

Independence Community School Board Minutes
Regular Meeting
December 19, 2016

A regular meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chairperson Shelly Whited at the Administration Building, Independence, Iowa

Members Present: Shelly Whited, Heather Meador, Kim Hansen, Brian Eddy, Eric Smith
Superintendent: Jean Peterson
Board Secretary: Lynnette Engel

1. FRIENDS OF EDUCATION

A. VFW Auxiliary

Ms. Meyer thanked the VFW Auxiliary for donating flags, gift certificates and clothing to East and West Elementary.

B. First Baptist Women's Group

Mrs. Reed thanked the First Baptist Women's Group for donating \$50.00 to both East and West Elementary to help students in need.

C. Security State Bank

Mrs. Reed thanked Security State Bank for generously donating pencils to students at West Elementary to use during the Iowa Assessments.

D. Fareway, The Independence Rotary Club and Tim Reed – State Farm Insurance

Mrs. Reed thanked Fareway, The Independence Rotary Club and Tim Reed – State Farm Insurance for donating breakfast items for students at West Elementary during the Iowa Assessments at West Elementary.

E. Brandon United Methodist Church

Ms. Meyer thanked the Brandon United Methodist Church for donating \$200.00 to be used for the Kindergarten Milk Program at East Elementary.

2. CONSIDERATION OF ACTION ON CONSENT ITEMS – Motion Meador, second Smith to approve 2A-2E with the removal of policy 403.6 and 403.7 which will be brought back next month. All voted “aye”. Motion carried

A. Approval of the minutes of the public hearing on November 21, 2016, the regular meeting on November 21, 2016, the special meeting on November 28, 2016 and the work session on November 28, 2016.

B. Approval of Agenda

C. Approval of Board Policies

Second Readings:

	POLICY #	POLICY NAME
1.	403.2*	Employee Injury on the Job
2.	403.3, 403.3E1* & 403.3R1	Communicable Diseases – Employees, Hepatitis B Vaccine Information and Record and Universal Precautions Regulation
3.	403.6, 403.6E1 & 403.6R1	Substance-Free Workplace, Substance-Free Workplace Notice to Employees and Substance-Free Workplace Regulation
4.	403.7*, 403.7E1*, 403.7E2, 403.7E3, 403.7E4, 403.7E5 & 403.7R1	Drug and Alcohol Testing Program, Drug and Alcohol Testing Program Notice to Employees, Certification from Current Employer Participating in Drug & Alcohol Program, Certification of Previous Employers Requiring a Commercial Driver’s License Consent to Release Information to Independence Community School District, Drug and Alcohol Testing Program Acknowledgement Form, Drug and Alcohol Reasonable Suspicion Observation Form and Drug and Alcohol Testing Program
5.	405.1	Licensed Employee Defined
6.	405.3	Licensed Employee Individual Contracts
7.	405.4	Licensed Employee Continuing Contracts
8.	906.1 & 906.1E1*	Community Use of School District Facilities & Equipment

First Readings:

	POLICY #	POLICY NAME
1.	405.5	Licensed Employee Work Day
2.	405.6	Licensed Employee Assignment
3.	405.7	Licensed Employee Transfers
4.	405.8	Licensed Employee Evaluation
5.	405.9	Licensed Employee Probationary Status
6.	405.10	Licensed Employee Organization Affiliation
7.	406.1	Licensed Employee Salary Schedule
8.	406.2	Licensed Employee Salary Schedule Advancement
9.	406.3	Licensed Employee Continued Education Credit
10.	406.4	Licensed Employee Compensation for Extra Duty
11	406.5	Licensed Employee Group Insurance Benefits
12.	406.6 & 406.6E1	Licensed Employee Tax Shelter Programs and Letter to Collective Bargaining Representative

D. Resignations

NAME	ASSIGNMENT	DATE
Chad Beatty	JH Softball Numbers Coach	12/02/2016

E. New Hires

NAME	ASSIGNMENT	SALARY	DATE
Kathy Eilers	JSH 3.0 hr Dishwasher/Food Service Worker	\$9.50/hr	01/09/2017
Emily Van Etten	JSH 5.75 hr Cook/Food Service Worker	\$9.50/hr	01/09/2017

F. Approval of Financial Reports – Motion Smith, second Meador to approve. All voted “aye”. Motion carried 4-0. Eddy abstained.

1. Approval of Bills
2. Vendor Report
3. Board Report
4. Budget Report

3. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public. Mr. Christensen addressed the board and congratulated them for their efforts on raising the district solvency ratio to above the 10% goal.

B. Comments from the Board/Superintendent – Mr. Smith has been admiring the gift of connecting with students that he has witnessed this past year and activities he has attended and he greatly appreciates that gift that our staff possess.

Mrs. Meador has been enjoying the boys basketball games and attending the holiday concerts. She is also proud of the large number of students that made the honor roll this past term and is excited there are 65 students signed up for speech this year.

Mrs. Hansen attended four holiday concerts and was impressed with the amazing talent and dedication from our staff and students. She publicly thanked everyone that has donated to Champ’s Cupboard and was excited to announce there is one in every building now because of the generous donations.

Mrs. Whited informed the board there will be an initial meeting held this week to start the discussion of block scheduling. She also thanked the board for approving the sharing agreement with Cedar Falls for boys swimming as there are four boys that are having a great season.

Superintendent Peterson shared the first calendar committee meeting was held and they are off to a good start on next year’s calendar. She also hosted a Senate District 32 working lunch with Senator Johnson and Senator Zumbach. She invited 14 superintendents from district 32 and 12 attended. She reminded everyone the District will be on winter break beginning with an early out on December 22nd and returning to class on January 5th.

C. Presentations

1. East Curriculum Leaders' Presentation – Ms. Meyer, Brandi Davis and Donalyn Pogue informed the board about their new roles and what they have been working on this year with this new program.
2. Mini Musical and 5th and 6th Grade Choir – Ms. Parker shared with the board what she works on with the students at her different levels while Callie Meyer, Jon Turner and Ashlyn Martin all shared their experiences and what they liked best about being in the choir and mini musical.

4. REPORTS

Building Administrators, Activities Director, Director of School Improvement, Technology Director, Food Service Director and Transportation/Buildings and Grounds employees reported on their respective buildings or areas of assignment.

5. NEW BUSINESS

A. Contract with Windstar Lines, Inc. Charter ID 50221 for the Student Council National LEAD Conference Trip to Chicago, IL – Motion Meador, second Smith to approve. All voted “aye”. Motion carried.

B. Resolution of Support: Promise of Iowa Public Education Campaign – Superintendent Peterson explained the campaign to the board and showed a short video provided by the Iowa School Board Association.

C. Resolution of Support: Promise of Iowa Public Education Campaign – Motion Smith, second Meador to approve. Roll Call Vote: Whited – aye, Smith – aye, Eddy – aye, Hansen – aye and Meador – aye. Motion carried 5-0.

D. Updated Payroll Authorization with Aflac – Motion Eddy, second Meador to approve. All voted “aye”. Motion carried.

E. Travel Request Form – March, 2017 Speech Team to Minneapolis, MN – Motion Meador, second Hansen to approve. All voted “aye”. Motion carried.

F. Performance P.E. Class – Mr. Howard, Mr. Doyle and Mr. Ales presented the outline, rationale and benefits of adding a Performance PE class to the schedule starting in 2017-18 and answered questions from the board.

G. Performance P.E. Class – Motion Smith, second Meador to approve the addition of Performance P.E. class beginning with the 2017-2018 school year. All voted “aye”. Motion carried.

RECESS WAS TAKEN FROM 7:06 – 7:13 p.m.

H. Employee Severance Plans (Policies 407.3, 407.4, 413.2 and 413.3) – Discussion was held regarding the proposed certified and classified employee severance plans.

I. Employee Severance Plans (Policies 407.3*, 407.4*, 413.2* and 413.3) – Motion Smith, second Meador to approve with the waiving of the second reading. All voted “aye”. Motion carried.

6. ADJOURNMENT – Motion Smith, second Eddy to approve adjourning at 7:46 p.m. All voted “aye”. Motion carried.

Michelle Whited, President

Lynnette Engel, Secretary