July 24, 2009

To: All School Board Members
From: Devin Embray, Superintendent

Voting Orders:
Dawnye Sturtz – DD #2 ‘11
Charlie McCardle – DD # 3 ‘11
John Christensen – DD # 3 ‘09
Kathryn Jensen – DD # 1 ‘11
K.C. Robb – At-Large ‘09

Re: Working agenda for the regular meeting and work session on **Monday, July 27, 2009 at 7:00 p.m.** at the **School Administration Office**, 1207 First Street West, Independence, Iowa

1. **PLEDGE OF ALLEGIANCE**

   A. Call to order

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

   A. Approval of minutes of the special session on June 30, 2009 and the work session on June 30, 2009.
      *I am seeking approval of the minutes.*

   B. Approval of agenda
      *I am seeking approval of the agenda.*

C. **TRANSFERS/REASSIGNMENTS**

   Motion 2.C.

<table>
<thead>
<tr>
<th>NAME</th>
<th>PREVIOUS ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Krista James</td>
<td>ECC/Central Office Assoc</td>
<td>Central Office Assoc/Receptionist</td>
<td>8/13/09</td>
</tr>
</tbody>
</table>

*I am seeking approval of the above transfer(s)/reassignment(s).*
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>Robert Espe</td>
<td>Assistant Jazz Band Coach</td>
<td>$2,810</td>
<td>11/2009</td>
</tr>
<tr>
<td>Kris Gruber</td>
<td>MS 7th Grade Boys Basketball Coach</td>
<td>$1,461</td>
<td>01/2010</td>
</tr>
<tr>
<td>Soniz Himlie</td>
<td>Four Year Old Preschool Teacher</td>
<td>$28,100</td>
<td>08/19/2009</td>
</tr>
<tr>
<td>Steve Kalous</td>
<td>High School Activities Director</td>
<td>$60,000</td>
<td>07/01/2009</td>
</tr>
<tr>
<td>Jenny Peters</td>
<td>Assistant Marching Band Coach</td>
<td>$1,967</td>
<td>08/01/2009</td>
</tr>
<tr>
<td>Pam Shannon</td>
<td>HS Cook &amp; Food Service Worker</td>
<td>$8.75/hour</td>
<td>08/21/2009</td>
</tr>
<tr>
<td>Jennifer Sornson</td>
<td>High School Principal</td>
<td>$78,000</td>
<td>07/01/2009</td>
</tr>
<tr>
<td>Larry VanLaningham</td>
<td>Special Education Assoc – Bus Garage</td>
<td>$8.75/hour</td>
<td>08/24/2009</td>
</tr>
</tbody>
</table>

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

E. Approval of Financial Reports

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

3. ANNOUNCEMENTS AND COMMUNICATIONS

A. Comments from public
B. Comments from Board
C. Presentations

4. OLD BUSINESS

A. Travel Request Form

*I am seeking approval for David Lang, Lisa Lang, Diane Yeager and the High School Band to travel to Indianapolis, IN November 13-15, 2009 for the Grand National Marching Band Championships. ALL costs associated with this trip are paid for by the student, including transportation.*

B. 2010 IASB Legislative Action Priorities

*It is time to narrow our choices down to the top five as agreed to by the board. Once it has been decided we will submit them to IASB for the upcoming delegate session in November.*

5. NEW BUSINESS

A. Fund-Raising Requests

<table>
<thead>
<tr>
<th>GROUP</th>
<th>DESCRIPTION OF EVENT</th>
<th>PURPOSE</th>
<th>START UP COSTS</th>
<th>TARGET AMOUNT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>High School</td>
<td>Assorted Cookies</td>
<td>Purchase football uniforms, pay for state wrestling expenses</td>
<td>$750</td>
<td></td>
<td>Fall 2009</td>
</tr>
<tr>
<td>Cheerleading</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Middle School</td>
<td>QSP Magazine Campaign</td>
<td>Purchase athletic uniforms, equipment, pay officials, field trips, assemblies, movie license, various prizes for student activities, etc.</td>
<td>$15,000</td>
<td>9/3/09-9/15/09</td>
<td></td>
</tr>
</tbody>
</table>

*I am seeking approval of the above fund-raising requests.*
B. Resolution Naming Depositories

C. Hawkeye Community College Sub-Lease
I am seeking approval to enter into a three year lease agreement with Hawkeye Community College for $3,500 per year for the space needed for our Alternative School. The money for this lease will come from At-Risk funding.

D. Playground Equipment Purchase Agreement
The City of Independence has been interested in the playground equipment that is no longer permissible for our Early Childhood Center. I had a purchase agreement drafted by our attorney for the City’s consideration. We would be selling the equipment to them for one dollar and they assume all responsibility and removal from our property. By the time the board approves this it will most likely be after the equipment has been removed. The City has already agreed to purchase the equipment for one dollar. The Early Childhood Center was awarded a grant for appropriate equipment to be installed at the same location as the current equipment sits on. It is my recommendation that we approve the contract.

E. Leave of Absence Request
We have an associate who has requested a leave of absence. We do not cover this type of leave in the handbook, but we do have sabbatical leave in the master contract. We do not have any precedence set here and it is due to terminal medical reasons of immediate family that the request is being made. While the person does not know what position they will be in, they are requesting one year off to tend to the needs of family and have the availability to come back to the district. I am recommending that we allow this leave. I will have any comments from our legal counsel available at the meeting.

F. Corrections to the Early Retirement Policies; Licensed and Classified
Due to tax complications for the employees and district we have been advised to rewrite our policies and remove the offering of Cash if we are offering Insurance or 403B options. The cash option threw all options into a taxing issue that would have penalized the employee’s option as well as added additional tax upon the district. Our new auditors made us aware of this issue and we had it checked out with two legal counsels. All employees that took an option will need to sign off on a consent form and verify their option. We had one employee take cash and they had to pick another option to make this work. I am asking that the board approve the First Reading and waive the Second Reading so we can move forward with this issue.

G. Moving Expense Stipend
I am seeking board approval to help with moving costs for Jennifer Sornson and Steve Kalous to be used prior to July 1st of 2010. Previous amounts approved have ranged from $1,500-$2,000.

H. Canvas of Votes from June 30, 2009
I am seeking board approval of the Public Measure B Independence School District Revenue Purpose Statement where the measure failed by one vote after a recount was completed.

Roll Call Vote
WORK SESSION

1. CALL TO ORDER

2. NEW LAND VISIONING PRESENTATION/MUSTANG FOUNDATION/TIMELINE FOR HIGH SCHOOL PROJECT Discussion

3. ADJOURNMENT Motion

UPCOMING MEETINGS –
Monday, August 17th Regular Meeting 7:00 p.m. - Independence
Monday, September 21st Regular Meeting 7:00 p.m. - Independence