December 15, 2011

To: All School Board Members
   Brian C. Eddy – DD #1 ‘15
   Stacy Henderson – At-Large ‘13
   John Christensen – DD #3 ‘13
   Rusty Donnelly – DD #3 ‘15
   Eric B. Smith – DD #2 ‘15

From: Jean Peterson, Superintendent

Re: Working agenda for the regular meeting on **Monday, December 19, 2011** beginning at **6:00 p.m.**
at the **School Administration Office**, 1207 First Street West, Independence, Iowa

1. **PLEDGE OF ALLEGIANCE**
   A. Call to Order

2. **FRIEND OF EDUCATION**
   A. Independence Light & Power, Telecommunications
      *We would like to thank Independence Light & Power, Telecommunications for their donation to the Independence Schools Mentoring Program.*

   B. Buchanan County ISU Extension and Outreach
      *We would like to thank Buchanan County ISU Extension and Outreach for their donation of pencils to the students at the Independence Community School District.*

   C. Shalom Circle from Immanuel Lutheran Church
      *We would like to thank the Shalom Circle from the Immanuel Lutheran Church for their donation of hats, gloves, coats and snow pants to the students at the Independence Community School District.*

   D. Elizabeth Luebbers
      *We would like to thank Elizabeth Luebbers for donating ice pack covers to East and West Elementary and book bags for the backs of student chairs for two classrooms.*
3. SPOTLIGHT ON EDUCATION
   A. All-State Musicians
   We would like to recognize and honor seven Independence High School students for being named All-State Musicians. Devan Cummings, Jasmine Fischels, Whitney Schommer and Austin Wright were selected for All-State Band and Rachel Barloon, Hannah Butler and Madi Diesburg were selected for All-State Choir. These seven musicians were selected to be in the 2011 Iowa High School All State Concert held Saturday, November 19th in Ames. We would also like to recognize their sponsors David Lang and Roger Barloon.

4. CONSIDERATION OF ACTION ON CONSENT ITEMS
   A. Approval of the minutes of the regular meeting on November 21, 2011 and the special session on November 30, 2011. 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 4.C.

Second Readings:

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>405.1 Licensed Employee Defined</td>
</tr>
<tr>
<td>2</td>
<td>405.2 Licensed Employee Qualifications, Recruitment, Selection</td>
</tr>
<tr>
<td>3</td>
<td>405.3 Licensed Employee Individual Contracts</td>
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<td>4</td>
<td>405.4 Licensed Employee Continuing Contracts</td>
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<td>5</td>
<td>405.5 Licensed Employee Work Day</td>
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<td>6</td>
<td>405.6 Licensed Employee Assignment</td>
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<td>7</td>
<td>405.7 Licensed Employee Transfers</td>
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<td>8</td>
<td>405.8 Licensed Employee Evaluation</td>
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<td>9</td>
<td>405.9 Licensed Employee Probationary Status</td>
</tr>
<tr>
<td>10</td>
<td>405.10 Licensed Employee Organization Affiliation</td>
</tr>
</tbody>
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I am seeking approval of the above policies' second readings.

First Readings:

<table>
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<tr>
<th>POLICY #</th>
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</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>406.1 Licensed Employee Salary Schedule</td>
</tr>
<tr>
<td>2</td>
<td>406.2 Licensed Employee Salary Schedule Advancement</td>
</tr>
<tr>
<td>3</td>
<td>406.3 Licensed Employee Continued Education Credit</td>
</tr>
<tr>
<td>4</td>
<td>406.4 Licensed Employee Compensation for Extra Duty</td>
</tr>
<tr>
<td>5</td>
<td>406.5 Licensed Employee Group Insurance Benefits</td>
</tr>
<tr>
<td>6</td>
<td>406.6 &amp; 406.6E1 Licensed Employee Tax Shelter Programs and Letter to Collective Bargaining Representative</td>
</tr>
<tr>
<td>7</td>
<td>407.1 Licensed Employee Resignation</td>
</tr>
<tr>
<td>8</td>
<td>407.2 Licensed Employee Contract Release</td>
</tr>
</tbody>
</table>

I am seeking approval of the above policies' first 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>Diane Shonka</td>
<td>East Elem 5.75 Sp Ed Assoc</td>
<td>JSH 7.5 hr Sp Ed Assoc</td>
<td>12/05/2011</td>
</tr>
<tr>
<td>Brenda Zimmerly</td>
<td>West Elem 4 hr Food Service</td>
<td>West Elem 5.75 hr Food Service</td>
<td>12/01/2011</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>Melissa Appleby</td>
<td>East Elem 2.0 hr Dishwasher/Food Service Assistant</td>
<td>$8.75/hr</td>
<td>12/7/2011</td>
</tr>
</tbody>
</table>

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

F. Resignations

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kathy Eilers</td>
<td>East Elem 6.5 hr Special Education Associate</td>
<td>12/21/2011</td>
</tr>
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</table>

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

G. Approval of Financial Reports
   1. Approval of Bills – Director Henderson 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
   B. Comments from the Board/Superintendent
   C. Presentations
      1. Junior High School
      2. Student Achievement – Sandy Merritt

6. REPORTS
   A. Building Administrator Reports
      1. Senior High School
      2. Junior High School
      3. West Elementary
      4. East Elementary/Early Childhood Center

   B. Activities Director Report

   C. School Improvement/Curriculum Director Report

   D. Technology Report

   E. Food Service Report

   F. Buildings & Grounds Report

   G. Transportation Report

7. OLD BUSINESS
   A. New Junior-Senior High School Facility Discussion

8. NEW BUSINESS
   A. Changes in GLEs Motion 8.A.
      SIAC is seeking approval of the following: We are seeking approval to delete the 3rd grade LA GLE, LA3.08, which states “The student will develop cursive writing and incorporate it in reading and writing.” We are also seeking approval to delete the 4th grade math GLE, MA.04.08 which states “Students will gather and organize data to construct graphs and evaluate the data.” Finally we are also seeking approval of the 6th grade math GLEs as presented to the board in the November and December board packets.

   B. Junior-Senior High School Early Graduation Applicants Motion 8.B.
      Three additional seniors have applied for early graduation. They will graduate in January of 2012, at the end of 2nd term, if they have earned the required fifty-four (54) credits and their request is approved by the Board of Education.

   C. Mustang Foundation Auction Items Motion
      I am seeking approval for the Mustang Foundation to auction off four free passes as part of a package with four reserved seats to all home sophomore/varsity football games in 2012 and a Family Activity Pass for 2012-2013 at the Foundation Banquet on January 21, 2012.

   D. Employee Severance Plans Motion 8.D.
      I am seeking approval of the Licensed and Classified Employee Early Retirement Plan Policies (Policies 407.3, 407.4, 413.2 and 413.3). I am requesting the Board waive the second readings of these policies.

   E. Solvency Ratio Policy Motion 8.E.
      I am seeking approval of new Policy 703.3, Recommended Solvency Ratio. I am requesting the Board waive the second reading of this policy.

9. ADJOURNMENT Motion

WORK SESSION

1. CALL TO ORDER Discussion

2. BOARD GOALS Motion

3. ADJOURNMENT Motion

UPCOMING MEETINGS –
Monday, January 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, February 27th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, March 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, April 16th Regular Meeting 6:00 p.m. - Rowley Community Center
Monday, May 21st Regular Meeting 6:00 p.m. - Brandon Community Center