January 12, 2012

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, January 16, 2012 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. Lynda Fiester, First Presbyterian Church
   We would like to thank the Lynda Fiester and the First Presbyterian Church for their donation of hats, mittens and gloves to the students at East Elementary.

   B. Gina Trimble, Independence Rotary Club
   We would like to thank Gina Trimble and the Independence Rotary Club for donating I Can Read DVDs to all Kindergarten students at East Elementary.

3. CONSIDERATION OF ACTION ON CONSENT ITEMS
   A. Approval of the minutes of the regular meeting on December 19, 2011, the work session on December 19, 2011 and the work session on January 5, 2012.
   Motion 3.A. I am seeking approval of the minutes.

   B. Approval of Agenda
   Motion
   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>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’ second readings.

First Readings:

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>411.8* Classified Employee Probationary Status</td>
</tr>
<tr>
<td></td>
<td>(I am requesting the Board waive the second reading of this policy.)</td>
</tr>
<tr>
<td>2.</td>
<td>407.5 Licensed Employee Suspension</td>
</tr>
<tr>
<td>3.</td>
<td>407.6 Licensed Employee Reduction in Force</td>
</tr>
<tr>
<td>4.</td>
<td>408.1 Licensed Employee Professional Development</td>
</tr>
<tr>
<td>5.</td>
<td>408.2 Licensed Employee Publication or Creation of Materials</td>
</tr>
<tr>
<td>6.</td>
<td>408.3 Licensed Employee Tutoring</td>
</tr>
<tr>
<td>7.</td>
<td>409.1 Licensed Employee Vacation – Holidays – Personal Leave</td>
</tr>
<tr>
<td>8.</td>
<td>409.2 Licensed Employee Personal Illness Leave</td>
</tr>
<tr>
<td>9.</td>
<td>409.3, 409.3E1, 409.3E2, 409.3R1 &amp; 409.3R2 Licensed Employee Family and Medical Leave, Licensed Employee Family and Medical Leave Notice to Employees, Licensed Employee Family and Medical Leave Request Form, Licensed Employee Family and Medical Leave Regulation and Licensed Employee Family and Medical Leave Definitions</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>Nichole LaMarsh (Recall)</td>
<td>West Elem 5.75 hr Special Education Student Associate</td>
<td>East Elem 5.75 hr Special Education Student Associate</td>
<td>01/03/2012</td>
</tr>
<tr>
<td>Carol Smith (Recall)</td>
<td>East Elem 5.75 hr Special Education Student Associate</td>
<td>JSH 7.0 hr Regular Education Student Associate</td>
<td>01/03/2012</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>Beckie Andersen</td>
<td>East Elem 2.5 hr/day, 3 days/wk After School Assoc</td>
<td>$8.75/hr</td>
<td>02/06/2012</td>
</tr>
<tr>
<td>Susan Palmer</td>
<td>East Elem 2.5 hr/day, 3 days/wk After School Assoc</td>
<td>$8.75/hr</td>
<td>02/06/2012</td>
</tr>
<tr>
<td>Tami Corbin</td>
<td>East Elem 6.5 hr Special Education Associate</td>
<td>$8.75/hr</td>
<td>01/09/2012</td>
</tr>
<tr>
<td>Loren Pink</td>
<td>Jr High Boys Basketball Numbers Coach – 8th Grade</td>
<td>$2,034</td>
<td>01/06/2012</td>
</tr>
<tr>
<td>Sue Ann Raymond</td>
<td>East Elem After School Interventionist Teacher</td>
<td>$18.98/hr</td>
<td>02/06/2012</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>Stewart Bagley</td>
<td>West Elementary 8.0 hr Custodian</td>
<td>01/06/2012</td>
</tr>
<tr>
<td>Bill Duffy</td>
<td>Head Football Coach – Grades 9-12</td>
<td>01/09/2012</td>
</tr>
</tbody>
</table>

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

G. Termination of Contract – Classified Staff

_**I am seeking approval of the following termination pursuant to board policy 411.8 effective December 21, 2011:**_

- Cheryl Close, West Elementary 2.25 hr Dishwasher/Food Service Assistant

Roll Call Vote

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

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS
   A. Comments from the public
   B. Comments from the Board/Superintendent
   C. Presentations
      1. West Elementary – 4th Grade and 6th Grade
      2. Teacher, Parent and Student Surveys – Sandy Merritt

5. 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

6. OLD BUSINESS
   A. New Junior-Senior High School Facility

Motion

Motion 3.H.
7. NEW BUSINESS
   A. 2012-2013 School Calendar
   Discussion 7.A.

   B. Travel Request - Speech
   I am seeking approval for Dan Putz and the Speech Team to travel to
   Minneapolis, MN in March of 2012 for the Speech Field Trip. The team would
   Motion 7.B.

   C. Buchanan County Success Center Early Graduation Applicants
   I am seeking approval of the early graduates from the Buchanan County Success
   Center.
   Motion 7.C.

   D. Fusion Forward Contract
   I am seeking approval to enter into the contract with Fusion Forward.
   Motion 7.D.

   E. Waste Management Contract
   I am seeking approval to enter into the contract with Waste Management for the
   garbage pickup at the Bus Garage.
   Motion 7.E.

   F. Disney Destinations Agreement
   I am seeking approval to enter into the agreement with Disney Destinations as
   part of the 2012-2013 Band/Choir trip to Florida.
   Motion 7.F.

   G. Cooperative Agreement with Iowa State University
   I am seeking approval to enter into the agreement with Iowa State University to
   be a clinical placement site for students.
   Motion 7.G.

   H. Agreement with Grosh Scenic Rentals
   I am seeking approval to enter into the agreement with Grosh Scenic Rentals for
   the Spring Musical backdrops.
   Motion 7.H.

8. ADJOURNMENT
   Motion

EXEMPT SESSION
   Negotiations Strategy Session

UPCOMING MEETINGS –
Tuesday, January 17th Public Hearing 5:00 p.m. (2012-2013 School Calendar)/Special Session 5:15 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
Monday, June 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence