May 20, 2010

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

Voting Orders:
Dawnye Sturtz – DD #2 ’11
Charlie McCordle – DD # 3 ’11
John Christensen – DD # 3 ’13
Kathryn Jensen – DD # 1 ’11
Stacy Henderson – At-Large ’13

Re: Working agenda for the public hearing and regular meeting on Monday, May 24, 2010
beginning at 7:00 p.m. at the Brandon Community Center, Brandon, Iowa

PUBLIC HEARING – 7:00 p.m.
1. PLEDGE OF ALLEGIANCE
   A. Call to order

2. PROPOSED AMENDMENT TO THE 2009-2010 CERTIFIED BUDGET
   Discussion

3. ADJOURNMENT
   Motion

REGULAR SESSION – 7:15 p.m.

1. CALL TO ORDER

2. FRIEND OF EDUCATION
   A. First Presbyterian Church
   We would like to recognize the First Presbyterian Church for donating to the
   Mentoring Program and for donating school supplies, sanitary supplies and
   nursing supplies to East Elementary.

   B. Mustang Foundation
   We would like to recognize the Mustang Foundation for their monetary donation
   to East Elementary for their trip to Heartland Acres this spring.

   C. Iowa School Board Recognition
   We would like to honor our current Board of Directors for their time, resources
   and energy in helping make our district the best it can be. Their dedicated
   service has not gone unnoticed. Please help me in recognizing their commitment
   to helping make our district a better place for students, parents, and staff.

Educating people to be life-long learners and respectful, responsible citizens.
3. SPOTLIGHT ON EDUCATION

A. Independence High School Jazz Band

We would like to recognize the Independence High School Jazz Band for finishing 3rd at the Iowa State Jazz Contest. Members include Lyndzi Roth, Mari Butler, Julia Grover, Christian Junker, Hannah Butler, Briana Jimmerson, Mercedes Johnson, Benjamin Crawford, Kevin Mills, Kayla Fleming, TJ Peters, Luke Crawford, Kyle Harms, Christopher Kurt, Peter Haverkamp, Regina Hoffman, Aaron Allen, Kasey Domer, Matt Leisinger and Jacob Toale. We would also like to recognize Mr. David Lang for sponsoring the students.

B. National Financial Literacy Challenge

We would like to recognize students from Mrs. Teresa Nennig’s Real Living and Personal Finance class who scored in the top 20% of the National Financial Literacy Challenge. Those students are: Tyler Beier, Zach Brimeyer, Logan Geater, Madi Gates, Derek Hahn, Cameron Hayward, Joshua Hunter, Dystany Johnson, Christian Junker, Amy Keierlieber, Jordan Kirkbride, Christopher Kurt, Matt Leisinger, Daggett Main, Andrew Niedert, Austin Pink, Lauren Rathbun, Dan Ryan and Amy Shannon. The average score of Independence students was 83%. The national average was 70%. Special congratulations to Joshua Hunter who had a perfect score! Special thanks to Mrs. Teresa Nennig for sponsoring these students.

C. Iowa Reading Association Creative Writing and Poetry Contest

We would like to recognize state winners from Independence Schools in the Iowa Reading Association Creative Writing and Poetry Contest.

Poetry Contest Winners Include:

- McKenna Kirchhoff, West Elementary 3rd Grade - 1st Place for “Our Beautiful World”. We would also like to recognize Mrs. Nancy Black as McKenna’s teacher.

- Stephanie McMillan, Middle School 8th Grade - 3rd Place for “Things areChanging”. We would also like to recognize Mrs. Jackie Berryhill as Stephanie’s teacher.

Creative Writing Contest Winners Include:

- Allyson Hearn, West Elementary 3rd Grade - 3rd Place for “Ginger, My Talking Dog”. We would also like to recognize Mrs. Chrissy Kimball as Allyson’s teacher.

- Grace Bertelli, West Elementary 5th Grade - 2nd Place for “The Hidden Stones”. We would also like to recognize Mrs. Lori Simon and Mrs. Megan Rawlins as Grace’s teachers.

- Zoe Harrison, Middle School 6th Grade - 2nd Place for “Charles’s Request”. We would also like to recognize Mrs. Sue Henkes as Zoe’s teacher.

D. Kelly Crossley

We would like to recognize Kelly Crossley for her hard work and dedication. Kelly has done an outstanding job getting the Farm to School Program up and running.
4. CONSIDERATION OF ACTION ON CONSENT ITEMS
   A. Approval of the minutes of the work session on April 19, 2010, the regular meeting on April 19, 2010, the special session on April 22, 2010, the special session on April 26, 2010, the special session on May 6, 2010 and the special session on May 13, 2010.
   I am seeking approval of the minutes.

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

   C. Transfers/Reassignments
   Motion 4.C.

<table>
<thead>
<tr>
<th>NAME</th>
<th>PREVIOUS ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Melissa Peyton</td>
<td>East 5.5 hr Sp Ed Student Assoc</td>
<td>East 7.0 hr Sp Ed Student Assoc</td>
<td>08/23/2010</td>
</tr>
<tr>
<td>Diane Shonka</td>
<td>MS 7.0 hr Sp Ed Student Assoc</td>
<td>East 7.0 hr Sp Ed Student Assoc</td>
<td>08/23/2010</td>
</tr>
<tr>
<td>Wanda Standridge</td>
<td>MS 6.5 hr Kitchen Manager</td>
<td>HS 5.5 hr Food Service Worker</td>
<td>08/20/2010</td>
</tr>
<tr>
<td>Jami Tekippe</td>
<td>Asst to Dir of Finance/Payroll</td>
<td>West Elem 8.0 hr Secretary</td>
<td>08/04/2010</td>
</tr>
</tbody>
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   I am seeking approval of the above transfer(s)/reassignment(s).

   D. New Hires (pending acceptable background checks)
   Motion 4.D.

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<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>SALARY</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Bill Duffy</td>
<td>High School Sp Education Teacher Strat I</td>
<td>BA+15 Step 8</td>
<td>08/19/2010</td>
</tr>
<tr>
<td>Bill Duffy</td>
<td>Head Football Coach – Grades 9-12</td>
<td>Cat. 9 Step 11</td>
<td>05/24/2010</td>
</tr>
<tr>
<td>Melissa Knight</td>
<td>BCSC and High School Guidance Counselor</td>
<td>BA+30 Step 0</td>
<td>08/12/2010</td>
</tr>
<tr>
<td>Mikka McRoberts</td>
<td>1.0 FTE Cheerleading Sponsor</td>
<td>Cat. 7 Step 0</td>
<td>05/25/2010</td>
</tr>
<tr>
<td>David VanGroll</td>
<td>West Elem Sp Education Teacher Strat II</td>
<td>BA Step 0</td>
<td>08/19/2010</td>
</tr>
</tbody>
</table>

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

   E. Resignations
   Motion 4.E.

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Pam Frisch</td>
<td>MS 7th Grade Volleyball Coach</td>
<td>05/10/2010</td>
</tr>
<tr>
<td>Stephanie Funke</td>
<td>High School Spanish Teacher</td>
<td>End of 2009-2010 School Year</td>
</tr>
<tr>
<td>Val Maximovich</td>
<td>4.0 hour Preschool Administrative Assistant</td>
<td>05/14/2010</td>
</tr>
</tbody>
</table>

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

   F. Approval of Financial Reports
   Motion 4.F.
   1. Approval of Bills – Director Sturtz will have reviewed the bills
   2. Vendor Report
   3. Board Report

5. ANNOUNCEMENTS AND COMMUNICATIONS
   A. Comments from public
   B. Comments from Board
   C. Presentations
   1. District Data Report – ITBS/ITED, MAP
   2. Department of Education Site Visit Exit Report
6. REPORTS
   A. Building Administrator Reports
      1. High School
      2. Middle School
      3. West Elementary
      4. East Elementary/Early Childhood Center

   B. Activities Director Report

   C. School Improvement/Curriculum Director’s Report

   D. Technology Report

   E. Food Service Report

   F. Transportation/Building & Grounds Report

7. NEW BUSINESS
   A. Appoint new Board Secretary/Treasurer
      I am recommending Lynnette Engel be appointed Board Secretary/Treasurer. The oath of office will be administered to the new Board Secretary/Treasurer.

   B. Proposed Amendment to the 2009-2010 Certified Budget
      We need to increase our certified budget in the areas of Instruction due to unexpected grants and increased salaries, Support Services due to increases in technology and other support services, Non Instruction (Nutrition) due to increased food prices and Total Other Expenditures due to FY11 Projects now slated for FY10.

      Roll Call Vote

   C. Fund Raising Request
      I am seeking approval of the following fund raising request(s).

<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>HS Baseball</td>
<td>Race Track Cleanup</td>
<td>Purchase bats for upcoming season</td>
<td>$500</td>
<td></td>
<td>Race Season</td>
</tr>
</tbody>
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D. Home School Assistance Program Handbook for 2010-2011
   I am seeking approval of the Home School Assistance Program Handbook for 2010-2011.

E. Staff Handbooks for 2010-2011
   I am seeking approval of the 2010-2011 Staff Handbooks.

F. Affirmative Action Plan
   I am seeking approval of our affirmative action plan. We have placed goals in the area of hiring. All districts are to have a plan in place. Jennifer Sornson is the equity coordinator for our district as it was recommended from the state that the superintendent not be the coordinator due to the possibility of appeals.
G. Transportation Director Sharing Agreement with Jesup Schools
I would like to engage in discussions with the board on the possibility of sharing of Transportation Director with Jesup. Superintendent Marting from Jesup and I along with Mike Donnelly have met to discuss what the framework would look like and we are all pretty pleased with how this could possibly look for both districts. We would be handling Jesup's transportation needs in the following areas understanding that details within each one are yet to be ironed out. Setting up Routes, scheduling activities, hiring of bus drivers, inspections, stop classes, trainings, etc. The split would be in the range of 70-30 and 60-40. The incentives from the state also make this an appealing effort. Independence stands to gain approximately $395,750 total over the next three years. The incentive dollars were not extended from the state, so districts across Iowa only have three years to take advantage of this opportunity. I would like the board to take action on this item in June at the regular board meeting after receiving confirmation from the Jesup School District.

H. Curriculum Coordinating Council Membership Guidelines
The CCC would like to amend their membership guidelines to include a total of 8 parents and community members and 2 students. Current guidelines state 2 parent/community members; students are not included.

I. 2010 Independence High School Graduates
I am seeking approval of the 2010 Independence High School graduates upon their completion of the graduation requirements.

J. 2010 Buchanan County Success Center Graduates
I am seeking approval of the 2010 Buchanan County Success Center graduates upon their completion of the graduation requirements.

K. 2010-2011 Certified Negotiations Settlement
I am seeking Board approval for ITA District negotiations settlement at a 2.85% total package increase.

L. Updated Architect Contract
I am recommending the board approve an updated architect contract to include any future action on the high school project.

M. Soccer Complex/Long Range Vision Plan
A board member has requested this be on the agenda to update the board on the recent developments in obtaining a soccer complex on the new land. This will affect the long range vision plan.

8. ADJOURNMENT

EXEMPT SESSION
Negotiations Strategy

UPCOMING MEETINGS –
Monday, June 21st Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, July 19th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, August 16th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence
Monday, September 20th Regular Meeting 7:00 p.m. - Central Office Board Room, Independence