April 16, 2010

To: All School Board Members
From: Devin Embray, Superintendent

Voting Orders:
Dawnye Sturtz – DD #2 ‘11
Charlie McCordle – DD #3 ‘11
John Christensen – DD #3 ‘13
Kathryn Jensen – DD #1 ‘11
Stacy Henderson – At-Large ‘13

Re: Working agenda for the work session and regular meeting on Monday, April 19, 2010 beginning at 6:30 p.m. at the Rowley Community Center, Rowley, Iowa

**ADDENDUM**

WORK SESSION – 6:30 p.m.

1. PLEDGE OF ALLEGIANCE
   A. Call to order

2. REVIEW OF 2008-2009 AUDIT
   Mary Babinet from the auditing firm of Nolte, Corman & Johnson will be in attendance to present the 2008-2009 school audit results.

3. ADJOURNMENT

   REGULAR SESSION – 7:00 p.m.

1. CALL TO ORDER

   Educating people to be life-long learners and respectful, responsible citizens.
SPOTLIGHT ON EDUCATION

A. State Geographic Bee

We would like to recognize and honor 7th grader Justin Hedges for qualifying for the State Geographic Bee held at Des Moines Area Community College in Ankeny. 100 students competed and Justin finished “Top 15”. Thanks to Mr. Jon Carey for sponsoring Justin.

B. MATHCOUNTS

We would like to recognize and honor the Independence Middle School MATHCOUNTS Team. The team competed in the State MATHCOUNTS Competition at Drake University in Des Moines. The team includes: Alex Coffman, Abigail Goedken, Peter Thedens and Mackenzie Thompson. Special thanks to Mrs. Jackie Berryhill for sponsoring the students.

C. Speech

We would like to honor and recognize the speech students on their superior performances at the State Speech Contest. Of the 23 entries, 16 received I ratings and 7 received II ratings.

Those earning I ratings include:
Emily Goedken and Garrett Clampitt in Storytelling;
Caleb Martin, Hannah Butler and Emily Goedken in Poetry;
Sydney Embray in Radio News Announcing;
Amy Keierleber, Katie Zieser, and Logan Halverson in Reviewing;
Garrett Clampitt and Jeannett Clampitt in Expository Address;
Hannah Butler and Christopher Kurt in Solo Musical Theater;
Christopher Kurt in Improvisation;
Zach Schulz in Spontaneous Speaking; and
Zach Schulz in Original Oratory.

Those earning II ratings include:
Natasha Heister in Acting;
Tony Lake and James Miller in Spontaneous Speaking;
Ryan Kurt in After Dinner Speaking;
Amy Keierleber in Public Address;
Scott Miller in Radio News Announcing; and
Austin Wright in Prose.

Hannah Butler earned top honors and was selected to perform at the Iowa High School Speech Association All-State Speech Festival from over 10,000 students that started at the district level of competition.

Garrett Clampitt, Jeannett Clampitt, Emily Goedken and Caleb Martin qualified for the All-State Large Group Speech Festival as the TV News Team.

Tiffany Bean, Amy Keierleber, Adam Kurt, Ryan Kurt, Megan Lang, Makaela Schulz, Johnny Schwarting and Alisha Thompson qualified for the All-State Large Group Speech Festival in Readers Theater.

Special thanks the coaches Ms. Ashley Coleman, Mrs. Dawn Keenan, Mr. Jason Kilby, Mr. Dan Putz and Mr. Jon TeStrake whose efforts allowed the students to be so successful!
D. Future Problem Solvers

*Congratulations to the Indee Mustang Future Problem Solving teams for qualifying for State Bowl. Those that qualified include: Matt Beebe, Molly Gustafson, Ailis McCardle, Michael Meyer, Madison Phelps, Denver Studebaker and Mackenzie Thompson. Thanks to Mrs. Jackie Berryhill for sponsoring the students.*

E. Battle of the Books

*Congratulations to Grace Bertelli, Tia Whited, Ericka Barloon, Brynn Martin and Avri Ruffcorn for competing in the Battle of the Books. Thanks to Mrs. Megan Rawlins for sponsoring these students.*

F. Letters About Literature

*Congratulations to Stephanie McMillan for being a state finalist in Letters About Literature. LAL is a National Reading and Writing Promotion Program sponsored by the Center for the Book in the Library of Congress. Thanks to Mrs. Jackie Berryhill for sponsoring Stephanie.*

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of minutes of the regular meeting on March 15, 2010, the work session on March 15, 2010, the work session on March 16, 2010, the public hearing on March 22, 2010 and the special session on March 22, 2010.

*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)

*Motion 3.C.

**Second Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 803.2*</td>
<td>Lease, Sale or Disposal of School District Buildings &amp; Sites</td>
</tr>
<tr>
<td>2. 903</td>
<td>Other Intradistrict Relations</td>
</tr>
<tr>
<td>3. 904.1*</td>
<td>School – Community Groups</td>
</tr>
<tr>
<td>4. 904.2</td>
<td>Community Resource Persons and Volunteers</td>
</tr>
<tr>
<td>5. 904.4</td>
<td>Public Conduct on School Premises</td>
</tr>
<tr>
<td>6. 904.5 and 904.5R1</td>
<td>Distribution of Materials and Distribution of Materials Regulation</td>
</tr>
<tr>
<td>7. 905.1</td>
<td>Transporting Students in Private Vehicles</td>
</tr>
<tr>
<td>8. 905.2</td>
<td>Advertising and Promotion</td>
</tr>
<tr>
<td>9. 906.2</td>
<td>Tobacco-Free Environment</td>
</tr>
</tbody>
</table>

*I am seeking approval of the above policies’ second readings.*
D. Transfers/Reassignments

<table>
<thead>
<tr>
<th>NAME</th>
<th>PREVIOUS ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rick Alber (Recall)</td>
<td>HS Custodian – Day Shift</td>
<td>HS Custodian – Night Shift</td>
<td>2010-2011 Contract Year</td>
</tr>
<tr>
<td>Sonia Himler (Recall)</td>
<td>Four Year Old Preschool Teacher</td>
<td>Four Year Old Preschool Teacher</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Holly Mueller</td>
<td>Fourth Grade Teacher</td>
<td>Grades 3-6 Special Education – Strategist I</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Kerry Pasker</td>
<td>Fifth Grade Teacher</td>
<td>Title I Teacher</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Lori Simon (Recall)</td>
<td>Fifth Grade Teacher</td>
<td>Fifth Grade Teacher</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Tracy Steger</td>
<td>MS Language Arts</td>
<td>Grades 7-12 English – Journalism Endorsement</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Rachel Thomsen (Recall)</td>
<td>Buchanan County Success Teacher</td>
<td>English Teacher, Grades 7-12 (Primarily 8th Grade)</td>
<td>2010-2011 School Year</td>
</tr>
<tr>
<td>Kelsie Wittrock</td>
<td>Four Year Old Preschool Teacher</td>
<td>Fourth Grade Teacher</td>
<td>2010-2011 School Year</td>
</tr>
</tbody>
</table>

I am seeking approval of the above transfer(s)/reassignment(s).

E. 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>Megan Rawlins</td>
<td>MS Boys and Girls Track Numbers Coach</td>
<td>$1209</td>
<td>04/09/2010</td>
</tr>
</tbody>
</table>

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

F. Resignations

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Devin Embry</td>
<td>Assistant Football Coach (Grades 9-12)</td>
<td>04/15/2010</td>
</tr>
<tr>
<td>Devin Embry</td>
<td>Superintendent</td>
<td>06/30/2010</td>
</tr>
<tr>
<td>Lance Fricke</td>
<td>Assistant Baseball Coach (Grades 9-12)</td>
<td>03/16/2010</td>
</tr>
<tr>
<td>Sheila Gerken</td>
<td>.5 FTE Cheerleading Sponsor (Football/Wrestling)</td>
<td>03/09/2010</td>
</tr>
<tr>
<td>Curt King</td>
<td>East Elem Custodian</td>
<td>04/07/2010</td>
</tr>
<tr>
<td>Kevin Robb</td>
<td>Assistant Varsity Football Coach</td>
<td>03/17/2010</td>
</tr>
<tr>
<td>Stefanie Saelens</td>
<td>West Elementary Special Education Strat II Teacher</td>
<td>End of 2009-2010 Contract</td>
</tr>
<tr>
<td>Amanda Sedlacek</td>
<td>Prom Advisor</td>
<td>End of 2009-2010 Contract</td>
</tr>
<tr>
<td>Amanda Sedlacek</td>
<td>Student Council Advisor</td>
<td>End of 2009-2010 Contract</td>
</tr>
<tr>
<td>Sarah Van Buren</td>
<td>West Elementary Secretary</td>
<td>03/31/2010</td>
</tr>
<tr>
<td>Mindy Voss</td>
<td>HS/BCSC Guidance Counselor</td>
<td>End of 2009-2010 Contract</td>
</tr>
<tr>
<td>Chelsea Walz</td>
<td>HS Special Education Strategist I Teacher</td>
<td>End of 2009-2010 Contract</td>
</tr>
<tr>
<td>Mike Zimmerly</td>
<td>MS boys and Girls Track Numbers Coach</td>
<td>03/29/2010</td>
</tr>
</tbody>
</table>

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

G. Approval of Financial Reports

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

Motion 3.G.
4. ANNOUNCEMENTS AND COMMUNICATIONS
   A. Comments from public
   B. Comments from Board
   C. Presentations
      1. Iowa Core Curriculum Implementation Plan – Sandy Merritt

5. REPORTS
   A. Building Administrator Reports
      1. High School
      2. Middle School
      3. West Elementary
      4. East Elementary/Early Childhood Center
   B. Activities Director Report
   C. School Improvement/ Curriculum Director’s Report
   D. Technology Report
   E. Food Service Report
   F. Transportation/Building & Grounds Report

6. OLD BUSINESS
   A. Renaming the School Buildings
      This item was tabled at our last meeting. A board member has requested that it
      be placed back on the agenda. It is my recommendation after hearing the
      discussion of the last meeting on this topic that we rename West Elementary to
      East Elementary and rename the Middle School to West Elementary. I would
      recommend that the high school be referred to as the Jr./Sr. High, but have no
      signage posted differently on the high school. We can reuse all of our signs for
      East and West Elementary. The costs involved will be minimal.

   B. Ending of Year and Retirements
      It has been suggested that we leave the end of the year where it is and for those
      retiring they can choose to end their contract with the district two days early so
      they may take advantage of their first IPERS check in June. The other options
      would be to extend the day by 30 minutes for 11 days or go on a Saturday to
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      bring the year back into May. We have been solicited by some retiring staff
      that they are interested in the board entertaining pushing the year back into
      May so they may take advantage of the June IPERS payment.

7. NEW BUSINESS
   A. 2008-2009 Audit
      Mary Babinet from the auditing firm of Nolte, Cornman & Johnson will be in
      attendance to present the 2009-2009 school audit results. You will vote on the
      recommendation to approve the audit. A copy of the audit may be viewed at
      the Central Administration Office.

      Roll Call Vote
B. Travel Request – High School Vocal Music

I am seeking approval for Roger Barloon and the High School Vocal Music students to travel to Chicago, IL to see the Broadway Musical “Billy Elliot” departing May 21, 2010 and returning May 23, 2010.

C. ISCAP Workout Plan

The Iowa School Cash Anticipation Program (ISCAP) Board of Directors requires school corporations with a financial solvency ratio equal to or less than negative three percent (-3.0) to prepare and submit a financial workout plan regarding the school corporation’s current financial position and the plans to improve it. Independence had a -5.5%, in part due to the 10% across the board cut in state aid.

Our workout plan reads as follows:

School Corporation: Independence Community Schools
Contact School Official: Charmaine Wickwire

1. *Financial solvency ratio for fiscal year 2008-09: *-5.5%

2. *Describe any policy actions implemented in the fiscal year 2010-2011 school corporation budget to either enhance revenues or reduce expenditures.

   *Independence Community Schools will be cutting programming and/or staff and closing a school building in an effort to keep expenditures under revenues. We are also significantly raising our cash reserve levy to increase our fund balance.

3. *Describe any policy actions under review for the fiscal year budget year that will improve the school corporation’s financial position.

   *A gradual increase in our cash reserve levy.

WE MUST HAVE A RESOLUTION AND A ROLL CALL VOTE TO ACCEPT THE WORKOUT PLAN

Roll Call Vote

D. ISCAP Resolution

I am seeking approval for ISCAP supplemental resolution authorizing and providing for the issuance, and authorizing and directing the final terms and conditions of sale and delivery of warrants evidenced by warrant certificates for the fiscal year ending June 30, 2011, and amending the master resolution.

Roll Call Vote

E. IASB Safety Group Insurance Program

A message from IASB:
As a member of IASB and a participant in the Safety Group Insurance Program, we are pleased to send the Independence Community School District a check for $20,261.78, which represents your share of the dividend paid from the 2008-09 program. As a comparison, you paid $4,805 in dues to IASB this past fiscal year.
The total dividend paid to participants for the policy year ending June 30, 2009, is nearly $6 million. The amount your school receives is based on the premium you paid.

IASB has provided Iowa schools with a comprehensive insurance program since 1974. In the turbulent times of the late 1960s and early 1970s, many schools were having difficulty buying insurance. IASB worked with Jester Insurance to help schools get quality insurance coverage, and the program grew into what it is today. The Safety Group Insurance Program works with local insurance agents to provide unmatched insurance coverage at competitive, stable prices. In simple terms, the way it works is that schools pay their insurance premiums, and because we cap the amount of revenue EMC gets from the program, money left over at the end of the year, after administrative fees, is given back to districts in the form of a dividend. This has proven to be a benefit to Iowa schools and an effective way of running the program.

F. Fund Raising Requests

I am seeking approval of the following fund raising request(s).

<table>
<thead>
<tr>
<th>GROUP</th>
<th>DESCRIPTION OF EVENT</th>
<th>PURPOSE</th>
<th>START UP COSTS</th>
<th>TARGET AMOUNT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>West Elem; Mrs. Black’s 3rd Grade Class</td>
<td>Nothing will be sold. Students are encouraged to bring in loose change hopefully earned by doing work for family &amp; friends. Part of our study of nutrition.</td>
<td>Raise funds for Heifer International which provides animals for impoverished people groups; educating them to become self-sufficient</td>
<td></td>
<td></td>
<td>03/29/2010 through 05/30/2010</td>
</tr>
<tr>
<td>HS Girls Basketball</td>
<td>Can pickup around Independence area</td>
<td>Raise funds for basketball camps and equipment</td>
<td></td>
<td>$700.00</td>
<td>04/24/2010 through 05/08/2010</td>
</tr>
<tr>
<td>MS FCS</td>
<td>Raffling off 2 of 8 class memory quilts</td>
<td>Quilts made for the purpose of honoring &amp; remembering our current middle school</td>
<td>$1000</td>
<td>$0</td>
<td>May, 2010</td>
</tr>
</tbody>
</table>

G. Cooperative Agreement for Student Teaching with UNI for 2010-2011

I am seeking approval to participate in the student teaching placement program with the University of Northern Iowa for the 2010-2011 academic year.

H. 2010-2011 Student Handbooks

I am seeking approval of the student handbooks for the 2010-2011 school year.

I. Registration Fees 2010-2011

I am seeking approval for the fee’s for registration for 2010-2011. We tried very hard to keep increases to a minimum.

J. Milk Bid Recommendation for 2010-2011

Kelly has received the bids for Milk. I am seeking the Board’s approval of the bid from Robert’s Dairy per Kelly’s recommendation.
K. Bread Bid Recommendation for 2010-2011
Kelly has received the bids for Bread. I am seeking the Board’s approval of the bid from IBC (Interstate Brands/Wonder Bread) per Kelly's recommendation.

L. Four Year Old Preschool Contract
The preschool contracts have been rewritten with the consent of the partners to take into effect any shortfall of monies that may happen at the state level. All partners are on board and ready to go for next year. The contracts are updated and reflect the current thoughts on possible reductions in monies. All partners have agreed to a budget structure for next year that gives each partner a base amount and more dollars based on student enrollment.

M. Contracted Sharing Agreement with Hawkeye Community College
I am seeking approval for the Contracted Sharing Agreement with Hawkeye Community College for the 2010-2011 year.

N. 2010-2011 28E Agreement for School-Based Supervision Program
I am seeking approval for the continuation of the 28E Agreement between Juvenile Court Services for the First Judicial District, the Iowa Department of Human Services, and Independence Community School District for School Based Supervision Program for 2010-2011.

O. Timberline Contract
I am seeking approval to enter into a contract with Timberline Billing Service LLC as our Medicaid billing agent.

P. Operating Principles
The board has requested that these polices be reviewed and discussed as part of the board’s goals.

Q. Superintendent Search
I am recommending that the board engage in conversations about hiring my replacement. In speaking with different search firms they believe that the timing is still good for quality applicants to apply as long as the process is completed by the last week in May or first week in June. They also stated that should the timeline go into June too far they would recommend that the board consider an interim person.

8. CLOSED SESSION
We need a motion to recess to a closed session as provided in Section 21.5(i) of the Iowa Code; To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual’s reputation and that individual requests a closed session.

Roll call vote to enter closed session.

Possible action on closed session.
Roll Call Vote

9. ADJOURNMENT

Motion
UPCOMING MEETINGS –
Monday, May 24th Regular Meeting 7:00 p.m. - Brandon Community Center, Brandon
Monday, June 21st Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, July 19th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, August 16th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, September 20th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence