August 18, 2017

To: All School Board Members

From: Jean Peterson, Superintendent

Re: Working agenda for the regular meeting on Monday, August 21, 2017 beginning at 6:00 p.m.
at the School Administration Office, 1207 1st Street West, Independence, IA

1. PLEDGE OF ALLEGIANCE
   A. Call to Order

2. FRIENDS OF EDUCATION
   A. Michelle Ohrt and Lisa Wood
   We would like to thank Michelle Ohrt and Lisa Wood for all of the volunteer work they do to benefit our Activities Department and Booster Club. It is greatly appreciated.

   B. Russ and Ken Weston
   We would like to thank Russ and Ken Weston for their generous monetary donation to the Silver Cord program.

   C. Joe Olsen
   We would like to thank Joe Olsen for planting flowers in the containers outside of West Elementary.

   D. Bob Beatty
   We would like to thank Bob Beatty, Independence Parks and Recreation Director, for allowing the West Elementary students to use River’sEDGE for a reading incentive celebration.

   E. McGraw’s Carpets
   We would like to thank McGraw’s Carpets for the work they generously donated to the West Elementary Concession Stand.
3. **SPOTLIGHTS ON EDUCATION**

A. Mackenzie Hupke

*We would like to recognize and honor Mackenzie Hupke for being named 1st Team All-State in Softball.*

B. Tom Reiff

*We would like to recognize and honor Tom Reiff for being named 2nd Team All-State in Baseball.*

4. **CONSIDERATION OF ACTION ON CONSENT ITEMS**

A. Approval of the minutes of the special meeting on July 12, 2017, the regular meeting on July 17, 2017, and the work session on July 17, 2017.

*Motion 4.A. I am seeking approval of the minutes.*

B. Approval of Agenda

*Motion

*I am seeking approval of the agenda.*

C. Approval of Board Policies (*changes noted)

*Motion 4.C. Second Readings:*

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 100</td>
<td>Legal Status of the School District</td>
</tr>
<tr>
<td>2. 101</td>
<td>Educational Philosophy of the School District</td>
</tr>
<tr>
<td>3. 102*</td>
<td>School District Instructional Organization</td>
</tr>
</tbody>
</table>

*I am seeking approval of the above policies' second readings.*

**First Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 103, 103.E1, 103.E2, 103.E3, 103.E4, 103.E5, 103.E6, and 103.R1</td>
<td>Equal Educational Opportunity, Annual Notice of Nondiscrimination, Continuous Notice of Nondiscrimination, Section 504 Student and Parental Rights, Complaint Form, Witness Disclosure Form, Disposition of Complaint Form, and Grievance Procedure</td>
</tr>
<tr>
<td>2. 104, 104.1, and 104.2</td>
<td>The People and Their School District, Independence Community Schools Operating Principles for the Administration and Staff, and Independence Community Schools Operating Principles for the Board of Education and Superintendent</td>
</tr>
<tr>
<td>3. 105 and 105.R1</td>
<td>Long-Range Needs Assessment and Long-Range Needs Assessment Regulation</td>
</tr>
<tr>
<td>4. 106, 106.E1, 106.E2, 106.E3, and 106.R1</td>
<td>Anti-Bullying/Anti-Harassment Policy, Complaint Form, Witness Disclosure Form, Disposition of Complaint Form, and Anti-Bullying/Anti-Harassment Investigation Procedures</td>
</tr>
</tbody>
</table>

*I am seeking approval of the above policies' first readings.*

D. Resignations

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Louise Brown</td>
<td>Bus Garage 3.0 hr Sp Ed Para</td>
<td>08/04/2017</td>
</tr>
<tr>
<td>Tasha Good</td>
<td>ECC 5.5 hr Sp Ed Para</td>
<td>08/14/2017</td>
</tr>
<tr>
<td>Justin Putz</td>
<td>Assistant Baseball Coach</td>
<td>07/20/2017</td>
</tr>
</tbody>
</table>

*I am seeking approval of the above resignation(s).*
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>Bob Beatty</td>
<td>.5 FTE JH Boys Track Coach</td>
<td>1.0 FTE JH Boys Track Coach</td>
<td>$2,096</td>
<td>02/12/2018</td>
</tr>
<tr>
<td>Pam Frisch</td>
<td>JH Volleyball Coach</td>
<td>Assistant Volleyball Coach</td>
<td>$3,658</td>
<td>08/07/2017</td>
</tr>
<tr>
<td>Christina Garrigus-Jones</td>
<td>Bus Garage 3.5 hr Reg Ed Para</td>
<td>ECC 5.5 hr Sp Ed Para</td>
<td>$9.70/hr</td>
<td>08/23/2017</td>
</tr>
<tr>
<td>Jaci Hitchcock</td>
<td>West Elem 3rd Grade Teacher</td>
<td>West Elem 4th Grade Teacher</td>
<td>$44,321</td>
<td>08/18/2017</td>
</tr>
</tbody>
</table>

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>Emily Barker</td>
<td>Assistant Girls Basketball Coach</td>
<td>$2,642</td>
<td>11/06/2017</td>
</tr>
<tr>
<td>Michael Haden</td>
<td>JSH Mentor Teacher</td>
<td>$2,000</td>
<td>07/01/2017</td>
</tr>
<tr>
<td>Brenda Hearn</td>
<td>West Elem Mentor Teacher</td>
<td>$2,000</td>
<td>07/01/2017</td>
</tr>
<tr>
<td>Kelci Jahnel</td>
<td>East Elem Mentor Teacher</td>
<td>$2,000</td>
<td>07/01/2017</td>
</tr>
<tr>
<td>Virginia Lake</td>
<td>Yearbook Advisor</td>
<td>$3,658</td>
<td>08/25/2017</td>
</tr>
<tr>
<td>Bonnie O’Brien</td>
<td>East Elem Mentor Teacher</td>
<td>$2,000</td>
<td>07/01/2017</td>
</tr>
<tr>
<td>Erin Rosburg</td>
<td>JH Student Council</td>
<td>$1,969</td>
<td>08/18/2017</td>
</tr>
<tr>
<td>Dana Skubal</td>
<td>West Elem 5th Grade Teacher</td>
<td>$38,158</td>
<td>08/17/2017</td>
</tr>
<tr>
<td>Tracy Steger</td>
<td>JSH Mentor Teacher</td>
<td>$2,000</td>
<td>07/01/2017</td>
</tr>
<tr>
<td>Erin Thompson</td>
<td>East Elem 1st Grade Teacher</td>
<td>$38,158</td>
<td>08/17/2017</td>
</tr>
<tr>
<td>Emily Van Der Sloat</td>
<td>West Elem 3rd Grade Teacher</td>
<td>$38,158</td>
<td>08/17/2017</td>
</tr>
<tr>
<td>Richard Wearmouth</td>
<td>Bus Garage 3.0 hr Sp Ed Para</td>
<td>$9.50/hr</td>
<td>08/23/2017</td>
</tr>
</tbody>
</table>

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

G. Approval of Financial Reports
   1. Approval of Bills – Director Hansen will have reviewed the bills
   2. Vendor Report
   3. Board Report
   4. Budget Report

Motion 4.G.

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. District Professional Development Plan/Student Learning Goals/Bullying
      and Harassment Prevention Goals/Teacher Leadership Compensation
      Overview – Admin Team

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. OLD BUSINESS
   A. Communications Plan
      Discussion 7.A.
   B. Communications Plan
      Motion
   C. Board Goals Update
      Discussion 7.C.
   D. Board Goals
      Motion

8. NEW BUSINESS
   A. Contract with Hawkeye Stages Charter #27913 for the October, 2017 Band Trip
      to West Des Moines, IA
      Motion 8.A.
   B. Travel Request Form – November, 2017 Indianapolis, IN
      Motion 8.B.
   C. Contract with Hawkeye Stages Charter #27914 for the November, 2017 Band
      Trip to Indianapolis, IN
      Motion 8.C.
   D. Travel Request Form – February, 2018 Platteville, WI
      Motion 8.D.
   E. Buchanan County Health Center Agreement for Sports Injury Coverage through
      July 31, 2018
      Motion 8.E.
   F. Level I, Level II Investigator and Alternate for 2017-2018
      Motion 8.F.
   G. Tri-County Contracted Services Renewal Agreement for 2017-2018
      Motion 8.G.

9. ADJOURNMENT

UPCOMING MEETINGS –
   Monday, September 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence