

**Independence Community School Board Meeting  
Regular Meeting  
June 17, 2019**

The regular meeting of the Independence Community School Board was called to order at 6:00 pm by Vice Chair Kim Hansen at the Administrative Office, Independence, IA. Members attending in person: Kim Hansen, Brian Eddy, Jennifer Sornson, Gina Trimble, Superintendent Russell Reiter and Board Secretary Laura Morine. Attending telephonically: Eric Smith. Pledge of Allegiance was recited.

**APPROVAL OF AGENDA** – Trimble moved to approve the agenda, Sornson second. Motion carried 5-0.

**CONSIDERATION OF ACTION ON CONSENT ITEMS** – Eddy moved to approve A-E on the consent items with changes to policy #408.1,409.1, 414.6 and 706.1 to leave in the reference to master contract and on policy #406.3 remove the reference to salary schedule. Sornson second, motion carried 5-0.

A. Approval of the minutes of the regular meeting on May 20, 2019 and the special meeting on May 29, 2019.

B. Approval of Board Policies (\*changes noted)

**Second Readings:**

	POLICY #	POLICY NAME
1.	406.1*	Licensed Employee Compensation
2.	406.2*	Licensed Employee Compensation Advancement
3.	406.3*	Licensed Employee Continued Education Credit
4.	406.4*	Licensed Employee Compensation for Extra Duty
5.	406.5*	Licensed Employee Group Insurance Benefits
6.	406.6* and 406.6E1 (Deleted)	Licensed Employee Tax Shelter Programs and Letter to Collective Bargaining Representative (deleted)
7.	407.6*	Licensed Employee Reduction in Force
8.	408.1*	Licensed Employee Professional Development
9.	409.1*	Licensed Employee Vacation – Holidays – Personal Leave
10.	409.2*	Licensed Employee Personal Illness Leave
11.	409.3*, 409.3E1*, 409.3E2 (Delete), 409.3R1 (Delete), and 409.3R2 (Delete)	Licensed Employee Family and Medical Leave, Licensed Employee Family and Medical Leave Notice to Employees, Licensed Employee Family and Medical Leave Request Form (deleted), Licensed Employee Family and Medical Leave Regulation (deleted), and Licensed Employee Family and Medical Leave Definitions (deleted)
12.	409.4 (New)	Licensed Employee Bereavement Leave
13.	410.1*	Substitute Teachers
14.	411.1*	Classified Employee Defined
15.	411.3*	Classified Employee Letters of Assignment
16.	411.4*	Classified Employee Licensing/Certification
17.	411.6*	Classified Employee Transfers
18.	411.7*	Classified Employee Evaluation

19.	412.1	Classified Employee Compensation
20.	412.2*	Classified Employee Wage and Overtime Compensation
21.	412.3*	Classified Employee Group Insurance Benefits
22.	412.4*	Classified Employee Tax Shelter Programs
23.	413.6*	Classified Employee Reduction in Force
24.	414.1*	Classified Employee Vacations – Holidays – Personal Leave
25.	414.2	Classified Employee Personal Illness Leave
26.	414.3*, 414.3E1*, 414.3E2 (Delete), 414.3R1 (Delete), and 414.3R2 (Delete)	Classified Employee Family and Medical Leave, Classified Employee Family and Medical Leave Notice to Employees, Classified Employee Family and Medical Leave Request Form (delete), Classified Employee Family and Medical Leave Regulation (delete), and Classified Employee Family and Medical Leave Definitions (delete)
27.	414.4*	Classified Employee Bereavement Leave
28.	414.6*	Classified Employee Jury Duty Leave
29.	415*	Classified Employee Substitutes
30.	700*	Purpose of Non-Instructional and Business Services
31.	706.1*	Payroll Periods
32.	706.2*	Payroll Deductions
33.	712 and 712R1 (New)	Technology and Data Security and Security Requirements of Third-Party Vendors Regulation
34.	400.1 (New)	Employee Procedures and Benefits Manual

**First Readings:**

	POLICY #	POLICY NAME
1.	200.2* and 200.2R1*	Organization of the Board of Directors and Organizational Meeting Procedures
2.	206.3*	Secretary-Treasurer
3.	214.2*	Order of the Regular Board of Directors' Meeting
4.	214.3*	Consent Agendas
5.	216*	Public Hearings
6.	217.4*	Board of Directors and Area Education Agency
7.	504.6* and 504.6E1 (Delete)	Student Fund Raising and Fund Raising Request Form (delete)
8.	505.9* and 505.9R1 (New Regulation)	Parent and Family Engagement and Parent and Family Engagement Building-Level Regulation
9.	507.9 and 507.9R1	Wellness Policy and Wellness Regulation
10.	602.1* and 602.1R1*	Curriculum Development

**C. Approval of Resignations**

NAME	ASSIGNMENT	DATE
Tara Anderson	East Elem 2nd Grade Teacher	End of 2018-2019 School Year
Jayne Beyer	JSH .6 FTE Work Experience Coordinator	End of 2018-2019 School Year
Judi Ladeburg	West Elem 7.25 hr Special Ed Para	End of 2018-2019 School Year

**D. Approval of Transfers/Reassignments**

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Mark Geertsma	Assist Boys Basketball Coach	Assist Girls Basketball Coach	\$3,694	11/18/2019
Briana Miller	JSH Special Ed Teacher	East Elem 2nd Grade Teacher	\$40,472	08/20/2019

E. Approval of New Hires (*pending acceptable background checks*)

NAME	ASSIGNMENT	SALARY	DATE
Andria Anderson	.5 FTE Student Council/Prom Advisor	\$1,604	08/26/2019
Aja Baskerville	East Elem Vocal Music Teacher	\$39,198	08/19/2019
Aja Baskerville	JSH Assist Vocal Director	\$2,224	08/19/2019
Robert Gates	Bus Garage 4.25 hr Bus Driver	\$17.55/hr	08/26/2019
Lisa Preuss	.5 FTE Student Council/Prom Advisor	\$1,604	08/26/2019
Sarah Quist	JSH Reading/Language Arts Teacher	\$39,198	08/19/2019

F. Approval of Financial Reports – Sornson moved to approve the financial reports. Trimble second, motion carried 4-0 with Eddy abstaining.

1. Bills – Director Eddy reviewed the bills
2. Vendor Report
3. Board Report
4. Budget Report

**ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS**

A. Comments from the Public. No comments from the public.

B. Comments from the Board/Superintendent – Smith had read an article that teacher, Christa McAuliffe was going to be honored with a commemorative coin and the proceeds would benefit STEM education. Hansen reported that Camp Creamery just finished a great week. Supt. Reiter indicated that the rental agreement for the Buchanan County Success Center will expire the end of September and a new Request for Proposal will be published. Reiter listened to a Salary Compensation Model webinar and will have some information for the Compensation Committee. He has met with the local partners on the Emergency Management Plan. The plan is in pretty good shape. The Administration team will meet on Tuesday morning to discuss the attendance and to create consistency between the buildings. The At-Risk budget has been reviewed and it looks like there is funding to hire a reading interventionist for the next couple of years. Supt. Reiter has a meeting with the hospital to see if there may be opportunities of sharing a nurse. The trail along First Street will start on Tuesday, construction will begin on the west edge of the project.

C. Presentations

1. End of Year Volunteer and Mentor Program Report – Val Maximovich
2. Attendance and Discipline Presentation - Building Administrators

**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

## **OLD BUSINESS**

A. Junior-Senior High School Scheduling Update – 80 to 85% of the students have their schedules however administration is still working on the schedules.

## **NEW BUSINESS**

A. Consider Approval of the Annual Insurance Proposal – Rusty Donnelly gave an overview of next year's insurance coverage and premium. Eddy commented that he appreciates that we stay local with our insurance agents. Eddy moved to approve the insurance proposal. Trimble second, motion carried 5-0.

B. Consider Approval of the Charter Contract with Tri-State Travel for Charter No. 116869 for the October 2019 Band Trip to West Des Moines, IA – Trimble moved to approve the charter contract for the West Des Moines band trip. Eddy second, motion carried 5-0.

C. Consider Approval of the Service Level Agreement with Professional Software for Nurses, Inc. – Sornson moved to approve the nurse's software agreement. Eddy second, motion carried 5-0.

D. Consider Renewal of the Letter of Continuation of the Iowa Department of Human Services Buchanan County Juvenile Court School Coach Contract #JUV-18-LS-1-001 for 2019-2020 – Trimble moved to accept the letter of continuation, Sornson second, motion carried 5-0.

E. Consider Approval of the Event Rental Agreement with Henderson Event Center, LLC – Winter Dance 2020 – Sornson moved to approve the Winter Dance rental agreement. Trimble second, motion carried 5-0.

F. Consider Approval of the Event Rental Agreement with Henderson Event Center, LLC – Prom 2020 – Trimble moved to approve the Prom rental agreement, Sornson second, motion carried 5-0.

G. Consider Approval of the Memorandum of Agreement between Independence Community School District and Junior Achievement of Eastern Iowa for the 2019-2020 School Year – Sornson moved to approve the Jr. Achievement agreement. Eddy second. Administration indicated that Jr. Achievement did a good job but didn't know if it was worth the money. Motion failed 1-4. Smith voted 'aye', Eddy, Hansen, Sornson and Trimble voted 'nay'.

H. Consider Approval of the PowerSchool Access Agreement with Grant Wood Area Education Agency for 2019-2020 – Motion by Sornson to approve the Grant Wood AEA PowerSchool agreement, second by Trimble, motion carried 5-0.

I. Memorandum of Agreement for Nursing Clinical Experience between Allen College and Independence Community School District through June 1, 2022 – Eddy moved to approve the agreement with Allen College. Sornson second, motion carried 5-0.

J. Consider Approval of the Tri-County Contracted Services Renewal Agreement for 2019-2020 – Eddy moved to approve the Tri-County Headstart contract. Trimble second. It was clarified that all students attending our district are eligible for Headstart funding. Motion carried 5-0.

K. Consider Approval of the Statewide 4 Year Old Voluntary Preschool Contract with Independence Community School District and Kidsville for 2019-2020. Eddy moved to approve the Kidsville preschool contract. Trimble second, motion carried 5-0.

L. Consider Approval of the Statewide 4 Year Old Voluntary Preschool Contract with Independence Community School District and St. John's for 2019-2020 – Sornson moved to approve the St. John's preschool contract. Trimble second, motion carried 5-0.

M. Consider Approval of the Statewide 4 Year Old Voluntary Preschool Contract with Independence Community School District and Wee Care for 2019-2020 – Eddy moved to approve the Wee Care preschool contract. Trimble second, motion carried 5-0.

N. Consider Approval of the Statewide 4 Year Old Voluntary Preschool Contract with Independence Community School District and Moser's for 2019-2020 – Sornson moved to approve the Moser preschool contract. Trimble second, motion carried 5-0.

O. Consider Approval of the Transportation Sharing Agreement with Jesup Community School District for 2019-2020 – Sornson moved to approve the Transportation Sharing Agreement with Jesup CSD. Eddy second, motion carried 5-0.

P. Consider Approval of the Human Resources Sharing Agreement with East Buchanan Community School District for 2019-2020 – Trimble moved to approve the Human Resources Sharing Agreement with East Buchanan CSD. Sornson second, motion carried 5-0.

Q. Consider Approval of the Maintenance Sharing Agreement with East Buchanan Community School District for 2019-2020 – Eddy moved to approve the Maintenance Sharing Agreement with East Buchanan CSD. Trimble second, motion carried 5-0.

R. Consider Approval of the Food Service Sharing Agreement with East Buchanan Community School District for 2019-2020 – Sornson moved to approve the Food Service Sharing Agreement with East Buchanan CSD. Trimble second, motion carried 5-0.

S. IASB Legislative Priorities – Each board member will review the priorities and send their top priorities to Secretary Morine by July 8<sup>th</sup>.

**ADJOURNMENT** – Eddy moved to adjourn, second by Smith. Meeting adjourned at 8:45 pm with a 5-0 vote.

---

Kim Hansen, Vice Chair

---

Laura Morine, Board Secretary