



Independence Community School District

1207 1st Street West
Independence, Iowa 50644

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Russell Reiter, Superintendent

Erin Burmeister, Director of School Improvement

Lori Flaherty, Human Resources Director

Laura J. Morine, Director of Finance/Board Secretary

Stephen Noyes, Director of Technology

August 14, 2020

To: All School Board Members

Jennifer Sornson – DD #3 ‘21

Gina Trimble – At Large ‘21

From: Russell Reiter, Superintendent

Matt O’Loughlin – DD #1 ‘23

Kim Hansen – DD #3 ‘23

Eric B. Smith – DD #2 ‘23

Re: Working agenda for the regular meeting on **Monday, August 17, 2020** 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 regular meeting on July 20, 2020 and the special meeting on July 29, 2020.
 - B. Approval of Board Policies (*changes noted)

First Readings:

	POLICY #	POLICY NAME
1.	103, 103.E1*, 103.E2, 103.E3, 103.E4, 103.E5, 103.E6, and 103.R1	Equal Educational Opportunity, Annual Notice of Nondiscrimination, Continuous Notice of Nondiscrimination, Section 504 Student and Parental Rights, Complaint Form, Witness Disclosure Form, Disposition of Complaint Form, and Grievance Procedure
2.	106 (rewrite), 106.E1, 106.E2, 106.E3, 106.R1 (rewrite),	Anti-Bullying/Anti-Harassment Policy, Complaint Form, Witness Disclosure Form, Disposition of Complaint Form, Anti-Bullying/Anti-Harassment Investigation Procedures
3.	108 (new)	Discrimination and Harassment Based on Sex Prohibited
4.	302.4*	Administration and Area Education Agency

	POLICY #	POLICY NAME
5.	303.7*	Superintendent Civic Activities
6.	304.1*	Administrative Positions
7.	304.8*	Administrator Civic Activities
8.	401.2*	Equal Employment Opportunity
9.	402.2*	Child Abuse Reporting
10.	403.7*, 403.7E1*, 403.7E2, 403.7E3, 403.7E4, 403.7E5, 403.7E6 (new), and 403.7R1	Drug and Alcohol Testing Program, Drug and Alcohol Testing Program Notice to Employees, Certification from Current Employer Participating in Drug and Alcohol Program, Certification of Previous Employers Requiring Commercial Driver's License Consent to Release Information to Independence Community School District, Drug and Alcohol Testing Program Acknowledgement Form, Drug and Alcohol Reasonable Suspicion Observation Form, Drug and Alcohol Program and Pre-Employment Testing Written Consent to Share Information, and Drug and Alcohol Testing Program
11.	409.1*	Employee Vacation – Holidays
12.	409.2 (rewrite), 409.2E1 (new), 409.2E2 (new)	Employee Leave of Absence and Emergency Paid Sick Leave Request Form Under the Families First Coronavirus Response Act (FFCRA), and Expanded Family and Medical Leave Request Form Under the Families First Coronavirus Response Act (FFCRA),
13.	409.3* and 409.3E1*	Employee Family and Medical Leave and Leave Notice to Employees
14.	409.4 (rescinded)	Licensed Employee Bereavement Leave
15.	409.5 (rescinded)	Licensed Employee Political Leave
16.	409.6 (rescinded)	Licensed Employee Jury Duty Leave
17.	409.7 (rescinded)	Licensed Employee Military Service Leave
18.	414.1 (rescinded)	Classified Employee Vacations – Holidays – Personal Leave
19.	414.2 (rescinded)	Classified Personal Illness Leave
20.	414.3 and 414.3E1 (rescinded)	Classified Employee Family and Medical Leave and Classified Employee Family and Medical leave Notice to Employees
21.	414.4 (rescinded)	Classified Employee Bereavement Leave
22.	414.5 (rescinded)	Classified Employee Political Leave
23.	414.6 (rescinded)	Classified Employee Jury Duty Leave
24.	414.7 (rescinded)	Classified Employee Military Service Leave

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Tracy Curtis	JSH Math Teacher	08/10/2020
Brenda Good	Bus Garage 4.0 hr Bus Driver	08/05/2020
Karlie Niedert	Assistant Volleyball Coach	08/12/2020
Bryce Rigdon	Assistant Boys Basketball Coach	07/27/2020
Bryce Rigdon	Assistant Baseball Coach	07/27/2020

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Leah Zweigle	West Elem 3.0 hr Dishwasher	JSH 5.5 hr Cook/FS Worker	\$10.60/hr	08/24/2020

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

NAME	ASSIGNMENT	SALARY	DATE
Aaron Atwood-Blaine	JSH Math Teacher	\$61,731*	08/17/2020
Lori Bowers	District Wide Interventionist/Title I Curriculum Leader	\$4,500	08/2020
Emma Flaucher	West Elem 3.0 hr Dishwasher/Food Service Worker	\$10.30/hr	08/24/2020
Kate Grover	East Elem 2nd Grade Teacher	\$46,100*	08/17/2020
Alyssa Hawkins	Assistant Volleyball Coach	\$2,668	08/17/2020
Dana Mikel	West Elem Google Classroom Initiative Leader	\$1,500	08/2020
Kelly Mitchell	East Elem Seesaw Initiative Leader	\$1,500	08/2020
Megan Rawlins	JH Volleyball Coach	\$2,309	08/10/2020
Jessica Willman	East Elem Mentor Teacher – 2nd Grade	\$2,000	08/2020

*One extended contract day.

F. Approval of Financial Reports

1. Bills – Director Smith will have reviewed the bills
2. 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. HSR Associates Inc.

5. REPORTS

A. Building Administrator Reports

1. Junior-Senior High School Principal and Junior-Senior High School Assistant Principal
2. West Elementary Principal and 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. Return to Learn Plan Update

B. Return to School Update

C. Consider Approval of the Beverage Agreement with Pepsi Beverages Company through 07/20/2023

7. NEW BUSINESS

A. Consider Approval of the Lease Agreement between Independence Community School District and Hawkeye Community College through June 30, 2021

B. Consider Approval for a Catastrophic Student Accident Insurance Plan with Great American Insurance Group through August 1, 2021

C. Consider Approval of Amending the Dress Code and Grooming Language in the 2020-2021 Employee Procedures and Benefits Manual

8. ADJOURNMENT

UPCOMING MEETINGS –

Monday, September 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, October 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, November 16th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence