



Independence Community School District

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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

September 18, 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, September 21, 2020** beginning at **6:00 p.m.** at the **Jr/Sr High School Auditorium**, 700 20th Ave SW, 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 August 17, 2020 and the work session on August 31, 2020.

B. Approval of Board Policies (*changes noted)

Second 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

	POLICY #	POLICY NAME
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

First Readings:

	POLICY #	POLICY NAME
1.	800	Objectives of Buildings & Sites
2.	801.1	Buildings & Sites Long Range Planning
3.	801.2	Buildings & Sites Surveys
4.	801.3	Educational Specifications for Buildings & Sites
5.	801.4	Selection of an Architect
6.	801.5	Site Acquisition
7.	801.7	Financing Sites & Construction
8.	801.8	Supervision of Construction
9.	802.1	Maintenance Schedule
10.	802.2	Requests for Improvements
11.	802.3	Emergency Repairs
12.	802.4, 802.4R1, and 802.4R2	Capital Assets, Capital Assets Regulation, and Capital Assets Management System Definitions
13.	802.5	Buildings & Sites Adaptation for Persons with Disabilities
14.	802.6	Parking

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Bob Beatty	JH Football Coach	08/10/2020
Mindy Jenkins	West Elem Sp Ed Teacher	08/17/2020
Junior Rodnez	JSH 8.0 hr Custodian	08/31/2020

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Chad Beatty	.5 FTE JH Football Coach	1.0 FTE JH Football Coach	\$1,732	08/10/2020
Gina Homan	.5 FTE HS Play Director	1.0 FTE HS Play Director	\$2,078	08/24/2020

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

NAME	ASSIGNMENT	SALARY	DATE
Emma Boots	JSH 8.0 hr Night Custodian	\$11.30/hr + \$581 pro-rated night stipend	09/01/2020
Brenda Cashen	JSH 8.0 hr Night Custodian	\$13.00/hr + \$546 pro-rated night stipend	09/21/2020
Hugh Deberg	Head Girls Basketball Coach	\$5,079	11/16/2020
Margaret Hall	Bus Garage 6.5 hr Van Driver	\$12.85/hr	08/31/2020
Sandy Hart	East Elem 7.0 hr Sp Ed Para	\$10.30/hr	09/03/2020
Charity Houlton-Oien	West Elem Sp Ed Teacher	\$45,896	09/02/2020
Richard Morris	Bus Garage 4.0 hr Bus Driver	\$17.75/hr	08/24/2020
Kristi Price	East Elem 7.0 hr Sp Ed Para	\$10.30/hr	09/10/2020
Kayla Roder	JSH 8.0 hr Night Custodian	\$13.20/hr + \$560 pro-rated night stipend	09/14/2020
Josh Troutman	.5 FTE JH Football Coach	\$802	08/10/2020
Kristy Ward	JSH 7.5 hr Assistant to the Director of Food Service	\$15.50/hr	09/21/2020
Rebecca Wearmouth	Bus Garage 3.0 hr Bus Driver	\$17.55/hr	08/24/2020

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. COVID Funding – Laura Morine

5. REPORTS

A. Building Administrator Reports

1. Junior-Senior High School Principal
2. Junior-Senior High School Assistant Principal
3. 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

7. NEW BUSINESS

A. Consider Approval of the Contract between Northeast Iowa Community College and Independence Community School District for 2020-2021 Academic Year

B. Consider Approval of the Agreement with Buchanan County Health Center for Wellness Programming through July 31, 2021

C. Consider Approval of the Agreement for Sports Injury Coverage with Buchanan County Health Center through July 31, 2023

D. Consider Approval of the School Improvement Advisory Committee (SIAC) Membership for 2020-2021

E. Consider Approval of Updating COVID Safety Guidelines

8. ADJOURNMENT

UPCOMING MEETINGS –

Monday, September 28th IASB Work Session 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