

**Independence Community School Board Meeting
Regular Meeting
August 17, 2020**

A regular meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chairman Eric Smith at the Administration Building, Independence, Iowa on August 17, 2020. Board Members present: Eric Smith, Kim Hansen, Matt O’Loughlin, Jennifer Sornson and Gina Trimble, Superintendent Russell Reiter and Board Secretary Laura Morine. Guests included the building administrators, directors and a newspaper representative. The Pledge of Allegiance was recited.

APPROVAL OF AGENDA – Trimble moved to approve the agenda. Sornson second and motion carried 5-0.

CONSIDERATION OF ACTION ON CONSENT ITEMS – Hansen moved to approve the consent items. Sornson second and motion carried 5-0.

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
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

	POLICY #	POLICY NAME
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 reviewed the bills
2. Financial Reports

ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

- A. Comments from the Public - None
- B. Comments from the Board/Superintendent – Board members asked everyone to have patience, kindness and grace for all as we start the new school year. Superintendent Reiter reported that new teacher orientation was held today. All staff will have a welcome back Zoom meeting on Tuesday morning and students come back to school on August 24th. We are still waiting on the buses that were purchased with grant funds. Waiting on trim around the windows and blinds for the board room. There has been a delay in the technology installation due to the Derecho storm. There will be a work session on August 31st as Becker and Associates will discuss the partial self-funding plan with the Board.
- C. Presentations
 - 1. HSR Associates Inc. – Representatives from HSR Associates, Inc presented some drawings for the East and West Elementary projects and also had on hand samples of the flooring. HSR is about half way through completing the construction documents. Hope to let the bids out the middle of December 2020. Ground breaking for the West addition could start in the spring as soon as it thaws and completed for fall 2021 classes.

REPORTS

- A. Building Administrator Reports
 - 1. Junior-Senior High School Principal and Junior-Senior High School Assistant Principal – Principal Howard answered some board member questions regarding students coming back to school. Masks will be required in the hallway, additional lunch periods were added to the schedule along with purchasing additional lunch tables.
 - 2. West Elementary Principal and East Elementary/Early Childhood Center Principal
- B. District Director Reports
 - 1. Activities Director Report – Putz reported that a lot of schools in the WaMaC Conference had building damages from the Derecho storm and it delayed the AD’s meeting but it has now been scheduled. The fall parent meeting will be held virtually. The fall home Cross-Country meet will be held on campus rather than MHI this year.
 - 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. Return to Learn Plan Update – School Improvement Director Burmeister gave an update on the Return to Learn Plan. The plan is on the school’s website. The Wellness Screener within the plan should be used by the staff and parents.
- B. Return to School Update – Superintendent gave an update on Return to School. The positivity rate is reviewed daily and watching the trend. Masks will be required on all buses and the district will need to have meals available to the remote learners, however meal charges will apply.
- C. Consider Approval of the Beverage Agreement with Pepsi Beverages Company through 07/20/2023 – O’Loughlin moved to approve the Beverage Agreement with Pepsi Beverages Company through 7/20/23. Sornson second, motion carried 5-0.

NEW BUSINESS

- A. Consider Approval of the Lease Agreement between Independence Community School District and Hawkeye Community College through June 30, 2021. Trimble moved to approve the Lease Agreement between Independence Community School District and Hawkeye Community College through June 30, 2021. Hansen second, motion carried 5-0.

- B. Consider Approval for a Catastrophic Student Accident Insurance Plan with Great American Insurance Group through August 1, 2021. Trimble moved to approve the Catastrophic Student Accident Insurance Plan with Great American Insurance Group through August 1, 2021 Sornson second, motion carried 5-0.

- C. Consider Approval of Amending the Dress Code and Grooming Language in the 2020-2021 Employee Procedures and Benefits Manual. Sornson moved to Amend the Dress Code and Grooming Language in the 2020-2021 Employee Procedures and Benefits Manual. Hansen second, motion carried 5-0.

ADJOURNMENT- O'Loughlin moved to adjourn the meeting. Hansen second, motion carried. Meeting was adjourned at 8:50 pm.

Eric B. Smith, Chairperson

Laura Morine, Board Secretary