 Classified Non-Union, District Exempt Non-Union, Certified Non-
      Union, Classified Substitute Rates and Administrative Contracts
      Motion

8. ADJOURNMENT
   Motion

UPCOMING MEETINGS –
Monday, May 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, June 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, July 17th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, August 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, September 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence