January 12, 2018

To: All School Board Members
   Kim Hansen – DD #3 ‘19
   Eric B. Smith – DD #2 ‘19
   Jennifer Sornson – DD #3 ‘21
   Gina Trimble – At-Large ‘21
   Brian C. Eddy – DD #1 ‘19

From: Jean Peterson, Superintendent

Re: Working agenda for the regular meeting on Monday, January 15, 2018 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. United Auto Workers Local 838
      We would like to thank the United Auto Workers Local 838 for donating Presidential Calendars for the school buildings.
   
      B. Presenting the American Flag at our Mustang Football Games
      We would like to thank Roger Allen, Jim Lawler, Glen Mills, Don Shonka, Tom Short, and Mike Smock for presenting the American Flag at our Mustang Football games.
   
      C. First United Methodist Church of Rowley
      We would like to thank the First United Methodist Church of Rowley for donating hats, mittens, and gloves for the students West Elementary.

3. LIVE THE MUSTANG WAY EMPLOYEE RECOGNITION
   A. Successful is the person who gives his/her best always. We would like to recognize the following employees for Living the Mustang Way:
      1. Brook Carey: going above and beyond in leading the After School Intervention Program at the JSH, both students and staff benefit from how much heart she puts into the program
      2. Christine Juhl: showing kindness by going out of her way to help a student at the JSH obtain clothing and other personal items
      3. Lonnie Hammond: taking time to arrange to have a guest speaker come to the JSH so the students could have the opportunity to share this positive experience

Educating people to be life-long learners and respectful, responsible citizens.
4. **Andria Anderson**: being warm and friendly to students, parents, and guests when they come to the JSH making it a better place because of the time and energy she puts into her job.

5. **Sherry Stevens**: being friendly and welcoming to all who enter the JSH and having a positive attitude and willingness to help out whenever she is needed.

6. **Rick Alber**: taking the time to connect and build a relationship with a student at the JSH and making a positive impact on his education.

7. **Becky West**: being kind and flexible and having a positive attitude that contributes to productive solutions in order to best meet student needs in the West Media Center.

8. **Cindy Michels**: being a caring, dedicated person who encourages students to participate in activities while playing with good sportsmanship and positive teamwork at East Elementary.

9. **Shirley Cocking, Linda Hanna, Joyce Prentice, Wendy Schoenfield, and Angie Williams**: being patient and friendly with students and making sure they get all their fruits and veggies in East’s cafeteria.

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

A. Approval of the minutes of the regular meeting on December 18, 2017, the work session on December 18, 2017, and the special meeting on January 8, 2018.

*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>
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<tbody>
<tr>
<td>1. 603.7 and 603.7R1</td>
<td>Teaching About Religion and Teaching About Religion Regulation - Religious Holidays</td>
</tr>
<tr>
<td>2. 603.8 and 603.8R1</td>
<td>Academic Freedom and Teaching Controversial Issues</td>
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<td>3. 603.9</td>
<td>Global Education</td>
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<td>4. 603.10</td>
<td>Citizenship</td>
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<td>5. 603.11*</td>
<td>Summer School Instruction</td>
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*I am seeking approval of the above policies’ second readings.*

**First Readings:**

<table>
<thead>
<tr>
<th>POLICY #</th>
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<tbody>
<tr>
<td>1. 603.5*</td>
<td>Physical Education</td>
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<tr>
<td>2. 604.1</td>
<td>Private Instruction</td>
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<td>3. 604.2</td>
<td>Individualized Instruction</td>
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<td>4. 604.3</td>
<td>International Study</td>
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<td>5. 604.4</td>
<td>Program For Talented and Gifted Students</td>
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<tr>
<td>6. 604.5</td>
<td>Program For At-Risk Students</td>
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<tr>
<td>7. 604.6</td>
<td>Religious-Based Exclusion From a School Program</td>
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*I am seeking approval of the above policies’ first readings.*
D. 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>Justin Putz</td>
<td>JH Boys Basketball Numbers Coach</td>
<td>$2,096</td>
<td>01/02/2018</td>
</tr>
</tbody>
</table>

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

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

Motion 4.E.

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. Junior-Senior High Class Proposals for 2018-2019
      2. Counseling Updates
      3. LAU Plan (English Language Learners) – Erin Burmeister

   Motion 4.E.

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

   Motion 4.E.

7. OLD BUSINESS
   A. Superintendent Search Update

Discussion
8. NEW BUSINESS
A. Junior-Senior High School Class Proposals for 2018-2019 Discussion
B. Junior-Senior High School Class Proposals for 2018-2019 Motion
C. Travel Request Form – January, March, and April, 2018 Brandon Drew to Motion 8.C.
   Blaine, New Ulm, and Champlin, MN
D. Hawkeye Community College Textbooks Discussion
E. Hawkeye Community College Textbooks Motion
F. Employee Severance Plans Discussion 8.F.
G. Employee Severance Plans Motion

9. ADJOURNMENT Motion

UPCOMING MEETINGS –
Monday, February 19th 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. - Central Office Board Room, Independence
Monday, May 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, June 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, July 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, August 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, September 17th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence