

**Independence Community School Board**  
**Public Meeting**  
**February 20, 2019**

A public meeting was held at 4:15 pm on February 20, 2019 in the Administration Building, 1207 1<sup>st</sup> St West, Independence, Iowa.

Supt. Reiter reviewed the changes with Chapter 20 as that creates new rules for negotiation.

The Independence Community School Board proposes

- To delete all excluded subjects of bargaining, and also some of the permissive subjects that would be moved to either Board policies, work rules and/or employee handbooks.
- No change in Base Wages
- Duration of one year

Full disclosure of the proposal may be reviewed in the Administration Office.

Russell Reiter  
Superintendent

Laura Morine  
Director of Finance/School Board Secretary