December 17, 2015

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

Re: Working agenda for the regular meeting on Monday, December 21, 2015 beginning at 5:00 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. Mustang Foundation
   We would like to thank the Mustang Foundation for their generous donation to the Jr/Sr High School regarding Iowa Assessment incentives.

   B. VFW
   We would like to thank the VFW for donating $100.00 Wal-Mart cards to East and West Elementary to be used for student needs.

   C. Shalom Circle – Immanuel Lutheran Church
   We would like to thank the Shalom Circle from Immanuel Lutheran Church for donating winter coats and mittens for the students at East Elementary.

3. SPOTLIGHT ON EDUCATION
   A. Junior Steering Committee
   We would like to recognize and honor the Junior Steering Committee for their fundraising efforts for school district families. The members of the steering committee are Ericka Barloon, Hannah Brunko, Henry Federspiel, Eddie Grover, Mady Haas, Haley Hansen, Taylor Kraninger, Kirstie Martin, Cassidy Martinson, Jaden McGrath, Joseph Neumann, Kaitlin Niedert and Regan Reuther.

Educating people to be life-long learners and respectful, responsible citizens.
4. **CONSIDERATION OF ACTION ON CONSENT ITEMS**
   
   A. Approval of the minutes of the regular meeting on November 16, 2015.
   
   *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>217.1</td>
<td>Board of Directors and Superintendent</td>
</tr>
<tr>
<td>217.2</td>
<td>Board of Directors and Employees</td>
</tr>
<tr>
<td>217.3</td>
<td>Board of Directors and Adjoining District Board of Directors</td>
</tr>
<tr>
<td>217.4</td>
<td>Board of Directors and Area Education Agency</td>
</tr>
<tr>
<td>217.5</td>
<td>Board of Directors and Elected Officials</td>
</tr>
<tr>
<td>218 &amp; 218E1</td>
<td>Board of Directors’ Records and Board Meeting Minutes</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>902.7 (New Policy)</td>
<td>Unmanned Aircraft or Aerial Systems</td>
</tr>
<tr>
<td>505.6*</td>
<td>Graduation Requirements</td>
</tr>
<tr>
<td>219.1</td>
<td>Association Membership</td>
</tr>
<tr>
<td>219.2</td>
<td>Board of Directors’ Member Development and Training</td>
</tr>
<tr>
<td>219.3</td>
<td>Board of Directors’ Member Compensation and Expenses</td>
</tr>
<tr>
<td>219.4</td>
<td>New Board of Directors’ Member Orientation</td>
</tr>
<tr>
<td>219.5</td>
<td>Activity Passes for Board Members</td>
</tr>
<tr>
<td>220</td>
<td>School Visitation by Board of Directors</td>
</tr>
<tr>
<td>221</td>
<td>Gifts to Board of Directors</td>
</tr>
<tr>
<td>222</td>
<td>Negotiations</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>Teri Williams</td>
<td>JSH 4.0 hr Lunch POS Operator/Food Service Worker</td>
<td>12/22/2015</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>Nancy Coulter</td>
<td>JSH 5.75 hr POS Operator, Cook/FSW</td>
<td>West Elem 3.0 hr FSW/Dishwasher</td>
<td>$9.40</td>
<td>12/14/2015</td>
</tr>
<tr>
<td>Andrea Schmadeke</td>
<td>JSH 3.0 hr FSW/Dishwasher</td>
<td>JSH 5.75 hr Cook/FSW</td>
<td>$9.25/hr</td>
<td>11/30/2015</td>
</tr>
<tr>
<td>Karen Sherrets</td>
<td>West Elem 3.0 hr FSW/Dishwasher</td>
<td>JSH 3.0 hr FSW/Dishwasher</td>
<td>$10.50/hr</td>
<td>12/14/2015</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>Jessica Delcid</td>
<td>Assistant Large Group Speech Numbers Coach</td>
<td>$953</td>
<td>12/14/2015</td>
</tr>
<tr>
<td>Trevor Rigdon</td>
<td>Assistant Baseball Coach</td>
<td>$2,743</td>
<td>05/02/2016</td>
</tr>
<tr>
<td>Ryan Ruffcorn</td>
<td>JH Boys Basketball Numbers Coach – 8th Grade</td>
<td>$1,969</td>
<td>12/17/2015</td>
</tr>
<tr>
<td>Savannah Schinto</td>
<td>Head Girls Soccer Coach</td>
<td>$3,175</td>
<td>03/14/2016</td>
</tr>
<tr>
<td>Cherri Strawn</td>
<td>JSH 5.75 hr POS Operator, Cook/FSW</td>
<td>$9.25/hr</td>
<td>01/04/2016</td>
</tr>
<tr>
<td>Ben Zizis</td>
<td>Assistant Boys Track Coach</td>
<td>$3,150</td>
<td>02/15/2016</td>
</tr>
</tbody>
</table>

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

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

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. Behavior Data Breakdown, Interventions and Supports – Josh Payton

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. Activities Director Report

   C. Director of School Improvement Report

   D. Director of Technology Report

   E. Director of Food Service Report
F. Director of Buildings & Grounds Report

G. Director of Transportation Report

7. OLD BUSINESS
A. Agreement for Powerschool Student Information System between Grant Wood Area Education Agency and Independence Community School District for Fiscal Year 2015-2016

Motion 7.A.

8. NEW BUSINESS
A. Legal Newspaper for Independence Community School District
Discussion

B. Long Term Substitute Teacher Pay
Discussion 8.B.

C. Classified Substitute Pay
Discussion

D. Two New Science Courses at Jr/Sr High School for 2016-2017
Discussion

E. Two New Science Courses at Jr/Sr High School for 2016-2017
Motion

F. Additional Jr/Sr High School January, 2016 Early Graduation Applicants
Motion 8.F.

G. Contract Between Northeast Iowa Community College and Independence Community School District for 2015-2016 Academic Year
Motion 8.G.

H. Appointment of Katie Grover and for a Three Year Term and Andy Hauber for a One Year Term to the Mustang Foundation beginning in October, 2015
Motion 8.H.

I. Old Junior-Senior High School Property (Portion Not Being Sold to the City)
Discussion

J. Employee Severance Plans
Discussion

9. ADJOURNMENT
Motion

UPCOMING MEETINGS –
Monday, January 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, February 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, March 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, April 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, May 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, June 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, July 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, August 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, September 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Spring, 2016 DTBD Work Session 6:00 p.m. – Rowley Community Center, Rowley