April 11, 2019

To: All School Board Members
From: Russell Reiter, Superintendent

Re: Working agenda for the regular meeting on Monday, April 15, 2019 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. APPROVAL OF AGENDA

3. CONSIDERATION OF ACTION ON CONSENT ITEMS
   A. Approval of the minutes of the regular meeting on March 18, 2019, the three public hearings on March 25, 2019, and the special meeting on March 25, 2019.

"Educating people to be life-long learners and respectful, responsible citizens"
### B. Approval of Board Policies (*changes noted)

#### Second Readings:

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>2. 506.2, 506.2E1, and 506.2R1</td>
<td>Student Directory Information, Authorization for Releasing Student Directory Information, and Use of Directory Information</td>
</tr>
<tr>
<td>3. 506.3</td>
<td>Student Photographs</td>
</tr>
<tr>
<td>4. 506.4 and 506.4R1</td>
<td>Student Library Circulation Records and Request for Access to Student Library Circulation Records</td>
</tr>
<tr>
<td>5. 507.1</td>
<td>Student Health and Immunization Certificates</td>
</tr>
<tr>
<td>6. 507.2, 507.2E1, 507.2E2*</td>
<td>Administration of Medication to Students, Authorization-Asthma or Other Airway Constricting Disease Medication or Epinephrine Auto-Injector Self-Administration Consent Form, and Parental Authorization and Release Form for the Administration of Medication to Students</td>
</tr>
<tr>
<td>7. 507.3, 507.3E1*, and 507.3E2*</td>
<td>Communicable Diseases – Students, Communicable Disease Chart, and Reportable Infectious Diseases</td>
</tr>
<tr>
<td>8. 507.4</td>
<td>Student Illness or Injury at School</td>
</tr>
<tr>
<td>9. 507.5</td>
<td>Emergency Plans and Drills</td>
</tr>
<tr>
<td>10. 507.6</td>
<td>Student Insurance</td>
</tr>
<tr>
<td>11. 507.7</td>
<td>Custody and Parental Rights</td>
</tr>
<tr>
<td>12. 507.8 and 507.8R1</td>
<td>Student Special Health Services and Special Health Services Regulation</td>
</tr>
<tr>
<td>13. 704.3*</td>
<td>Investments</td>
</tr>
</tbody>
</table>

#### First Readings:

<table>
<thead>
<tr>
<th>POLICY #</th>
<th>POLICY NAME</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. 508.1*</td>
<td>Class or Student Group Gifts</td>
</tr>
<tr>
<td>2. 508.2</td>
<td>Open Night</td>
</tr>
<tr>
<td>3. 508.3</td>
<td>Student Telephone Calls</td>
</tr>
<tr>
<td>4. 508.4</td>
<td>Supervision After School Events</td>
</tr>
<tr>
<td>5. 107 (New)</td>
<td>Assistance Animals</td>
</tr>
<tr>
<td>6. 204*</td>
<td>Code of Ethics</td>
</tr>
<tr>
<td>7. 303.2*</td>
<td>Superintendent Contract and Contract Nonrenewal</td>
</tr>
<tr>
<td>8. 304.3*</td>
<td>Administrator Contract and Contract Nonrenewal</td>
</tr>
<tr>
<td>9. 804.2 (Rescinded and New) and 804.6 (Rescinded)</td>
<td>Warning System &amp; Emergency Plans (rescinded), District Emergency Operations Plans (new), and Bomb Threats (rescinded)</td>
</tr>
<tr>
<td>10. 400*</td>
<td>Role of and Guiding Principles for Employees</td>
</tr>
<tr>
<td>11. 401.5* and 401.5E1 (New Exhibit)</td>
<td>Employee Complaints and Employee Complaint Form (new)</td>
</tr>
<tr>
<td>12. 401.11 (New)</td>
<td>Limitations to Employment References</td>
</tr>
<tr>
<td>13. 402.2* and 402.2R1</td>
<td>Child Abuse Reporting and Child Abuse Reporting Regulation</td>
</tr>
<tr>
<td>14. 403.1*</td>
<td>Employee Physical Examinations</td>
</tr>
<tr>
<td>15. 405.2*</td>
<td>Licensed Employee Qualifications, Recruitment, Selection</td>
</tr>
<tr>
<td>16. 405.4*</td>
<td>Licensed Employee Continuing Contracts</td>
</tr>
<tr>
<td>POLICY #</td>
<td>POLICY NAME</td>
</tr>
<tr>
<td>----------</td>
<td>-----------------------------------</td>
</tr>
<tr>
<td>17. 405.5*</td>
<td>Licensed Employee Work Day</td>
</tr>
<tr>
<td>18. 405.6*</td>
<td>Licensed Employee Assignment</td>
</tr>
<tr>
<td>19. 405.7*</td>
<td>Licensed Employee Transfers</td>
</tr>
<tr>
<td>20. 405.8*</td>
<td>Licensed Employee Evaluation</td>
</tr>
<tr>
<td>21. 405.9*</td>
<td>Licensed Employee Probationary Status</td>
</tr>
</tbody>
</table>

C. Approval of Resignations

<table>
<thead>
<tr>
<th>NAME</th>
<th>ASSIGNMENT</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Michelle Bartz</td>
<td>East Elem 6.5 hr Sp Ed Para</td>
<td>04/08/2019</td>
</tr>
<tr>
<td>Jill Bigler</td>
<td>Bus Garage 3.5 hr Bus Driver</td>
<td>04/01/2019</td>
</tr>
<tr>
<td>Don Butler</td>
<td>Bus Garage 4.25 hr Bus Driver</td>
<td>05/15/2019</td>
</tr>
<tr>
<td>Liola Ciesielski</td>
<td>ECC 8.0 hr Secretary</td>
<td>06/14/2019</td>
</tr>
<tr>
<td>Leon Vick</td>
<td>Bus Garage 4.25 hr Bus Driver</td>
<td>End of 2018-2019 School Year</td>
</tr>
</tbody>
</table>

D. Approval of Transfers/Reassignments

<table>
<thead>
<tr>
<th>NAME</th>
<th>PREVIOUS ASSIGNMENT</th>
<th>NEW ASSIGNMENT</th>
<th>SALARY</th>
<th>DATE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hannah Burns</td>
<td>JSH 1.0 FTE Math Teacher</td>
<td>JSH .5 FTE Math Teacher and JSH .5 FTE Science Teacher</td>
<td>2019-2020 Salary School Year</td>
<td></td>
</tr>
<tr>
<td>Joel Dinger</td>
<td>JSH 1.0 FTE Social Studies Teacher</td>
<td>JSH .5 FTE Eng/Lang Arts &amp; Social Studies Focus Instructional Coach and JSH .5 FTE Social Studies Teacher</td>
<td>2019-2020 Salary + $7,500 Stipend</td>
<td></td>
</tr>
<tr>
<td>Michael Doyle</td>
<td>JSH 1.0 FTE Instructional Coach</td>
<td>JSH .5 FTE Math &amp; Science Focus Instructional Coach and JSH .5 FTE Math Teacher</td>
<td>2019-2020 Salary + $7,500 Stipend</td>
<td></td>
</tr>
<tr>
<td>Lori Kurt</td>
<td>PK-12 1.0 FTE Special Ed Instructional Coach</td>
<td>ECC, East &amp; West Elem .5 FTE PK-6 Special Ed Instructional Coach and East Elem .5 FTE Special Ed Teacher</td>
<td>2019-2020 Salary + $7,500 Stipend</td>
<td></td>
</tr>
<tr>
<td>Christie Litterer</td>
<td>East Elem 1.0 FTE Professional School Counselor</td>
<td>East Elem .75 FTE Professional School Counselor</td>
<td>2019-2020 Salary</td>
<td></td>
</tr>
<tr>
<td>Megan Rawlins</td>
<td>JSH 1.0 FTE Extended Learning Program (ELP) Teacher</td>
<td>JSH .5 FTE Extended Learning Program (ELP) Teacher and JSH .5 FTE PE/Health Teacher</td>
<td>2019-2020 Salary</td>
<td></td>
</tr>
<tr>
<td>Erin Rosburg</td>
<td>JSH 1.0 FTE JH Special Ed Teacher</td>
<td>JSH .5 FTE 7-12 Special Ed Instructional Coach and JSH .5 FTE JH Special Ed Teacher</td>
<td>2019-2020 Salary + $7,500 Stipend</td>
<td></td>
</tr>
<tr>
<td>Rebecca Uchtytil</td>
<td>East Elem .5 FTE Special Ed Teacher and .5 FTE District Wide At-Risk Instructor</td>
<td>East Elem 1.0 FTE Special Ed Strat II Teacher</td>
<td>2019-2020 Salary</td>
<td></td>
</tr>
</tbody>
</table>

E. Approval of 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>Jenna Cooksley</td>
<td>JSH Spanish Teacher</td>
<td>BA Step 2 ?</td>
<td>08/19/2019</td>
</tr>
</tbody>
</table>
F. Approval of Financial Reports
   1. Bills – Director Hansen will have reviewed the bills
   2. Vendor Report
   3. Board Report
   4. Budget Report

4. 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. Destination Imagination – Brandon Drew, West Elementary Professional School Counselor

5. 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

6. OLD BUSINESS
   A. Junior-Senior High School Scheduling Update

7. NEW BUSINESS
   A. Consider Approval of the Termination of Contract(s) – Certified Staff
      • Victoria Reinkoester, .5 FTE ECC PK4 Academic Interventionist
      • Melissa Hauschild, 1.0 FTE East Elementary Special Education Teacher

   Roll Call Vote

   B. Consider Approval of the Charter Contract with Tri-State Travel for Charter No. 116868 for the November 2019 Band Trip to Indianapolis, IN
C. Consider Approval of the Travel Request Form for May 2019 – Destination Imagination Global Finals Competition in Kansas City, MO

D. Consider Approval of the AEA Purchasing Agreement for 2019-2020

E. Consider Approval of the School and Meal Rates for 2019-2020

F. Consider Approval of the Independence Community School District Graduate Candidates for 2019

G. Consider Approval of the 2019-2024 Independence Educational Support Personnel (IESP) Master Contract

H. Discussion of Bus Internet with Kajeet Inc.

8. ADJOURNMENT

UPCOMING MEETINGS –
Monday, May 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, June 17th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, July 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, August 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, September 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, October 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence
Monday, November 18th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence