December 15, 2016

To: All School Board Members
From: Jean Peterson, Superintendent

Re: Working agenda for the regular meeting on Monday, December 19, 2016 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. VFW Auxiliary
   
   We would like to thank the VFW Auxiliary for donating flags, gift certificates and clothing to East and West Elementary.

   B. First Baptist Women’s Group
   
   We would like to thank 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
   
   We would like to thank 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
   
   We would like to thank 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
   
   We would like to thank the Brandon United Methodist Church for donating $200.00 to be used for the Kindergarten Milk Program at East Elementary.

Educating people to be life-long learners and respectful, responsible citizens.
3. **CONSIDERATION OF ACTION ON CONSENT ITEMS**

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.

*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.</td>
<td>403.2*</td>
</tr>
<tr>
<td>2.</td>
<td>403.3, 403.3E1* &amp; 403.3R1</td>
</tr>
<tr>
<td>3.</td>
<td>403.6, 403.6E1 &amp; 403.6R1</td>
</tr>
<tr>
<td>4.</td>
<td>403.7*, 403.7E1*, 403.7E2, 403.7E3, 403.7E4, 403.7E5 &amp; 403.7R1</td>
</tr>
<tr>
<td>5.</td>
<td>405.1</td>
</tr>
<tr>
<td>6.</td>
<td>405.3</td>
</tr>
<tr>
<td>7.</td>
<td>405.4</td>
</tr>
<tr>
<td>8.</td>
<td>906.1 &amp; 906.1E1*</td>
</tr>
</tbody>
</table>

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

**First Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
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</thead>
<tbody>
<tr>
<td>1.</td>
<td>405.5</td>
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<tr>
<td>2.</td>
<td>405.6</td>
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<tr>
<td>3.</td>
<td>405.7</td>
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<td>4.</td>
<td>405.8</td>
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<td>5.</td>
<td>405.9</td>
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<tr>
<td>6.</td>
<td>405.10</td>
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<td>7.</td>
<td>406.1</td>
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<tr>
<td>8.</td>
<td>406.2</td>
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<td>9.</td>
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<td>10.</td>
<td>406.4</td>
</tr>
<tr>
<td>11.</td>
<td>406.5</td>
</tr>
<tr>
<td>12.</td>
<td>406.6 &amp; 406.6E1</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>Chad Beatty</td>
<td>JH Softball Numbers Coach</td>
<td>12/02/2016</td>
</tr>
</tbody>
</table>

I am seeking approval of the above resignation(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>Kathy Biers</td>
<td>JSH 3.0 hr Dishwasher/Food Service Worker</td>
<td>$9.50/hr</td>
<td>01/09/2017</td>
</tr>
<tr>
<td>Emily Van Etten</td>
<td>JSH 5.75 hr Cook/Food Service Worker</td>
<td>$9.50/hr</td>
<td>01/09/2017</td>
</tr>
</tbody>
</table>

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

F. Approval of Financial Reports

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

4. 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. East Curriculum Leaders’ Presentation
2. Mini Musical and 5th and 6th Grade Choir – Callie Meyer, Jon Turner, Grace Reidy, Ashlyn Martin and Amanda Parker

5. 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

6. NEW BUSINESS
   A. Contract with Windstar Lines, Inc. Charter ID 50221 for the Student Council National LEAD Conference Trip to Chicago, IL

   Motion 6.A.

   B. Resolution of Support: Promise of Iowa Public Education Campaign

   Discussion

   C. Resolution of Support: Promise of Iowa Public Education Campaign

   Motion 6.C.

Roll Call Vote

D. Updated Payroll Authorization with Aflac

Motion 6.D.

E. Travel Request Form – March, 2017 Speech Team to Minneapolis, MN

Motion 6.E.

F. Performance P.E. Class

Discussion

G. Performance P.E. Class

Motion

H. Employee Severance Plans (Policies 407.3, 407.4, 413.2 and 413.3)

Discussion

I. Employee Severance Plans (Policies 407.3*, 407.4*, 413.2* and 413.3)

Motion 6.I.

(I am requesting the Board waive the second readings of these policies.)

7. ADJOURNMENT

Motion

UPCOMING MEETINGS –
Monday, January 23rd Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, February 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, March 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Tuesday, April 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
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