

# BOARD REPORT

August 16, 2021

Educating people to be life-long learners  
and respectful, responsible citizens



# Independence Community School District

1207 1st Street West  
Independence, Iowa 50644

(319) 334-7400 Phone  
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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 13, 2021

To: All School Board Members

Jennifer Sornson – DD #3 ‘21

Gina Trimble – At Large ‘21

From: Russell Reiter, Superintendent

Brad Bleichner – DD #1 ‘21

Kim Hansen – DD #3 ‘23

Eric B. Smith – DD #2 ‘23

Re: Working agenda for the regular meeting **Monday, August 16, 2021** 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 July 19, 2021 and the special meeting and work session on August 2, 2021.

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

**First Readings:**

	POLICY #	POLICY NAME
1.	200.4*	Responsibilities of the Board of Education
2.	206.1*	President
3.	206.2*	Vice President
4.	215*	Public Participation in Board Meetings
5.	215.1*	Public Complaints
6.	303.5*	Superintendent Evaluation
7.	304.6*	Administrator Evaluation
8.	401.20 (New)	Employee Expression
9.	412.3*	Classified Employee Group Insurance Benefits
10.	501.15*	Open Enrollment Transfers – Procedures as a Sending District
11.	501.16*	Open Enrollment Transfers – Procedures as a Receiving District
12.	502.5* and 502.5R1 (New)	Student Expression and Student Publications and Student Expression and Student Publications Code
13.	504.3 and 504.3R1 (Rescinded)	Student Publications and Student Publications Code

*“Educating people to be life-long learners and respectful, responsible citizens”*

	POLICY #	POLICY NAME
14.	505.6*	Graduation Requirements
15.	603.5*	Physical Education
16.	604.1*	Private Instruction
17.	606.4*	School Ceremonies and Observances
18.	701.4*	Transfer of Funds
19.	711.2* and 711.2R2 (Rescinded0)	Student Conduct on School Transportation and Use of Video Cameras on School Buses Regulation
20.	803.1*	Disposition of Obsolete Equipment
21.	804.6 and 804.6R1 (New)	Use of Recording Devices on School Property and Use of District Owned Recording Devices on District Property Regulation
22.	905.3 (New)	Weapons in the School District

#### C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Aislinn Smith	East Elem 7.0 hr Special Ed Para	08/09/2021
Rylie Tegler	West Elem 6.5 hr Special Ed Para	08/12/2021

#### D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Susan Gonterman	JSH 6.75 hr Special Ed Para	West Elem 6.75 hr Special Ed Para	\$13.90/hr	08/26/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Kaitlin Armstrong	JSH 7.0 hr Special Ed Para	\$12.00/hr	08/26/2021
Trisha Baez	JSH 7.0 hr Special Ed Para	\$10.70/hr	08/26/2021
Jenna Cooksley	JSH Capturing Kids' Hearts Initiative Leader	\$1,500	08/19/2021
Lorie Hoffmann	JSH 7.5 hr Kitchen Manager/Assistant to the Director of Food Service	\$21.00/hr	08/30/2021
Amanda Potts	East Elem 7.0 hr Special Ed Para	\$10.80/hr	08/26/2021

#### F. Approval of Financial Reports

1. Bills – Director Sornson will have reviewed the bills – Trimble will review in September and Bleichner will review in October
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

5. REPORTS

A. Building Administrator Reports

1. Junior-Senior High School Principal
2. Junior-Senior High School Assistant Principal
3. East Elementary/Early Childhood Center Principal and West Elementary 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. Review East/West Elementary Construction Project

B. Update from the Junior/Senior High School Grading Coalition

7. NEW BUSINESS

A. Consider Approval of the Contract with Independence Community Schools and the MTMD Driving School L.L.C. through June 30, 2024

B. Consider Approval of Transportation Mask Policy

C. Closed Session

We need a motion to recess to a closed session as provided in Section 21.5(1)(i) of the Iowa Code; To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.

***Roll Call Vote to Enter Closed Session***

8. ADJOURNMENT

UPCOMING MEETINGS:

**Monday, September 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**  
**Monday, October 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**  
**Monday, October 25th Work Session 6:00 p.m. - Central Office Board Room, Independence**  
**Monday, November 15th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence**



**Independence Community School Board Meeting  
Regular Meeting and Work Session  
July 19, 2021**

**REGULAR MEETING**

A regular meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chair Eric Smith at the Administration Office, 1207 1<sup>st</sup> St West, Independence, Iowa on July 19, 2021. Board members present: Eric Smith, Kim Hansen, Jennifer Sornson, Gina Trimble and Brad Bleichner. Also attending: Supt. Reiter, Board Secretary Morine, administrators, and local press. The Pledge of Allegiance was recited.

**APPROVAL OF AGENDA** – Sornson moved to approve the agenda with adding a new agenda item: G. Consider Approval of the High School Band and Choir Charter Bus Contract for December 2021 to Florida. Bleichner second, agenda approved 5-0.

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

A. Approval of the minutes of the regular meeting on June 21, 2021 and the special meeting on June 24, 2021.

B. Approval of Resignations

NAME	ASSIGNMENT	DATE
Katelyn Kleitsch	West Elem 3rd Grade Teacher	07/09/2021
Stephanie Newman	JSH Special Education Teacher	06/22/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Bob Beatty	JSH JH Cross Country Coach	\$2,290	08/09/2021
Scott Eddy	JSH JH Football Coach	\$2,355	08/09/2021
Amanda Fisher	JSH High School Musical Director	\$2,355	08/23/2021
Vince Higgins	Bus Garage 4.25 hr Bus Driver	\$17.75/hr	08/23/2021
Charity Houlton-Oien	Elementary Summer School Teacher	\$30.00/hr	07/19/2021
Danielle Miller	Elementary Summer School Teacher	\$30.00/hr	07/19/2021
Kristi Price	Elementary Summer School Para	\$11.05/hr	07/19/2021
Paul Upmeyer	JSH Auditorium Manager	\$9,450	08/01/2021
Paul Upmeyer	JSH AV Tech Club	\$2,930	08/01/2021

D. Approval of Financial Reports

1. Bills – Director Smith reviewed the bills – Sornson will review in August, Trimble in September, and Bleichner in October
2. Budget Report

**ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS**

A. Comments from the Public – none

B. Comments from the Board/Superintendent – Supt. Reiter reported that the district has a new company to host our board policies, agendas and minutes on the website. These items are now searchable. Dunkerton approve to share a Transportation Director with us. Elementary summer school has started. The Voter Approved Physical Plant and Equipment Levy is set to expire in 2023. Currently

the levy is at .40 cents and we need to look at possibly increasing that levy amount to cover maintenance costs for the buildings. Supt. Reiter also reviewed a couple of the legislative changes for education.

#### C. Presentations

1. Discussion of Board Policies 503.1 and 503.4 and the Good Conduct Code in the Coach/Sponsor Handbook – JSH Principal Howard presented the difference between the two and will work on finding new terminology to help distinguish between the Student Conduct and Good Conduct polices.

### **REPORTS**

#### A. Building Administrator Reports

1. Junior-Senior High School Principal
2. Junior-Senior High School Assistant Principal
3. East Elementary/Early Childhood Center Principal and West Elementary 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. Review East/West Elementary Construction Project – Supt. Reiter gave an update on the construction projects. The West Elementary project seems to be on track to finish on time, whereas the East Elementary project has had a couple major delays with asbestos mitigation and paint. Board discussed whether the construction would be completed in time to start school as scheduled.
- B. Consider Approval of the IASB Legislative Priorities – Sornson moved to discuss the legislative priorities. Trimble second. After some discussion, Sornson moved to amend the motion to select: Mental Health, Supplemental State Aid, Local Accountability and Decision Making, and Preschool as the district’s legislative priorities. Trimble second the amendment and motion carried 5-0.

### **NEW BUSINESS**

- A. Consider Approval of the Construction Change Orders – Trimble moved to approve the two Construction Change Orders. Sornson second, motion carried 5-0.
- B. Consider Approval of the High School Marching Band Charter Bus Contact for October 9, 2021– Trimble moved to approve the High School Marching Band Charter Bus Contract with Windstream. Hansen second motion carried 5-0.
- C. Consider Approval of the Buchanan County Success Center Handbook for 2021-2022 – Sornson moved to approve the Buchanan County Success Center Handbook for 2021-2022. Trimble second, motion carried 5-0.
- D. Consider Approval of an Audit Proposal – Trimble moved to accept the Audit Proposal from Carney, Alexander, Marold & Co., LLP for 2022 thru 2024. Bleichner second motion carried 5-0.

- E. Consider Approval of the Resolution Authorizing Transfer of General Fund to Student Activities Fund for Expenses Remaining Due to COVID-19 Pandemic Activities – Hansen moved to approve the Resolution Authorizing Transfer of General Fund to Student Activities Fund for Expenses Remaining Due to COVID-19 Pandemic Activities in the amount of \$25,000. Sornson second. Roll call vote: Sornson - aye, Trimble – aye, Bleichner – aye, Hansen – aye, Smith – aye. Motion carried 5-0.
- F. Consider Approval of the Updated 2021-2022 School Calendar – There was no motion on this agenda item and no action was taken.
- G. New Item: Consider Approval of the High School Band and Choir Charter Bus Contract for December 2021 to Florida – Hansen moved to approve the High School Band and Choir Charter Bus Contract for December 2021 to Florida. Trimble second, motion carried.

**ADJOURNMENT** – Sornson moved to adjourn the meeting. Hansen second, motion carried 5-0. Meeting was adjourned at 7:37 pm.

### **WORK SESSION**

The work session was held following the regular board meeting. Student Improvement Director Burmeister and JSH Principal Howard gave a presentation on what Standard Reference Grading looks like compared to traditional grading. Burmeister and Howard is recommending Standard Reference Grading for 7<sup>th</sup> grade as that has been their grading system since Kindergarten.

Work session ended at 8:45 pm.

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Eric B. Smith, Chair

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Laura J. Morine, Board Secretary

**Independence Community School District  
Special Board Meeting and Work Session Minutes  
August 2, 2021**

The Independence Community School Board started out with a tour of the West and East Elementary building projects at 6:00 pm on August 2, 2021. Board members present: Eric Smith, Kim Hansen, Jennifer Sornson, and Gina Trimble. Also attending: Superintendent Reiter, Board Secretary Morine. Principals Kay Reidy and Cheri Reed, Bldgs. & Grounds Director Chad O'Brien and Doug Larson from Larson Construction. Brad Bleichner joined for the East walk through.

**SPECIAL MEETING**

A special meeting of the Independence Community School Board was called to order by Chair Eric Smith at 7:00 pm on August 2, 2021 at the Administration Building, 1207 1st St West, Independence Iowa. The pledge of allegiance was recited. Board members present: Eric Smith, Kim Hansen, Jennifer Sornson, Gina Trimble, and Brad Bleichner. Also attending: Superintendent Reiter, Board Secretary Morine, Principals Kay Reidy and Cheri Reed, Bldgs. & Grounds Director Chad O'Brien and Doug Larson from Larson Construction.

**APPROVAL OF AGENDA** – Sornson moved to approve the amended agenda by adding new hire of Danielle Childs. Hansen second motion, carried 5-0.

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

A. Approval of Resignations

NAME	ASSIGNMENT	DATE
Kate Barloon	JSH Assistant High School Musical Director	07/16/2021

B. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Erin Rosburg	JSH .5 FTE Special Ed Teacher	East/West Elem .5 FTE Math Interventionist	\$25,348	08/17/2021
Seth Rupprecht	East Elem Special Ed Teacher	JSH Special Ed Teacher	\$42,370	08/17/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Danielle Childs	West Elem 3 <sup>rd</sup> Grade Teacher	\$44,591	8/17/2021
Brandi Fox	JSH 7.0 hr Special Ed Para	\$11.00/hr	08/23/2021
Charity Houlton-Oien	East Elem Special Ed Teacher	\$50,564	08/17/2021
Brittany Melka	East Elem 7.0 hr Special Ed Para	\$10.70/hr	08/23/2021
Randy Miller	JSH 7.0 hr Special Ed Para	\$10.90/hr	08/23/2021

**NEW BUSINESS**

A. Consider Approval of the Construction Change Order – Trimble moved to Approve the Construction Change Order. Bleichner second, motion carried 5 -0.

B. Consider Approval of the Revised 2021-2022 School Calendar – Sornson moved to approve Calendar Option C – start date of August 26<sup>th</sup>. Bleichner second the motion. Supt Reiter thanked Larson

Construction for all that they have done so far, the additional hours and staff, along with hiring additional contractors to work on meeting the deadlines. It has been greatly appreciated. Supt Reiter reviewed the calendar options before board discussions were held. Doug Larson provided additional information. Principals Reed and Reidy expressed their concerns about giving teacher adequate time to get their rooms cleaned and organized before students arrive. Sornson amended her motion and Bleichner second - School Start day will be August 26<sup>th</sup>. There will be a full day of school on December 23<sup>rd</sup> instead of a half day as well as school on January 17<sup>th</sup> and the final day will be made up on May 27<sup>th</sup>. If for some reason the school gets delayed from the August 26<sup>th</sup> start date, the makeup day will be May 30. The professional development and staff days will be determined by the Administration. Motion carried 4-1 with Hansen voting nay.

**ADJOURNMENT** – Trimble moved to adjourn the meeting. Sornson second, motion carried 5-0. Meeting was adjourned at 7:45 pm.

### **WORK SESSION**

The board discussed the new Iowa's Standards for School Leaders that were effective July 1, 2021. These new standards are more about each student, their well-being and success and less about adhering to policies. Supt Reiter will select two or three goals for the year and discuss those with the board. The board plans to do a mid-year evaluation at the October meeting. This session ended at 8:10 pm and no official business took place during the work session.

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Eric B. Smith, Chairperson

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Laura J. Morine, Board Secretary

## RESPONSIBILITIES OF THE BOARD OF DIRECTORS

The board is authorized to govern the school district which it oversees. ***The board is entrusted with public funds and is responsible for overseeing the improvement of student outcomes, including student academic achievement and skill proficiency.*** As the governing board of the school district, the board has three duties to perform: legislative duty, executive duty and evaluative duty.

As a representative of the citizens of the school district community, the board is responsible for legislating policy for the school district. As a policy making body, the board has jurisdiction to enact policy with the force and effect of law for the management and operation of the school district.

It is the responsibility of the board, under the board's executive duty, to select its chief executive officer, the superintendent, to operate the school district on the board's behalf. The board delegates to the superintendent its authority to carry out board policy, to formulate and carry out rules and regulations and to handle the administrative details in a manner which supports and is consistent with board policy.

The board has a responsibility to review the education program's performance under its evaluative duty. The board regularly reviews the education program and ancillary services. The review includes a careful study and examination of the facts, conditions and circumstances surrounding the amount of funds received or expended and the education program's ability to achieve the board's educational philosophy for the school district.

Legal Reference: Iowa Code §§ 274.1; 279.1, .8, .20; 280.12.  
281 I.A.C. 12.3(2).

Cross Reference: 101 Educational Philosophy of the School District  
105 Long-Range Needs Assessment  
210 Board of Directors' Management Procedures  
600 Goals and Objectives of the Education Program

Approved 11/01/2004

Reviewed 07/18/2005  
08/16/2010  
07/28/2015  
03/17/2020

Revised \_\_\_\_\_

## PRESIDENT

It shall be the responsibility of the board president to lead a well-organized board in an efficient and effective manner. The board president ~~shall~~ **will** set the tone of the board meetings and, as the representative of the consensus of the board, speak on behalf of the board to the public.

The president of the board shall be elected **to serve a one-year term** by a majority vote at the organizational meeting, in odd-numbered years, or **in even numbered years**, at ~~the annual~~ **a regular meeting held between twelve to thirteen months after the most recent organizational meeting** ~~meeting in even-numbered years, to serve a one-year term of office.~~

The president, in addition to presiding at the board meetings, shall take an active role in board decisions by discussing and voting on each motion before the board in the same manner as other board members. Before making or seconding a motion, the board president shall turn over control of the meeting to either the vice president or other board member.

The board president has the authority to call special meetings of the board. Prior to board meetings, the board president shall consult with the superintendent on the development of the agenda for the meeting.

The board president, as the chief officer of the school district, shall sign employment contracts and sign other contracts and school district warrants approved by the board and appear on behalf of the school corporation in causes of action involving the school district.

Legal Reference: Iowa Code §§ 279.1-.2; 291.1.

Cross Reference: 200.2 Organization of the Board of Directors  
202.2 Oath of Office  
206.2 Vice President

Approved 11/01/2004

Reviewed 08/17/2015  
03/17/2020

Revised 11/17/2008  
07/19/2010

VICE PRESIDENT

The vice president of the board is elected by a majority vote at the organizational meeting, in odd-numbered years, or ~~at the annual meeting~~, in even-numbered years ***at a regular meeting held between twelve to thirteen months after the most recent organizational meeting***, to serve a one-year term of office.

By this election, if the board president is unable or unwilling to carry out the duties required, it shall be the responsibility of the vice president of the board to carry out the duties of the president. If the president is unable or unwilling to complete the term of office, the vice president shall serve as president for the balance of the president's term of office, and a new vice president will be elected.

The vice president will accept control of the meeting from the president when the president wishes to make or second a motion. The vice president shall take an active role in board decisions by discussing and voting on matters before the board in the same manner as other board members.

Legal Reference: Iowa Code § 279.5.

Cross Reference: 200.2 Organization of the Board of Directors  
202.2 Oath of Office  
206.1 President

Approved 11/01/2004

Reviewed 08/17/2015  
10/21/2019  
03/17/2020

Revised 11/17/2008  
07/19/2010  
10/21/2019



## PUBLIC PARTICIPATION IN BOARD MEETINGS

The board recognizes the importance of citizen participation in school district matters. In order to assure citizens are heard and board meetings are conducted efficiently and in an organized manner, the board will set aside a specific time for public comment.

### **Public Comment During Board Meetings**

Citizens wishing to address the board during public comment must notify the board secretary prior to the board meeting. The board president will recognize these individuals to make their comments at the appropriate time during public comment. Citizens wishing to present petitions to the board may also do so at this time. The board however, will only receive the petitions and not act upon them or their contents.

The board has the discretion to limit the amount of time set aside for public participation. Normally, speakers will be limited to three minutes ***with a total allotted time for public participation of twenty minutes***. However, the board president may modify this time limit, if deemed appropriate or necessary. Public comment is a time set aside for community input, but the board will not discuss or take any action on any matter during public comment.

~~A~~Public comment shall be limited to regular board meetings and will not be routinely held during special board meetings.

### **Petitions to Place a Topic on the Agenda**

***Individuals who wish for an item to be placed on the board agenda may submit a valid petition to the board. For a petition to be valid, it must be signed by at least 500 eligible electors of the district, or ten percent of the individuals who voted in the last school election, whichever number is lower.***

***Upon receiving a valid petition to the board to place a proposal on the next board agenda for public hearing, the board will place the proposal identified in the petition on the agenda of the next regular meeting, or a special meeting held within 30 days of receipt of the petition. The board will provide a sign-up sheet for all individuals who wish to speak on the proposal, and individuals will be called to speak in order of sign-up. The sign-up sheet will require each individual to list their legal name and mailing address. Each speaker will be limited to an amount of time established by the board president that is reasonable and necessary based on the number of speakers signed up. The same time limit will apply to all speakers on the proposal. Each individual will be limited to one opportunity to speak. The board maintains absolute discretion on whether or not to discuss or act on the public comments made on the proposal. If a petition is related to curriculum, the district maintains discretion to determine whether to stop teaching that curriculum until the board holds the public hearing to discuss the curriculum.***

The board has a significant interest in maintaining the decorum of its meetings, and it is expected that members of the public and the board will address each other with civility. The orderly process of the board meeting will not be interfered with or disrupted by public comment. Only individuals recognized by the board president will be allowed to speak. Comments by others are out of order. If disruptive, the individual causing disruption may be asked to leave the board meeting. Defamatory comments may be subject to legal action.

PUBLIC PARTICIPATION IN BOARD MEETINGS

Legal Reference: Iowa Code §§ 21; 22; 279.8, 279.8B.

Cross Reference: 104 The People and Their School District  
205.1 Board Security and Protection  
205.2 Board Member Liability  
214.1 Board Meeting Agenda  
215.1 Public Complaints  
216 Public Hearings  
502.6 Student Complaints and Grievances

Approved 11/01/2004

Reviewed 04/17/2006  
12/20/2010  
11/16/2015  
10/15/2018  
04/20/2020

Revised 10/15/2018

## PUBLIC COMPLAINTS

The board recognizes situations may arise in the operation of the school district which are of concern to parents and other members of the school district community.

The board firmly believes concerns should be resolved at the lowest organizational level by those individuals closest to the concern. Whenever a complaint or concern is brought to the attention of the board it will be referred to the administration to be resolved. Prior to board action however, the following should be completed:

- (a) Matters should first be addressed to the teacher or employee.
- (b) Unsettled matters from (a) above or problems and questions about individual attendance centers should be addressed to the employee's building principal.
- (c) Unsettled matters from (b) above or problems and questions concerning the school district should be directed to the superintendent.
- (d) If a matter cannot be settled satisfactorily by the superintendent, it may then be brought to the board for consideration. To bring a concern, the individual shall notify the board president or board secretary in writing, who may bring it to the attention of the entire board.

It is within the discretion of the board to address complaints from the members of the school district community, and the board will only consider whether to address complaints if they are in writing, signed, and the complainant has complied with this policy. The board is not obligated to address a complaint and may defer to the decision of the superintendent. If the board elects not to address a complaint, the decision of the superintendent shall be final. If the board does elect to address a complaint, its decision shall be final.

***Parents, guardians and community members of the district who have concerns about the district or the board may refer to the student handbook for additional guidance from the Iowa Department of Education.***

Legal Reference: Iowa Code § 279.8

Cross Reference: 214.1 Board Meeting Agenda  
215 Public Participation in Board Meetings  
309 Communication Channels

Approved 10/15/2018

Reviewed 04/20/2020

Revised \_\_\_\_\_

## SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent on an annual basis. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent. ***This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.***

***The superintendent will be an educational leader who promotes the success of all students by:***

- ***Mission, Vision and Core Values: Develop, advocate and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.***
- ***Ethics and Professional Norms: Act ethically and according to professional norms to promote each student's academic success and well-being.***
- ***Equity and Cultural Responsiveness: Strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.***
- ***Curriculum, Instruction and Assessment: Develop and support intellectually rigorous and coherent systems of curriculum, instruction and assessment to promote each student's academic success and well-being.***
- ***Community Care and Support for Students: Cultivate an inclusive, caring and supportive school community that promotes the academic success and well-being of each student.***
- ***Professional Capacity of School Personnel: Develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.***
- ***Professional Community for Teachers and Staff: Foster a professional community of teachers and professional staff to promote each student's academic success and well-being.***
- ***Meaningful Engagement of Families and Community: Engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.***
- ***Operations and Management: Manage school operations and resources to promote each student's academic success and well-being.***
- ***School Improvement: Act as an agent of continuous improvement to promote each student's academic success and well-being.***

The formal evaluation will be based upon the following principles:

- The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description, ***the Iowa Standards for School Leaders***, and the school district's goals, ***and the goals of the administrator's individual professional development plan.***
- At a minimum, the evaluation process will be conducted annually at a time agreed upon;
- Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation ***by from*** the entire board;
- The superintendent shall conduct a self-evaluation prior to discussing the board's evaluation, and the board as a whole shall discuss its evaluation with the superintendent;
- The board may discuss its evaluation of the superintendent in closed session upon a request from the superintendent and, if the board determines its discussion in open session will needlessly and irreparably injure the superintendent's reputation; and,
- The individual evaluation by each board member, if individual board members so desire, will not be reviewed by the superintendent. Board members are encouraged, ***however***, to communicate their criticisms and concerns to the superintendent in the closed session. The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

## SUPERINTENDENT EVALUATION

~~This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.~~

Legal Reference: Wedergren v. Board of Directors, 307 N.W.2d 12 (Iowa 1981).  
Iowa Code §§ 279.8, .20, .23, .23A.  
281 I.A.C. Ch. 83; 12.3(4).

Cross Reference: 212 Closed Sessions  
302 Superintendent

Approved 11/1/2004

Reviewed 11/20/2006  
04/18/2011  
02/15/2021

Revised 03/21/2016

## ADMINISTRATOR EVALUATION

The superintendent shall conduct an ongoing process of evaluating the administrators on their skills, abilities, and competence. At a minimum, the superintendent will formally evaluate the administration annually. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, promote growth in effective administrative leadership for the school district, clarify the administrator's role as defined by the board and the superintendent, ***assess administrator competence in the Iowa Standards for School leaders***, ascertain areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator. ***This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.***

The superintendent is responsible for designing an administrator evaluation instrument ***to assess, among other things, the administrator's competence in meeting the Iowa Standards for School Leaders and the goals of the administrator's individual professional development plan.*** The formal evaluation shall include written criteria related to the job description ***and the Iowa Standards for School Leaders.*** The superintendent, after receiving input from the administrators, shall present the formal evaluation instrument to the board for approval.

The formal evaluation shall also include an opportunity for the administrator and the superintendent to discuss the written criteria, the past year's performance and the future areas of growth. The evaluation shall be completed by the superintendent, signed by the administrator and filed in the administrator's personnel file.

***The principal will be an educational leader who promotes the success of all students by:***

- ***Mission, Vision and Core Values: Develop, advocate and enact a shared mission, vision, and core values of high-quality education and academic success and well-being of each student.***
- ***Ethics and Professional Norms: Act ethically and according to professional norms to promote each student's academic success and well-being.***
- ***Equity and Cultural Responsiveness: Strive for equity of educational opportunity and culturally responsive practices to promote each student's academic success and well-being.***
- ***Curriculum, Instruction and Assessment: Develop and support intellectually rigorous and coherent systems of curriculum, instruction and assessment to promote each student's academic success and well-being.***
- ***Community Care and Support for Students: Cultivate an inclusive, caring and supportive school community that promotes the academic success and well-being of each student.***
- ***Professional Capacity of School Personnel: Develop the professional capacity and practice of school personnel to promote each student's academic success and well-being.***
- ***Professional community for Teachers and Staff: Foster a professional community of teachers and professional staff to promote each student's academic success and well-being.***
- ***Meaningful Engagement of Families and Community: Engage families and the community in meaningful, reciprocal, and mutually beneficial ways to promote each student's academic success and well-being.***
- ***Operations and Management: Manage school operations and resources to promote each student's academic success and well-being.***
- ***School Improvement: Act as an agent of continuous improvement to promote each student's academic success and well-being.***

It shall be ***is*** the responsibility of the superintendent to conduct a formal evaluation of the probationary administrators and non-probationary administrators prior to May 15.

ADMINISTRATOR EVALUATION

Legal Reference: Iowa Code §§ 279.8, .21-.23A.  
281 I.A.C. 12.3(4); ch 83..

Cross Reference: 303 Administrative Employees

Approved 11/1/2004

Reviewed 02/19/2007  
05/23/2011  
02/15/2021

Revised 04/18/2016



***EMPLOYEE EXPRESSION***

The board believes the district has an interest in maintaining an orderly and effective work environment while balancing employees First Amendment rights to freedom of expression and diverse viewpoints and beliefs. When employees speak within their official capacity, their expression represents the district and may be regulated. The First Amendment protects a public employee's speech when the employee is speaking as an individual citizen on a matter of public concern. Even so, employee expression that has an adverse impact on district operations and/or negatively impacts an employee's ability to perform their job for the district may still result in disciplinary action up to and including termination.

Employees who use social media platforms are encouraged to remember that the school community may not be able to separate employees as private citizens, from their role within the district. Employee expression on social media platforms that interferes with the district's operations or prevents the district from functioning efficiently and effectively may be subject to discipline up to and including termination.

A district employee who acts to protect a student for engaging in free expression or who refuses to infringe on students engaging in free expression; and who is acting within the scope of their professional ethics will not be retaliated against or face any adverse employment action based on their behavior provided that expression is otherwise permitted by law and board policy.

If the board or court finds an employee that is subject to licensure, certification or authorization by the Board of Educational Examiners discriminated against a student or other co-employee, the board will refer the employee to the Board of Educational Examiners for additional proceedings as required by law and which may result in discipline up to and including termination.

Legal Reference:       U.S. Const. Amend. I  
                              Iowa Code §§ 279.73; 280.22

Cross Reference:       502.5 Student Expression  
                              504.3 Student Publications

Approved \_\_\_\_\_

Reviewed \_\_\_\_\_

Revised \_\_\_\_\_



CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees may be eligible for group insurance benefits as determined by the board and required by law. The board shall select the group insurance program(s) and the insurance company *or third party administrator* which will provide the program.

This policy statement does not guarantee a certain level of benefits. The board shall have the authority and right to change or eliminate group insurance programs for its classified employees.

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B (2003).  
Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B.  
Internal Revenue Code § 4980H(c)(4); Treas. Reg. § 54.4980H-1(a)(21)(ii).  
Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54 and 301, 78 Fed. Reg. 217, (Jan 2, 2013).  
Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54 and 301, 79 Fed. Reg. 8543 (Feb. 12, 2014).

Cross Reference: 411.1 Classified Employee Defined

Approved 11/1/2004

Reviewed 01/21/2008  
06/17/2019

Revised 05/21/2012  
06/17/2019

## OPEN ENROLLMENT TRANSFERS - PROCEDURES AS A SENDING DISTRICT

The school district will participate in open enrollment as a sending district. As a sending district, the board will allow resident students who meet the requirements to open enroll to another public school district.

Parents requesting open enrollment out of the school district for their student will notify the sending and receiving school district no later than March 1 in the school year proceeding the first year desired for open enrollment. The notice is made on forms provided by the Department of Education. The forms are available at the central administration office. Parents who have good cause as defined by law for failing to meet the March 1 deadline may make an open enrollment request by the third Thursday in September unless another deadline applies.

Parents of children who will begin kindergarten in the school district are exempt from the open enrollment March 1 deadline. Parents of children who will begin kindergarten *and prekindergarten children enrolled in special education programs and included in the district's basic enrollment* will file in the same manner set forth above by September 1. *Parents who have good cause as defined by law for failing to meet the March 1 deadline may make an open enrollment request by September 1 unless another deadline applies.*

The receiving district will approve open enrollment requests according to the timelines established by law. The parents may withdraw the open enrollment request prior to the start of the school year. The receiving district's superintendent will notify the parents and sending school district by mail within five days of the school district's action to approve or deny the open enrollment request.

The board will not approve a student's request to allow the receiving district to enter the school district for the purposes of transportation.

An open enrollment request out of the school district from parents of a special education student is reviewed on a case-by-case basis. The determining factor for approval of such an open enrollment request will be whether the special education program available in the receiving school district is appropriate for the student's needs. The area education agency director of special education serving the receiving district will determine whether the program is appropriate. The special education student will remain in the school district until the final determination is made.

It is the responsibility of the superintendent to maintain open enrollment request applications and notice forms. It will also be the responsibility of the superintendent to develop appropriate office procedures and administrative regulations necessary for open enrollment requests.

Legal Reference: Iowa Code §§ 139.9; 274.1; 279.11; 282.1, .3, .8, .18; 299.1.  
281 I.A.C. 17.

Cross Reference: 501 Student Attendance  
506 Student Records

Approved 08/22/2005

Reviewed 08/18/2008  
11/18/2013  
12/17/2018

Revised \_\_\_\_\_

## OPEN ENROLLMENT TRANSFERS - PROCEDURES AS A RECEIVING DISTRICT

The school district will participate in open enrollment as a receiving district. As a receiving district, the board will allow nonresident students, who meet the legal requirements, to open enroll into the school district. The board will have complete discretion to determine the attendance center of the students attending the school district under open enrollment.

The superintendent will take action on the open enrollment request no later than June 1 in the year preceding the first year desired for open enrollment.

The superintendent will notify the sending school district and parents within five days of the school district's action to approve or deny the open enrollment request. ~~The superintendent will also forward a copy of the school district's action with a copy of the open enrollment request to the Iowa Department of Education.~~

Open enrollment requests into the school district will not be approved if insufficient classroom space exists. Open enrollment requests into the school district will also not be approved for students who have been suspended or expelled by the administration or the board of the school district the student is or was attending until the student has been reinstated into the school district from which the student was suspended or expelled. Once the student is reinstated, the student's open enrollment request will be considered in the same manner as other open enrollment requests provided the required timelines are met.

Open enrollment requests into the school district that, if denied, would result in students from the same nuclear family being enrolled in different school districts, will be given highest priority. The board, in its discretion, may waive the insufficient classroom space reason for denial for students of the same nuclear family to prevent the division of a nuclear family between two school districts. Other open enrollment requests into the school district are considered in the order received by the school district with the first open enrollment request given a higher priority than the second open enrollment request and so forth.

~~Generally, s~~Students in grades nine through twelve open enrolling into the school district will ~~not~~ be eligible for participation in interscholastic athletics, at the varsity level ~~during the first ninety days of open enrollment into the school district~~ **only, in accordance with applicable laws.**

Parents of students whose open enrollment requests are approved by the superintendent are responsible for providing transportation to and from the receiving school district without reimbursement. The board will not approve transportation into the sending district.

## OPEN ENROLLMENT TRANSFERS - PROCEDURES AS A RECEIVING DISTRICT

An open enrollment request into the school district from parents of a special education student is reviewed on a case-by-case basis. The determining factors for approval of such an open enrollment request will be whether the special education program available in the school district is appropriate for the student's needs and whether the enrollment of the special education student will cause the class size to exceed the maximum allowed. The area education agency director of special education serving the school district will determine whether the program is appropriate. The special education student will remain in the sending district until the final determination is made. ***For children requiring special education, the receiving district will complete and provide to the resident district the documentation needed to seek Medicaid reimbursement for eligible services.***

The policies of the school district will apply to students attending the school district under open enrollment.

It is the responsibility of the superintendent to develop appropriate office procedures and administrative regulations necessary for open enrollment requests.

Legal Reference: Iowa Code §§ 139.A8; 274.1; 279.11; 282.1, .3, .8, .18; 299.1.  
281 I.A.C. 17.

Cross Reference: 501.6 Student Transfers In  
501.7 Student Transfers Out or Withdrawals  
501.15 Open Enrollment Transfers - Procedures as a Sending District  
506 Student Records  
507 Student Health and Well-Being  
606.9 Insufficient Classroom Space

Approved 08/22/2005

Reviewed 08/18/2008  
11/18/2013  
12/17/2018

Revised \_\_\_\_\_

## STUDENT EXPRESSION *AND STUDENT PUBLICATIONS*

### *Student Expression*

It is the goal of the district to protect the educational environment for all students to help ensure it is free from substantial disruption or infringement upon their rights. Student expression should be appropriate to **help** ensure that the students learn and meet the goals of the school activity and that the potential audience is not exposed to material that may be harmful or inappropriate for their level of maturity.

While students will generally be allowed to express their viewpoints and opinions, in certain qualifying circumstances, student speech may require administrative regulation to help ensure the safety and welfare of the school community. The district may regulate speech that: causes or is reasonably anticipated to cause a material and substantial disruption to the education environment; infringes upon the rights of others; is obscene or lewd; is school sponsored; and/or promotes illegal activity. The administration, when making this judgment, will consider whether the activity in which the expression was made is school-sponsored and whether review or prohibition of the students' speech furthers an educational purpose. The expression must be done in a reasonable time, place, and manner that is not disruptive to the orderly and efficient operation of the school district.

The superintendent may develop procedures for safely addressing qualifying types of mass protests by students, including walk-ins and walk-outs. Walk-ins occur when students leave their learning environments during school hours and gather in a group or groups with the purpose of promoting a belief or beliefs. Walk-outs occur when students leave their learning environments during school hours and gather in a group or groups off district property with the purpose of promoting a belief or beliefs.

The superintendent is encouraged to obtain feedback from community stakeholders in the development of these procedures. The goal of the procedures shall be to address student safety, maintain the educational environment and promote communication during demonstrations while remaining viewpoint neutral.

Students who violate this policy may be subject to disciplinary measures. Employees are responsible for ~~ensuring~~ **helping to ensure** students' expression is in keeping with this policy. It is the responsibility of the superintendent to develop administrative regulations regarding this policy.

### *Student Publications*

***Students may produce official school publications as part of the curriculum under the supervision of a faculty advisor and the principal. Official school publications include material produced in journalism, newspaper, yearbook, or writing classes and distributed to the student body either free or for a fee.***

***Any expression made by students, including student expression in official school publications, is not an expression of official school policy. The school district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student speech or expression. The liability, if any, is only to the extent of the interference or alteration of the speech or expression.***

***Official school publications are free from prior restraint by employees or officials except as provided by law. A faculty advisor will supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech. The production of official school publications is guided by the law and by the ethical standards adopted by professional associations or societies of journalism.***

## STUDENT EXPRESSION *AND* STUDENT PUBLICATIONS

***Persons, other than students, who believe they have been aggrieved by student expression in a student-produced official school publication will follow the grievance procedure outlined in board policy 213.1. Students who believe their freedom of expression in a student-produced official school publication has been restricted will follow the grievance procedure outlined in board policy 502.4.***

***The superintendent is responsible for developing a student publications code. This code will include, but not be limited to, reasonable rules including time, place, and manner of restrictions. The superintendent will also be responsible for distributing this policy and the student publications code to the students and their parents.***

Legal Reference: U.S. Const. amend. I.  
Iowa Const. art. I (sec. 7)  
*Morse v. Frederick*, 551 U.S. 393 (2007)  
*Hazelwood School District v. Kuhlmeier*, 484 U.S. 260 (1988).  
*Bethel School District v. Fraser*, 478 U.S. 675 (1986).  
*New Jersey v. T.L.O.*, 469 U.S. 325 (1985).  
*Tinker v. Des Moines Ind. Comm. Sch. Dist.*, 393 U.S. 503 (1969).  
*Bystrom v. Fridley High School*, 822 F.2d 747 (8th Cir. 1987).  
Iowa Code §§ 279.8, 73; 280.22

Cross Reference: 102 Equal Educational Opportunity  
502 Student Rights and Responsibilities  
504 Student Activities  
603.8 Academic Freedom  
904.5 Distribution of Materials

Approved 11/19/2018

Reviewed 11/19/2018

Revised \_\_\_\_\_

**STUDENT EXPRESSION *AND* STUDENT PUBLICATIONS CODE**

- A. Student Expression defined: Student Expression is speech, action or other forms of expression which convey a student's beliefs, views or opinions.
- B. Official school publications defined: An "official school publication" is material produced by students in journalism, newspaper, yearbook, or writing classes and distributed to students either free or for a fee.
- C. Limitations to Student Expression
1. No student will express, publish or distribute material which is:
    - a. obscene;
    - b. libelous;
    - c. slanderous; or
    - d. encourages students to:
      - 1) commit unlawful acts;
      - 2) violate lawful school regulations;
      - 3) cause the material and substantial disruption of the orderly and efficient operation of the school or school activity;
      - 4) disrupt or interfere with the education program;
      - 5) interrupt the maintenance of a disciplined atmosphere; or
      - 6) infringe on the rights of others.
- D. Responsibilities of students for official school publications.
1. Students writing or editing official school publications will assign and edit the news, editorial and feature contents of the official school publications subject to the limitations of the student publications code and the law.
  2. Students will strive to achieve professional standards of accuracy, fairness, objectivity and thoroughness in each and every aspect of official school publications.
  3. Students will strive to achieve professional standards of grammar, usage, punctuation and spelling for clarity and accuracy of official school publications.
- E. Responsibilities of faculty advisors for official school publications.
- Faculty advisors will supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech. Official school publications are produced under the supervision of a faculty advisor. Faculty advisors to students producing official school publications shall supervise the production of the student staff in order to maintain professional standards of English journalism. District employees acting within the scope of their professional ethics will not suffer adverse employment action or retaliated against for acting to protect a student for engaging in authorized student expression or for refusing to infringe on protected student expression.
- F. District employee rights
- Any District employee or official, acting within the scope of that person's professional ethics, if any, shall not be dismissed, suspended, disciplined, reassigned, transferred, subject to termination or nonrenewal of a teaching contract or extracurricular contract, or otherwise retaliated against for acting to protect a student for engaging in expression protected by law, or refusing to infringe upon student expression that is protected by law.



**STUDENT EXPRESSION *AND* STUDENT PUBLICATIONS CODE**

**G. Liability**

Student expression, including student expression in an official school publication will not be deemed to be an expression of the school district. The school district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student expression. The liability, if any, is only to the extent of interference or alteration of the speech or expression.

**H. Appeal procedure**

1. Students who believe they have been unreasonably restricted in their exercise of expression in an official student publication will seek review of the decision through the student grievance procedure, under board policy 502.6.
2. Persons who believe they have been aggrieved by a student-produced official student publication will file their complaint through the citizen grievance procedure, under board policy 215.1.

**I. Time, place and manner of restrictions on student expression**

1. Student expression may be conveyed and official student publications may be distributed in a reasonable manner on or off school premises.
2. Student expression and distribution of official school publications in a reasonable manner will not encourage students to:
  - a. commit unlawful acts;
  - b. violate school rules;
  - c. cause the material and substantial disruption of the orderly and efficient operation of the school district or school activity;
  - d. disrupt or interfere with the education program;
  - e. interrupt the maintenance of a disciplined atmosphere; or
  - f. infringe on the rights of others.



**STUDENT PUBLICATIONS**

~~Students may produce official school publications as part of the curriculum under the supervision of a faculty advisor and the principal. Official school publications include material produced in the journalism, newspaper, yearbook, or writing classes and distributed to the student body either free or for a fee.~~

~~Any expression made by students, including student expression in official school publications, is not an expression of official school policy. The school district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student speech or expression. The liability, if any, is only to the extent of the interference or alteration of the speech or expression.~~

~~Official school publications are free from prior restraint by employees or officials except as provided by law. A faculty advisor shall supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech. The production of official school publications shall be guided by the law and by the ethical standards adopted by professional associations or societies of journalism.~~

~~Persons, other than students, who believe they have been aggrieved by student expression in a student produced official school publication shall follow the grievance procedure outlined in board policy 215.1. Students who believe their freedom of expression in a student produced official school publication has been restricted shall follow the grievance procedure outlined in board policy 502.6.~~

~~The superintendent shall be responsible for developing a student publications code. This code shall include, but not be limited to, reasonable rules including time, place, and manner of restrictions. The superintendent shall also be responsible for distributing this policy and the student publications code to the students and their parents.~~

~~Legal Reference: Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).  
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987).  
Iowa Code § 280.22 (2003).~~

~~Cross Reference: 309 Communication Channels  
502 Student Rights and Responsibilities  
504 Student Activities~~

~~Approved 11/1/2004 Reviewed 10/27/2008 Revised 03/18/2019  
02/17/2014  
03/18/2019~~

## STUDENT PUBLICATIONS CODE

### A. Official school publications defined.

An "official school publication" is material produced by students in the journalism, newspaper, yearbook, or writing classes and distributed to students either free or for a fee.

### B. Expression in an official school publication.

1. No student shall express, publish or distribute in an official school publication material which is:
  - a. obscene;
  - b. libelous;
  - c. slanderous; or
  - d. encourages students to:
    - 1) commit unlawful acts;
    - 2) violate school rules;
    - 3) cause the material and substantial disruption of the orderly and efficient operation of the school or school activity;
    - 4) disrupt or interfere with the education program;
    - 5) interrupt the maintenance of a disciplined atmosphere; or
    - 6) infringe on the rights of others.
2. The official school publication shall be produced under the supervision of a faculty advisor.

### C. Responsibilities of students.

1. Students writing or editing official school publications shall assign and edit the news, editorial and feature contents of the official school publications subject to the limitations of the student publications code and the law.
2. Students shall strive to achieve professional standards of accuracy, fairness, objectivity and thoroughness in each and every aspect of official school publications.
3. Students shall strive to achieve professional standards of grammar, usage, punctuation and spelling for clarity and accuracy of official school publications.

### D. Responsibilities of faculty advisors.

Faculty advisors shall supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech.

~~STUDENT PUBLICATIONS CODE~~

~~E. — Liability:~~

~~Student expression in an official school publication shall not be deemed to be an expression of the school district. The school district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student expression. The liability, if any, is only to the extent of interference or alteration of the speech or expression.~~

~~F. — Appeal procedure:~~

- ~~1. — Students who believe they have been unreasonably restricted in their exercise of expression in an official student publication shall seek review of the decision through the student grievance procedure, under board policy 502.6.~~
- ~~2. — Persons who believe they have been aggrieved by a student produced official student publication shall file their complaint through the citizen grievance procedure, under board policy 215.1.~~

~~G. — Time, place and manner of restrictions on official school publications:~~

- ~~1. — Official student publications may be distributed in a reasonable manner on or off school premises.~~
- ~~2. — Distribution in a reasonable manner shall not encourage students to:
  - ~~a. — commit unlawful acts;~~
  - ~~b. — violate school rules;~~
  - ~~c. — cause the material and substantial disruption of the orderly and efficient operation of the school district or school activity;~~
  - ~~d. — disrupt or interfere with the education program;~~
  - ~~e. — interrupt the maintenance of a disciplined atmosphere; or~~
  - ~~f. — infringe on the rights of others.~~~~

## GRADUATION REQUIREMENTS

Students must successfully complete the courses required by the board and Iowa Department of Education in order to graduate.

It shall be the responsibility of the superintendent to ensure that students complete grades one through twelve and that high school students complete 54 credits and the National Career Readiness Assessment prior to graduation. The following credits will be required for graduation:

English/Language Arts	<u>8</u>	credits
Science	<u>6</u>	credits
Mathematics	<u>6</u>	credits
Social Studies	<u>6</u>	credits
(to include Financial Literacy)		
Physical Education	<u>4</u>	credits
Real Living	<u>1</u>	credit
Electives	<u>23</u>	credits

Students graduating from the Buchanan County Success Center must complete 44 credits which includes the above requirements with the exception of 13 elective credits instead of 23.

The required courses of study will be reviewed by the board annually.

Beginning with the class of 2022, graduation requirements for special education students will include successful completion of four years of English, three years of math, three years of social studies, and three years of science.

***Students who complete a regular session in the Legislative Page Program of the general assembly at the state capitol will be credited ½ credit of social studies.***

***Students enrolled in a junior officers' training corp will receive 1/8th physical education credit for each semester the student is enrolled in the program.***

Legal Reference: Iowa Code §§ 256.7, 11, .41; 279.8; 280.3, .14.  
281 I.A.C. 12.3(5); 12(5).

Cross Reference: 505 Student Scholastic Achievement  
603.3 Special Education

Approved 11/1/2004

Reviewed 03/17/2014  
02/18/2019  
03/15/2021

Revised 12/15/2008  
01/18/2016  
12/18/2017  
02/18/2019  
03/15/2021

## PHYSICAL EDUCATION

Students in grades one through twelve shall be required to participate in physical education courses unless they are excused by the principal of their attendance center.

Students may be excused from physical education courses if the student presents a written statement from a doctor stating that such activities could be injurious to the health of the student, or the student's parent/guardian has filed a written statement with the school principal that the course conflicts with the student's religious beliefs.

Students in grades 9-12 may also be excused from physical education courses for the following reasons:

- Students in grades nine through twelve may be excused by the principal from the physical education requirement in order to enroll in academic courses not otherwise available for the student to fit in his/her schedule.
- A student may be excused by the principal of the school in which the student is enrolled for up to a semester per year if the parent or guardian of the student requests in writing that the student be excused from the physical education requirement. The student seeking to be excused from the physical education requirement must be a participant in an organized and supervised athletic program offered by the school which requires at least as much time of participation as 900 minutes or one-eight unit of physical education.
- *The student is participating in the Legislative Page Program at the state capitol for a regular session of the general assembly.*
- *The student is enrolled in a junior reserve officer training corp.*

Twelfth grade students may also be excused from physical education courses if the student is enrolled in a cooperative, work study or other educational program authorized by the school which requires the student's absence from school.

Students who will not participate in physical education must have a written request or statement from their parents.

Legal Reference: Iowa Code § 256.11.  
281 I.A.C. 12.5.

Cross Reference: 504 Student Activities  
603 Instructional Curriculum

Approved 11/1/2004

Reviewed 03/17/2008  
11/19/2012

Revised 02/19/2018

## PRIVATE INSTRUCTION

The Independence Community School District recognizes that families with students of compulsory attendance age may select alternative forms of education outside the traditional school setting, including private instruction. The applicable legal requirements for private instruction, including, but not limited to those relating to reporting and evaluations for progress, shall be followed.

Except as otherwise exempted, in the event a child of compulsory attendance age as defined by law does not attend public school or an accredited nonpublic school, the child must receive private instruction. Private instruction means instruction using a plan and a course of study in a setting other than a public or organized accredited nonpublic school.

Private instruction can take the form of competent private instruction and independent private instruction. The Iowa Department of Education recognizes three options for delivery of this form of instruction: two options for delivery of competent private instruction and one option for independent private instruction.

Competent private instruction means *either* private instruction provided on a daily basis for at least one hundred forty-eight days during a school year, to be met by attendance for at least thirty-seven days each school quarter, ***by or under supervision of a licensed practitioner*** which results in the student making adequate progress; ***or private instruction provided by a parent, guardian, or legal custodian.*** ~~Competent private instruction is provided by or under the supervision of a licensed practitioner or by other individuals identified in law.~~

Independent private instruction means ***private*** instruction that meets the following criteria: (i) is not accredited, (ii) enrolls not more than four unrelated students, (iii) does not charge tuition, fees, or other remuneration for instruction, (iv) provides private or religious-based instruction as its primary purpose, (v) provides enrolled students with instruction in mathematics, reading and language arts, science, and social studies, (vi) provides, upon written request from the superintendent of the school district in which the independent private instruction is provided, or from the director of the department of education, a report identifying the primary instructor, location, name of the authority responsible for the independent private instruction, and the names of the students enrolled, (vii) is not a nonpublic school and does not provide competent private instruction as defined herein, and (viii) is exempt from all state statutes and administrative rules applicable to a school, a school board, or a school district, except as otherwise provided by law.

It is the responsibility of the superintendent to develop administrative regulations regarding this policy.

Legal Reference: Iowa Code §§ 299, 299A.  
281 I.A.C. 31.

Cross Reference: 501 Student Attendance  
502 Student Rights and Responsibilities  
504 Student Activities  
507.1 Student Health and Immunization Certificates  
604.9 Dual Enrollment

Approved 07/28/2015

Reviewed 02/19/2018

Revised \_\_\_\_\_

SCHOOL CEREMONIES AND OBSERVANCES

The school district will continue school ceremonies and observances which have become a tradition and a custom of the education program. These include, but are not limited to, reciting the Pledge of Allegiance and observance of holidays, such as Christmas, Halloween and Easter, by programs and performances. Such ceremonies or observances shall have a secular purpose and shall not advocate or sponsor a particular religion.

***The district will provide and maintain a suitable flagstaff at each school site and raise the Iowa and United States flags each school day as weather conditions permit. The district will display the United States flag and administer the Pledge of Allegiance in each 1st through 12th grade classroom on school days.***

Students who do not wish to participate in these activities may be silent during the ceremony or observance or receive permission from the principal to be excused from the ceremony for religious reasons in compliance with board policy.

Legal Reference: U.S. Const. amend. I.  
Lee v. Weisman, 112 S.Ct. 2649 (1992).  
Lemon v. Kurtzman, 403 U.S. 602 (1971).  
Graham v. Central Community School District of Decatur County, 608 F.Supp. 531 (S.D. Iowa 1985).  
Iowa Code § 279.8, 280.5

Cross Reference: 603 Instructional Curriculum  
604.6 Religion-Based Exclusion From A School Program

Approved 11/1/2004

Reviewed 05/27/2008  
02/15/2013  
05/21/2018

Revised \_\_\_\_\_



TRANSFER OF FUNDS

When the necessity for a fund has ceased to exist, the balance may be transferred to another fund or account by board resolution. School district monies received without a designated purpose may be transferred in this manner. School district monies received for a specific purpose or upon vote of the people may only be transferred, by board resolution when the purpose for which the monies were received has been completed. Voter approval is required to transfer monies to the general fund from the capital projects fund and debt service fund.

***If all requirements for district use of funds calculated under the teacher leadership supplement are met and funds remain unexpended and unobligated at the end of the fiscal year, the district may transfer all or a portion of remaining funds into the district's flexibility account in accordance with law.***

***The district may choose to request approval from the School Budget Review Committee to transfer funds to make a program whole, prior to its elimination.***

***Temporary transfers (loans) of funds are permitted between funds but must be repaid to the originating fund, with interest, by Oct. 1 following the end of the fiscal year.***

It shall be the responsibility of the board secretary to make recommendations to the board regarding transfers and to provide the documentation justifying the transfer.

Legal Reference: Iowa Code §§ 24.21-.22; 257.10; 279.8; 279.42; 298A.  
289 IA.C. 6

Cross Reference: 701.5 Financial Records  
703 Budget  
704.2 Sale of Bonds

Approved 11/1/2004

Reviewed 09/21/2009  
10/20/2014  
10/21/2019

Revised \_\_\_\_\_



## STUDENT CONDUCT ON SCHOOL TRANSPORTATION

Students utilizing school transportation shall conduct themselves in an orderly manner fitting to their age level and maturity with mutual respect and consideration for the rights of the school vehicle driver and the other passengers. Students who fail to behave in an orderly manner will be subject to disciplinary measures.

The driver shall have the authority to maintain order on the school vehicle. It shall be the responsibility of the driver to report misconduct to the building administrator.

The board supports the use of ~~video cameras~~ **recording devices** on school buses used for transportation to and from school as well as for field trips, curricular or extracurricular events. The ~~video cameras~~ **recording devices** will be used to monitor student behavior and may be used as evidence in a student disciplinary proceeding. The ~~video~~ recordings are student records subject to school district confidentiality, board policy and administrative regulations.

After one warning for bad conduct, the building principal shall have the authority to suspend transportation privileges of the student or impose other appropriate discipline.

It shall be the responsibility of the superintendent, in conjunction with the building principal, to develop administrative regulations regarding student conduct and discipline when utilizing school district transportation.

Legal Reference: Iowa Code §§ 279.8; 285; 321 (2003).

Cross Reference: 503 Student Discipline  
506 Student Records  
**804.6 Use of Recording Devices on School Property**

Approved 11/1/2004

Reviewed 01/20/2020

Revised 12/21/2009  
02/16/2015  
01/20/2020

## USE OF VIDEO CAMERAS ON SCHOOL BUSES REGULATION

~~The board supports the use of video cameras on school buses as a means to monitor and maintain a safe environment for students and employees. The video cameras may be used on buses used for transportation to and from school, field trips, curricular events and extracurricular events. The contents of the video recordings may be used as evidence in a student disciplinary proceeding.~~

### Student Records

~~The content of the video recordings is a student record subject to board policy and administrative regulations regarding confidential student records. Only those persons with a legitimate educational purpose may view the video recordings. In most instances, those individuals with a legitimate educational purpose may be the superintendent, building principal, transportation director, bus driver and special education staffing team. A video recording recorded during a school sponsored trip, such as an athletic event, may also be accessible to the sponsor or coach of the activity. If the content of the recording becomes the subject of a student disciplinary proceeding, it may be treated like other evidence in the proceeding.~~

### Notice

~~The school district will annually provide the following notice to students and parents:~~

~~The Independence Community School District Board of Directors has authorized the use of video cameras on school district buses. The video cameras will be used to monitor student behavior to maintain order on the school buses to promote and maintain a safe environment. Students and parents are hereby notified that the content of the video recordings may be used in a student disciplinary proceeding. The content of the video recordings are confidential student records and will be retained with other student records. Video recordings will only be retained if necessary for use in a student disciplinary proceeding or other matter as determined necessary by the administration. Parents may request to view video recordings of their child if the recordings are used in a disciplinary proceeding involving their child.~~

~~The following notice will also be placed on all school buses equipped with a video camera:~~

~~This bus is equipped with a video/audio monitoring system.~~

### Review of Video Recordings

~~The school district shall review video recordings (choose one of the following):~~

~~X Option 1 when necessary as a result of an incident reported by a bus driver or student. The video recordings may be recirculated for erasure after 30 days.~~

~~\_\_\_\_\_ Option 2 at least (*weekly, monthly, etc.*). The video recordings may be recirculated for erasure after \_\_\_\_\_ days. Note: Video recordings should be kept for a minimum of two weeks.~~

~~\_\_\_\_\_ Option 3 randomly. The video recordings may be recirculated for erasure after \_\_\_\_\_ days.~~

## USE OF VIDEO CAMERAS ON SCHOOL BUSES REGULATION

Viewing of video recordings is limited to the individuals having a legitimate educational purpose. A written log will be kept of those individuals viewing the video recordings stating the time, name of individual viewing and the date the recording was viewed.

### Video Monitoring System

Video cameras will be rotated randomly on school district buses.

Determination of how video cameras will be used and which school buses will be equipped with video equipment will be made by the superintendent in consultation with the building principals and transportation director.

### Student Conduct

Students are prohibited from tampering with the video cameras on the school buses. Students found in violation of this regulation shall be disciplined in accordance with the school district discipline policy (Board Policy 503.1) and Good Conduct Policy (Board Policy 503.4) and shall reimburse the school district for any repairs or replacement necessary as a result of the tampering.

## DISPOSITION OF OBSOLETE EQUIPMENT

School property, such as equipment, furnishings, or supplies (hereafter equipment), will be disposed of when it is determined to be of no further use to the school district. It shall be the objective of the school district in disposing of the equipment to achieve the best available price or most economical disposal.

Obsolete equipment *or property other than real property* having a value of ~~less~~ **no more** than \$25,000 ~~shall~~ may be sold or disposed of in a manner determined by the board. The board gives the superintendent the sole discretion to dispose of or sell any equipment valued at ~~less~~ **no more** than \$25,000. However, the sale of equipment, furnishings or supplies disposed of in this manner shall be published in a newspaper of general circulation. ~~The publication of the sale or disposition will be published with at least one insertion each week for two consecutive weeks. Any other disposition may be done in any other manner with only one insertion in same newspaper.~~

A public hearing shall be held regarding the disposal of the equipment with a value of \$25,000 or more prior to the board's final decision. The board shall adopt a resolution announcing the proposed sale ~~or disposition~~ and ~~shall~~ **will** publish notice of the time and place of the public hearing and the description of the property shall be in the resolution. Notice of the public hearing shall be published at least once, but not less than 10 days and not more than 20 days, prior to the hearing date **unless otherwise required by law**. Upon completion of the public hearing, the board may dispose of the equipment.

It shall be the responsibility of the superintendent to make a recommendation to the board regarding the method for disposing of equipment of no further use to the school district.

Legal Reference: Iowa Code §§ 24.9; 297.22-.25.

Cross Reference: 704 Revenue  
705.1 Purchasing - Bidding  
803 Selling and Leasing

Approved 11/1/2004

Reviewed 02/22/2010  
04/20/2015  
11/16/2020

Revised 08/18/2014

***USE OF RECORDING DEVICES ON SCHOOL PROPERTY***

District-Generated Recordings

The district believes in the importance of providing a safe and enriching learning environment possible for its students. The district uses digital recording devices on school property including school transportation vehicles to help protect the safety of district students, employees and community members; and to safeguard district property which is funded using public resources. Additionally, district-generated recordings of students engaging in the district's educational and extracurricular programs can be essential to engage positively with the school community and promote the value of public education.

In order to balance privacy and safety interests, no recording devices will be utilized on district property where individuals maintain a reasonable expectation of privacy. These areas include but are not limited to: the school nurse's office, restrooms, locker rooms, changing areas, lactation spaces and employee break areas.

Recordings of students have the potential to be considered education records. Any recordings will be maintained and accessed in compliance with the requirements of the Family Education Rights and Privacy Act and the district's policy on student records.

Recordings will be digitally maintained and stored for an appropriate amount of time to maintain the safety of the educational environment and to safeguard district property, after which they will be destroyed. The superintendent or superintendent's designee will establish any necessary regulations related to the secure storage, maintenance, viewing and destruction of digital recordings.

Non-District Generated Recordings

The use of non-district owned recording devices on school property and at school events will be regulated. Students, parents and community members will not be permitted to take recordings of other students or employees during school hours unless the recording is authorized in advance by building administration. Students and employees found to violate this policy will be subject to disciplinary measures consistent with board policy and applicable student and employee handbooks. This policy will not be construed or enforced in a way that infringes on employee activity otherwise protected by law.

It is important to foster a community spirit and sense of unity within the district. However, the district acknowledges that not every student or staff member feels comfortable or safe being recorded. At district-sponsored extracurricular events and activities, the use of non-district owned recording devices by the public may be monitored by administration if a concern is made known to district administration by a student, employee or parent. Any individuals determined to be making recordings considered bothersome to students or staff may be asked to stop or destroy their recording and may be asked to leave the event.

Legal Reference:       20 USC 1232  
                              Iowa Code §§ 279.8

Cross Reference:       506.1    Student Records

Approved \_\_\_\_\_

Reviewed \_\_\_\_\_

Revised \_\_\_\_\_

## ***USE OF DISTRICT OWNED RECORDING DEVICES ON DISTRICT PROPERTY REGULATION***

The board supports the use of recording devices on district property as a means to monitor and maintain a safe environment for students and employees. District property includes district-owned land, buildings, vehicles, buses and any other property as needed. The contents of the recordings may be used as evidence in a student or employee disciplinary proceeding.

### Student Records

The content of the recordings may be a student record subject to federal and state law, board policy and administrative regulations regarding confidential student records. Generally, surveillance video that does not capture any specific incident is not a student record or personnel record and may be disclosed as a public record upon request. Only those persons with a legal basis or legitimate educational purpose may view the recordings. In most instances, individuals with a legitimate educational purpose may be the superintendent, building principal, classroom teacher, transportation director, bus driver, HR director and special education staffing team. A parent may inspect, review or be informed of the content of the recording without consent from any student or parent of a minor student also shown in the recording, whether the student is a bystander to an incident or directly involved. The district may, but is not obligated by law to provide a copy of a recording to a parent or student upon request. A recording during a school-sponsored trip, such as an athletic event, may also be accessible to the sponsor or coach of the activity. If the content of the recording becomes the subject of a student disciplinary proceeding, it will be treated like other evidence in the proceeding.

### Notice

The school district will annually provide the following notice to students, employees, and parents:

The Independence Community School District Board of Directors has authorized the use of recording devices on school district owned property. The recording devices will be used to enhance safety and security within the educational environment. Students, employees, and parents are hereby notified that the content of the recording may be used in a student or employee disciplinary proceeding. The content of the recordings may be considered confidential student records and will be retained with other student records. Recordings will only be retained if necessary for use in a student or employee disciplinary proceeding or other matter as determined necessary by the administration. Parents may request to view the recording of their child.

The following notice will also be placed on all school buses equipped with recording devices:

This building/bus is equipped with a recording /audio monitoring system.

***USE OF DISTRICT OWNED RECORDING DEVICES ON DISTRICT PROPERTY REGULATION***

Review of Recording Devices

The school district will review the recordings (choose one of the following):

- X   Option 1--when necessary, as a result of an incident reported by an employee or student. The recordings may be re-circulated for erasure after 30 days.
- Option 2--at least (*weekly, monthly, etc.*). The recordings may be re-circulated for erasure after      days. **Note: Recordings should be kept for a minimum of two weeks.**
- Option 3--randomly. The recordings may be re-circulated for erasure after      days.

If not public records, the viewing of the recordings is limited to the individuals having a legitimate educational purpose. A written log, as appropriate, may be kept of those individuals viewing the recordings stating the time, name of individual viewing and the date the recordings was viewed.

Student Conduct

Students are prohibited from tampering with the recording devices on the school property. Students found in violation of this regulation will be disciplined in accordance with the school district discipline policy and Good Conduct Rule and will reimburse the school district for any repairs or replacement necessary as a result of the tampering.

Employee Conduct

District-generated recordings may be used as evidence in employee disciplinary matters, as appropriate. Employees are prohibited from tampering with recording devices on school property. Employees found to be in violation of this regulation will be subject to disciplinary action as outlined in the employee handbook and relevant board policies.



***WEAPONS IN THE SCHOOL DISTRICT***

The board believes weapons, other dangerous objects and look-a-likes in school district facilities and at school district-approved events cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees and visitors on the school district premises or property within the jurisdiction of the school district.

All weapons, dangerous objects and look-a-likes are prohibited to be carried, possessed, transported or otherwise stored on school district property and to school district-approved events. Exceptions to this policy include weapons carried by the following individuals in performance of their official duties:

- law enforcement;
- military personnel;
- corrections officers;
- individuals approved in writing by the Superintendent, and;
- students and individuals approved in writing by the Superintendent who are actively engaging in a school district approved firearms safety course, hunter education course or shooting sports activity.

Individuals found to be in violation of this district policy will be required to immediately remove the weapon, dangerous object or look-a-likes from the school district property or event. Students found to be in violation of this policy or any other board policies related to weapons will be subject to disciplinary proceedings.

Legal Reference:       18 U.S.C. § 921  
                              Iowa Code §§ 279.8; 280.21B; 483A.27(11), 724  
                              281 I.A.C. 12.3(6)

Cross Reference:       502     Student Rights and Responsibilities  
                              503     Student Discipline  
                              507     Student Health and Well-Being

Approved \_\_\_\_\_

Reviewed \_\_\_\_\_

Revised \_\_\_\_\_

Independence Community School District

## Board Report - Prepaids

Page: 1

08/11/2021 02:06 PM

JULY 15, 2021 - AUGUST 11, 2021

User ID: ARL

Check #	Vendor Name	Vendor Description	Amount
Checking Account ID 1	Fund Number 10	OPERATING FUND	
114608	AMAZON CAPITAL SERVICES	SUPPLIES	119.90
114609	AMES CSD	TUIT	9,937.55
114610	CAPITAL ONE	SUPPLIES	85.25
114611	CEDAR FALLS COMM. SCHOOLS	OE TUITION	30,107.45
114612	CEDAR RAPIDS CSD	REIM/TUIT/FEES	1,846.82
114613	EAST BUCHANAN CSD	REIMB/FEES/TUIT	23,045.52
114615	FLIPPEN GROUP	SRV/SUP	2,400.00
114616	HERFF JONES	SUPPLIES	43.85
114617	JESUP CSD	TUIT/FEES/REIMB	4,570.48
114618	MASON CITY COMMUNITY SCHOOLS		3,171.86
114619	MTMD DRIVING SCHOOL LLC	SRV	1,360.00
114620	WATERLOO CSD	OE TUITION	14,381.40
114621	WAVERLY-SHELL ROCK SCHOOL	REG/FEES/TUIT	5,708.79
Fund Number 10			<u>96,778.87</u>
Checking Account ID 1	Fund Number 22	MANAGEMENT FUND	
114621	WAVERLY-SHELL ROCK SCHOOL	REG/FEES/TUIT	165.10
Fund Number 22			<u>165.10</u>
Checking Account ID 1	Fund Number 71	PARTIAL SELF-FUNDING PLAN FUND	
114614	EMPLOYEE BENEFIT SYSTEMS	SRV	661.50
Fund Number 71			<u>661.50</u>
Checking Account ID 1			<u>97,605.47</u>
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND	
36845	BUCHANAN COUNTY HEALTH CENTER	SERVICES	1,430.63
36846	I.C.S. GENERAL FUND	REIMBURSEMENT	3,805.43
Fund Number 21			<u>5,236.06</u>
Checking Account ID 3			<u>5,236.06</u>
Checking Account ID 4	Fund Number 33	LOCAL OPTION SALES AND SERVICES TAX	
4449	APPLE INC	EQUIP/SUP/SRV	1,725.00
4451	WAVERLY-SHELL ROCK SCHOOL	REG/FEES/TUIT	2,152.65
Fund Number 33			<u>3,877.65</u>
Checking Account ID 4	Fund Number 40	DEBT SERVICES FUND	
4450	UMB BANK, N.A.	SRV	600.00
Fund Number 40			<u>600.00</u>
Checking Account ID 4			<u>4,477.65</u>

<u>Vendor Name</u>		<u>Vendor Description</u>		
<u>Checking</u>	1			
<b>Checking</b>	<b>1</b>	<b>Fund: 10 OPERATING FUND</b>		
A1 STORAGE		SUP/SRV		
			<b>Vendor Total:</b>	<b>180.00</b>
AABLE PEST CONTROL		SRV		
			<b>Vendor Total:</b>	<b>160.00</b>
AHLERS AND COONEY, P.C.		SERVICES		
			<b>Vendor Total:</b>	<b>703.00</b>
AMAZON CAPITAL SERVICES		SUPPLIES		
			<b>Vendor Total:</b>	<b>2,718.18</b>
BAUER BUILT		SRV		
			<b>Vendor Total:</b>	<b>3,571.68</b>
BLACK HAWK SPRINKLERS		SERVICE		
			<b>Vendor Total:</b>	<b>312.50</b>
BODENSTEINER IMPLEMENT CO		SUPPLIES		
			<b>Vendor Total:</b>	<b>135.90</b>
BOUBIN TIRE CO INC		SUPPLIES		
			<b>Vendor Total:</b>	<b>785.60</b>
BUCHANAN COUNTY ENGINEER		EQUIPMENT/SUP		
			<b>Vendor Total:</b>	<b>9,540.40</b>
BULLETIN JOURNAL		SUBSCRIPTIONS		
			<b>Vendor Total:</b>	<b>89.99</b>
CENTRAL RIVERS AEA		SUP/SRV		
			<b>Vendor Total:</b>	<b>338.75</b>
CITY LAUNDERING CO		SRV/SUP		
			<b>Vendor Total:</b>	<b>733.45</b>
CJ COOPER		SRV		
			<b>Vendor Total:</b>	<b>260.00</b>
CONSOLIDATED ENERGY COMPANY		DIESEL/GASOLINE		
			<b>Vendor Total:</b>	<b>2,928.21</b>
CPI		DUES/FEES		
			<b>Vendor Total:</b>	<b>1,221.48</b>
CY & CHARLEY'S INC		REPAIRS/MAINT/SUP		
			<b>Vendor Total:</b>	<b>47.00</b>
DEMCO INC		SUP/EQUIP		
			<b>Vendor Total:</b>	<b>189.30</b>
ESCHEN TARPY NAPA		SUP/EQUIP		
			<b>Vendor Total:</b>	<b>243.96</b>
FITZPATRICK WATER & PLUMBING, INC.		SUP/SRV		
			<b>Vendor Total:</b>	<b>130.00</b>
HAWKEYE ALARM SIGNAL COMPANY		SERVICES		
			<b>Vendor Total:</b>	<b>250.00</b>
HAWKEYE FIRE & SAFETY		SUP/SRV		
			<b>Vendor Total:</b>	<b>1,170.00</b>
HELPER HELPER		SOFTWARE		
			<b>Vendor Total:</b>	<b>500.00</b>
HOLIDAY INN-AIRPORT CONFERENCE CENTER		LODGING		
			<b>Vendor Total:</b>	<b>217.28</b>
HUPKE, DEWEY		REIMBURSEMENT		
			<b>Vendor Total:</b>	<b>145.60</b>
I.C.S. ACTIVITY FUND		REIMBURSEMENT		

<u>Vendor Name</u>	<u>Vendor Description</u>	<b>Vendor Total:</b>	
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT	<b>Vendor Total:</b>	25,000.00
INDEPENDENCE CHIROPRACTIC CENTER	SRV	<b>Vendor Total:</b>	6,262.10
INDEPENDENCE LIGHT & POWER	UTILITIES	<b>Vendor Total:</b>	190.00
INDEPENDENCE PLUMBING/HTG INC	SUP/SRV	<b>Vendor Total:</b>	29,366.25
INFRASTRUCTURE TECH SOLUTIONS	SRV/EQUIP	<b>Vendor Total:</b>	48.00
JAYMAR BUSINESS FORMS INC	SUPPLIES	<b>Vendor Total:</b>	200.00
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	<b>Vendor Total:</b>	857.79
KENDALL HUNT PUBLISHING COMPANY	SUPPLIES	<b>Vendor Total:</b>	333.01
KIDSVILLE	REIMBURSEMENT	<b>Vendor Total:</b>	104.14
KLUESNER SANITATION	SRV	<b>Vendor Total:</b>	15,370.62
LESSONPIX	SOFTWARE	<b>Vendor Total:</b>	3,602.59
MACMILLAN HOLDINGS LLC	SUPPLIES	<b>Vendor Total:</b>	36.00
MCGRAW HILL COMPANIES	SUPPLIES	<b>Vendor Total:</b>	3,783.34
MOOSE MECHANICAL	SRV	<b>Vendor Total:</b>	10,880.44
MOSER PRESCHOOL	REIMBURSEMENT	<b>Vendor Total:</b>	467.50
MOVIE LICENSING USA	SUPPLIES	<b>Vendor Total:</b>	8,539.24
MTMD DRIVING SCHOOL LLC	SRV	<b>Vendor Total:</b>	581.00
MUSICFIRST	REG FEE	<b>Vendor Total:</b>	1,125.00
NASSCO	SUP/SRV	<b>Vendor Total:</b>	798.00
NORTHWEST EVALUATION ASSOCIATION	TESTING SERVICES	<b>Vendor Total:</b>	2,634.91
OELWEIN COMMUNITY SCHOOLS	TUIT/FEES/REIMB	<b>Vendor Total:</b>	9,900.00
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	<b>Vendor Total:</b>	13,760.00
OFFICE DEPOT, INC	SUP/EQUIP	<b>Vendor Total:</b>	1,040.91
OFFICE EXPRESS	SUPPLIES	<b>Vendor Total:</b>	1,538.60
PAPER CORPORATION	PAPER	<b>Vendor Total:</b>	281.60
PERFECTION LEARNING INC	SUPPLIES	<b>Vendor Total:</b>	13,224.74

<u>Vendor Name</u>	<u>Vendor Description</u>		
		<b>Vendor Total:</b>	<b>440.69</b>
PIONEER VALLEY BOOKS	SUPPLIES		
		<b>Vendor Total:</b>	<b>852.50</b>
PRINT EXPRESS~MILLER PRINTERIE	SRV/SUP		
		<b>Vendor Total:</b>	<b>78.92</b>
REALLY GOOD STUFF	SUPPLIES		
		<b>Vendor Total:</b>	<b>115.66</b>
ROTARY CLUB OF INDEPENDENCE	DUES/FEES		
		<b>Vendor Total:</b>	<b>51.00</b>
SCHOLASTIC	SUPPLIES		
		<b>Vendor Total:</b>	<b>454.16</b>
SCHOOL BUS SALES	VEHICLE/SUPPLIES		
		<b>Vendor Total:</b>	<b>2,966.55</b>
SCHOOL SPECIALTY LLC	SUPPLIES		
		<b>Vendor Total:</b>	<b>87.45</b>
SET ME FREE PROJECT, THE	SRV		
		<b>Vendor Total:</b>	<b>500.00</b>
SHREDDER, THE	SERVICE		
		<b>Vendor Total:</b>	<b>240.00</b>
SIGNS AND MORE	SUP/IMPROV		
		<b>Vendor Total:</b>	<b>85.00</b>
SPAHN & ROSE LUMBER CO INC	SUP/IMPROV/EQUIP		
		<b>Vendor Total:</b>	<b>238.41</b>
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT		
		<b>Vendor Total:</b>	<b>11,954.94</b>
SU INSURANCE COMPANY	SRV		
		<b>Vendor Total:</b>	<b>160.00</b>
SUPERIOR CLEANING SERVICES LTD	SERVICE		
		<b>Vendor Total:</b>	<b>18,583.03</b>
TEACHER DIRECT	SUPPLIES		
		<b>Vendor Total:</b>	<b>772.58</b>
TEACHING STRATEGIES GOLD	ASSESSMENT		
		<b>Vendor Total:</b>	<b>1,201.75</b>
TOM'S AUTO TRIM	SRV/SUP		
		<b>Vendor Total:</b>	<b>40.00</b>
U.S. CELLULAR	TELEPHONE		
		<b>Vendor Total:</b>	<b>184.17</b>
VERN'S TRUE VALUE	SUPPLIES		
		<b>Vendor Total:</b>	<b>544.95</b>
VISA CARD SERVICES	SUPPLIES		
		<b>Vendor Total:</b>	<b>2,055.73</b>
		<b>Fund Total:</b>	<b>218,105.55</b>
<b>Checking</b>	<b>1</b>	<b>Fund: 22</b>	<b>MANAGEMENT FUND</b>
SMITH - D & L INSURANCE		SERVICES	
		<b>Vendor Total:</b>	<b>259,487.00</b>
		<b>Fund Total:</b>	<b>259,487.00</b>
<b>Checking</b>	<b>1</b>	<b>Fund: 71</b>	<b>PARTIAL SELF-FUNDING PLAN FUND</b>
WELLMARK BLUE CROSS BLUE SHIELD OF SERVICE IA			
		<b>Vendor Total:</b>	<b>1,630.00</b>
		<b>Fund Total:</b>	<b>1,630.00</b>
		<b>Checking Account Total:</b>	<b>479,222.55</b>

<u>Vendor Name</u>		<u>Vendor Description</u>		
<u>Checking</u>	2			
<b>Checking</b>	<b>2</b>	<b>Fund: 61</b>	<b>SCHOOL NUTRITION FUND</b>	
FOWLER, ELLEN		REFUND		
			<b>Vendor Total:</b>	<b>351.75</b>
HARBAUGH, ANNETTE		CASH		
			<b>Vendor Total:</b>	<b>210.00</b>
HEARTLAND PAYMENT SYSTEMS INC		SFTWARE/EQUIP		
			<b>Vendor Total:</b>	<b>4,340.00</b>
RETH, AMBER		REFUND		
			<b>Vendor Total:</b>	<b>38.10</b>
SHERRETS, ASHLEY		REFUND		
			<b>Vendor Total:</b>	<b>44.75</b>
			<b>Fund Total:</b>	<b>4,984.60</b>
			<b>Checking Account Total:</b>	<b>4,984.60</b>

<u>Checking</u>	3			
<b>Checking</b>	<b>3</b>	<b>Fund: 21</b>	<b>STUDENT ACTIVITY FUND</b>	
AMAZON CAPITAL SERVICES		SUPPLIES		
			<b>Vendor Total:</b>	<b>338.92</b>
BLAND'S FLOWER SHOP INC		FLOWERS		
			<b>Vendor Total:</b>	<b>6.00</b>
DECKER SPORTING GOODS		SUPPLIES		
			<b>Vendor Total:</b>	<b>16,956.45</b>
DECORAH FFA		REIMBURSEMENT		
			<b>Vendor Total:</b>	<b>553.50</b>
PIONEER VALLEY BOOKS		SUPPLIES		
			<b>Vendor Total:</b>	<b>52.80</b>
RIDDELL/ALL AMERICAN SPORTS COMPANY		SUPPLIES		
			<b>Vendor Total:</b>	<b>7,970.45</b>
SIGNS AND MORE		SUP/IMPROV		
			<b>Vendor Total:</b>	<b>1,029.75</b>
VISA CARD SERVICES		SUPPLIES		
			<b>Vendor Total:</b>	<b>1,105.78</b>
WINDSTAR LINES INC		SERVICE		
			<b>Vendor Total:</b>	<b>4,709.93</b>
			<b>Fund Total:</b>	<b>32,723.58</b>
			<b>Checking Account Total:</b>	<b>32,723.58</b>

<u>Checking</u>	4			
<b>Checking</b>	<b>4</b>	<b>Fund: 33</b>	<b>LOCAL OPTION SALES AND SERVICES TAX</b>	
ADVANCE BUILDERS CORP		REPAIR/MAINT		
			<b>Vendor Total:</b>	<b>563.70</b>
APPLE INC		EQUIP/SUP/SRV		
			<b>Vendor Total:</b>	<b>3,517.00</b>
CANVAS BY INSTRUCTURE		SFTWARE		
			<b>Vendor Total:</b>	<b>5,880.00</b>
COMMUNICATIONS ENG CO.		SRV/EQUIP/IMPROV		
			<b>Vendor Total:</b>	<b>10,098.05</b>
G & L LAWN RANGERS LLC		SERVICE		
			<b>Vendor Total:</b>	<b>6,750.00</b>
JWOODS SPORTS FLOORING		IMPROVEMENT		
			<b>Vendor Total:</b>	<b>6,895.00</b>
MOOSE MECHANICAL		SRV		

<u>Vendor Name</u>	<u>Vendor Description</u>	<b>Vendor Total:</b>	
TYLER TECHNOLOGIES	SOFTWARE		<b>4,214.65</b>
		<b>Vendor Total:</b>	<b>7,800.00</b>
		<b>Fund Total:</b>	<b>45,718.40</b>
<b>Checking</b>	<b>4 Fund: 35 Elem SAVE Projects</b>		
ELECTRICAL ENGINEERING & EQUIP	SUP/IMPROV		
		<b>Vendor Total:</b>	<b>6,120.03</b>
HARGERS ACOUSTICS INC	IMPROVEMENT		
		<b>Vendor Total:</b>	<b>13,652.00</b>
HSR ASSOCIATES INC	SERVICES		
		<b>Vendor Total:</b>	<b>5,329.68</b>
LARSON CONSTRUCTION CO. INC.	CONST SERV		
		<b>Vendor Total:</b>	<b>830,401.38</b>
MOOSE MECHANICAL	SRV		
		<b>Vendor Total:</b>	<b>1,700.00</b>
		<b>Fund Total:</b>	<b>857,203.09</b>
<b>Checking</b>	<b>4 Fund: 36 PHYSICAL PLANT &amp; EQUIPMENT</b>		
GORDON FLESCH COMPANY	EQUIP/SRV		
		<b>Vendor Total:</b>	<b>704.00</b>
ISFIS INC	SERVICES		
		<b>Vendor Total:</b>	<b>1,000.00</b>
JOURNEYED.COM INC	SFTWARE		
		<b>Vendor Total:</b>	<b>2,425.00</b>
PLUMB SUPPLY COMPANY	IMPROVEMENT		
		<b>Vendor Total:</b>	<b>41.77</b>
R & E REAL ESTATE LLC	LEASE		
		<b>Vendor Total:</b>	<b>2,750.00</b>
WEVIDEO INC.	SOFTWARE		
		<b>Vendor Total:</b>	<b>3,538.25</b>
		<b>Fund Total:</b>	<b>10,459.02</b>
		<b>Checking Account Total:</b>	<b>913,380.51</b>



BANKIOWA  
 PO BOX 419734  
 KANSAS CITY MO 64141-6734

Account Number Ending In: XXXX XXXX XXXX 2575



New Balance	Payment Due Date	Please Detach And Enclose Top Portion With Payment	Past Due Amount	Minimum Payment	Amount Enclosed
3,161.51	08/28/21		0.00	3,161.51	\$

Make Check Payable To:  
 Card Services

Please check box if making address change as indicated on the back

Card Services  
 PO Box 875852  
 Kansas City MO 64187-5852

CONTROL ACCOUNT  
 INDEPENDENCE COMM SC  
 1207 1ST ST W  
 INDEPENDENCE IA 50644-2375



Account Number Ending In: XXXX XXXX XXXX 2575

Summary of Account Activity		
Previous Balance	\$	8,025.71
Payments	-	8,283.31
Other Credits	-	81.74
Purchases/Debits	+	3,500.85
Cash Advances	+	0.00
Finance Charges	+	0.00
<b>New Balance</b>		<b>3,161.51</b>
Credit Limit		50,000.00
Available Credit		45,831.00

Payment Information	
Statement Closing Date	08/03/21
New Balance	3,161.51
Minimum Payment Due	3,161.51
Payment Due Date	08/28/21
Past Due Amount	0.00

An amount followed by a minus (-) is a credit or a credit balance, unless otherwise indicated.

PAYMENT ADDRESS  
 CARD SERVICES  
 PO BOX 875852  
 KANSAS CITY, MO 64187-5852

ACCOUNT INQUIRIES AND  
 LOST STOLEN CARDS  
 800-821-5184  
 816-843-2000 IN KANSAS CITY

BANKIOWA  
 PO BOX 419734  
 KANSAS CITY MO 64141-6734

Telephoning about billing errors will not preserve your rights under federal law. See the Billing Rights Summary on the reverse side.

Your rewards balance is: 623,444 Points

The above rewards balance may not reflect all transaction activity included on this statement.

Visit [www.rewards.umb.com](http://www.rewards.umb.com) to get your current rewards balance and redeem your rewards.

You may also call 855-861-2162.

Transaction Information

Transaction Date	Posting Date	Reference Number	Purchases, Cash Advances, Payments, Credits and Adjustments since last statement	Amount
			<b>TOTAL XXXX XXXX XXXX 2575 \$8,283.31</b>	
07/22	07/22	74715626QEHM8Z4R4	CK PAYMENT THANK YOU KANSAS CITY MO	8,283.31-
			<b>WEST ELEMENTARY</b>	
			<b>TOTAL XXXX XXXX XXXX 6047 \$79.00</b>	
07/22	07/23	24492166B000EV1B9	SMORE COM - EDUCATOR WWW.SMORE.COM PA MCC: 5734 MERCHANT ZIP: 15206	79.00
			<b>INDEPENDENCE JSH</b>	
			<b>TOTAL XXXX XXXX XXXX 0436 \$2,098.32</b>	
07/01	07/04	24692165P2XGJ3FEK	COURTYARD ANKENY ANKENY IA MCC: 3690 MERCHANT ZIP: 50021 LODGING CHECK-IN DATE: 07/01/21	257.60
07/06	07/07	24492155VLWJWX2VT	TEACHERSPAYTEACHERS.COM 646-588-0910 NY MCC: 8299 MERCHANT ZIP: 10003	294.95
07/08	07/09	24453885Y000BB3Z2	WORKSHEETS LAND 845-8077422 NY MCC: 8299 MERCHANT ZIP: 10926	29.99
07/10	07/11	24692165Z2XNJYJYK	SSI SCHOOL SPECIALTY 888-388-3224 WI MCC: 5943 MERCHANT ZIP: 54942	81.74
07/13	07/14	7469216622XVGF2QT	SSI SCHOOL SPECIALTY 888-388- CREDIT MCC: 5943 MERCHANT ZIP: 54942	81.74-
07/13	07/14	247554263M9N2E5G5	EPIC SPORTS 888-2692440 KS MCC: 5941 MERCHANT ZIP: 67226	1,105.78
07/19	07/21	2490641683MHJP9YZ	NASSP Product & Service 703-8600200 VA MCC: 8699 MERCHANT ZIP: 20191	385.00
07/30	07/31	24492156KLTZYJM2P	TEACHERSPAYTEACHERS.COM 646-588-0910 NY MCC: 8299 MERCHANT ZIP: 10003	25.00
			<b>LAURA J MORINE</b>	
			<b>TOTAL XXXX XXXX XXXX 1855 \$1,241.79</b>	
07/06	07/07	24559305VS66HOPXB	IASBO 319-9311833 IA MCC: 8699 MERCHANT ZIP: 52411	175.00
07/08	07/11	24707805Y0VZE7X5R	School Administrators of 515-267-1115 IA MCC: 8699 MERCHANT ZIP: 50325	1,038.00

Continued on next page

**Transaction Information Continued**

Transaction Date	Posting Date	Reference Number	Purchases, Cash Advances, Payments, Credits and Adjustments since last statement	Amount
07/10	07/11	24692165Z2XMH9JFD	Des Moines Register 888-426-0491 IN MCC: 5968 MERCHANT ZIP: 46038	10.69
07/19	07/20	241374669014J96HY	USPS PO 1843560944 INDEPENDENCE IA MCC: 9402 MERCHANT ZIP: 50644	3.10
07/21	07/23	24445006BEHZYBJ7	DOLLAR-GENERAL #2329 INDEPENDENCE IA MCC: 5331 MERCHANT ZIP:	15.00

**Interest Charge Calculation**

Your Annual Percentage Rate (APR) is the annual interest rate on your account

Current Billing Period <u>Type of Balance</u>	Annual Percentage Rate (APR)	Balance Subject to <u>Interest Rate</u>	Interest Charge
Purchases	13.25(v)	0.00	0.00
Cash Advances	17.25(v)	0.00	0.00

(v) = Variable Rate

Periodic rates and APRs may vary. See your Cardmember Agreement for an explanation. There is a 25-day grace period for Purchases but not for Cash Advances. You can avoid additional finance charges on Purchases if you pay the New Balance within 25 days of the Statement Closing Date (which may not be the same as the Payment Due Date). See reverse side for important information and disclosures and, if an Annual Fee was posted above, regarding renewals.

## BILLING RIGHTS SUMMARY

In case of Errors or Questions About Your Bill

If you think your bill is wrong or if you need more information about a transaction on your bill, write to us on a separate sheet at the address shown below as soon as possible. We must hear from you no later than 60 days after we sent you the first bill on which the error or problem appeared. You can telephone us, but doing so will not preserve your rights.

In your letter, give us the following information:

- Your name and account number;
- The dollar amount of the suspected error;
- Describe the error and explain, if you can, why you believe there is an error.

If you need more information, describe the item you are unsure about.

You do not have to pay any amount in question while we are

investigating, but you are still obligated to pay the parts of your bill that are not in question. While we investigate your question, we cannot report you as delinquent or let a creditor collect the amount you question.

### Special Rule for Credit Card Purchases

If you have a problem with the quality of goods or services that you purchased with a credit card, and you have tried in good faith to correct the problem with the merchant, you may not have to pay the remaining amount due on the goods or services. You have this protection only when the purchase price was more than \$50 and the purchase was made in your home state or within 100 miles of your mailing address. If we were to operate the merchant, or if we mailed you the advertisement for the property or services, all purchases are covered regardless of amount or location of purchase.

SEND INQUIRIES AND BILLING ERROR NOTICES TO: Card Center, P.O. Box 419734, Kansas City, MO 64141 (800) 821-5184. In the Kansas City area, call 816-643-2000. Telephoning us will not preserve your Billing Error Rights.

In order to be credited to your account on the date received, your payment must be accompanied by the top portion of your statement and must be received at P.O. Box 219736, Kansas City, Missouri 64121-6736 by 10:00 a.m. Payments received at such location after 10:00 a.m. will be credited on the following business day, and payments received at any other address will be credited promptly but may be delayed up to five (5) days.

**Notice regarding electronic collection of your check.** When you send us a check drawn on a consumer account as payment on your account, you consent to our converting the check to an electronic (ACH) debit to collect it. See your original Agreement for further information. If we are unable to collect the debit electronically, you consent to our creation of a paper draft in the amount of your original check, which we will send to your financial institution for collection.

### EXPLANATION OF FINANCE CHARGES

**1. Finance Charges.** During the Billing Period that ends on the "Statement Closing Date" printed on the front of each Monthly Statement, your Account may be subject to stated extensions and penalties. We assess a Finance Charge for the applicable Billing Period. The Finance Charge may consist of one or more of the following: a cash advance fee finance charge (which is a fixed amount) and/or a periodic rate finance charge. Any periodic rate finance charge charged to your Account during the Current Billing Period is calculated by multiplying a monthly periodic rate times the "Cash Advance Average Daily Balance", the "Purchase Advance Average Daily Balance" and each "Same-as-Cash Purchase (or Promotional Item) Average Daily Balance" of your Account for the Current Billing Period, and, if applicable, times the "Purchase Advance Average Daily Balance" of your Account for the immediately preceding Billing Period (the "Previous Billing Period").

**2. Balance Computation.** The Cash Advance Average Daily Balance of your Account for the Current Billing Period is computed by adding together the "Cash Advance Daily Balance" for each day in the Current Billing Period and dividing that sum by the number of days in the Current Billing Period. The "Purchase Advance Average Daily Balance" of your Account for the Current Billing Period is computed by adding together the "Purchase Advance Daily Balance" for each day in the Current Billing Period (exclusive of Same-as-Cash Purchases and other Promotional Items) and dividing that sum by the number of days in the Current Billing Period. The "Same-as-Cash Purchase (or Promotional Item) Average Daily Balance" for the Current Billing Period of each Same-as-Cash Purchase or Promotional Item on your Account is computed by adding together the Same-as-Cash Purchase (or Promotional Item) Daily Balance for each day in the Current Billing Period.

The "Cash Advance Daily Balance", "Purchase Advance Daily Balance" and "Same-as-Cash Purchase (or Promotional Item) Daily Balance" for each day in the Current Billing Period are calculated as explained below. For purposes of such calculations, each qualifying Purchase made under a "Same-as-Cash Program" is treated as a "Deferral" for the period of time (the "Deferral Period") during which no periodic rate finance charge is assessed to your account for the Same-as-Cash Purchase pursuant to the terms and conditions of the promotional program. The transaction information section on the front of each Monthly Statement will reflect the amount of each Same-as-Cash Purchase and Promotional Item posted to your Account, together with the date on which the Deferral Period for a Same-as-Cash Purchase will expire.

A. If the New Balance (after subtracting all Deferrals) shown on your Previous Monthly Statement was zero or was paid in full within 25 days of the Statement Closing Date shown thereon, then (i) the Cash Advance Daily Balance for each day in the Current Billing Period is calculated by taking the amount of all of your posted unpaid Cash Advances as of the beginning of that day, adding any new Cash Advances posted to your Account as of that day, and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your posted unpaid Cash Advances, and (ii) the Purchase Advance Daily Balance for each day in the Current Billing Period will be zero, and the Purchase Advance Average Daily Balance will not be computed during the Current Billing Period.

B. If, however, the New Balance (after subtracting all Deferrals) shown on your Previous Monthly Statement was not paid in full or before the Payment Due Date shown thereon, then (i) the Cash Advance Daily Balance for each day in the Current Billing Period is calculated in the same way as described in subsection 2A (i) above, and (ii) the Purchase Advance Daily Balance for each day in the Current Billing Period is calculated by taking the amount of all posted unpaid Purchase Advances (exclusive of Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges on your Account as of the beginning of that day, adding any new Purchase Advances (other than Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges posted to your Account as of that day, and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your posted unpaid Purchase Advances (other than Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges.

C. Each Same-as-Cash Purchase (or Promotional Item) Daily Balance for each day in the Current Billing Period is equal to the difference between the original amount of the Same-as-Cash Purchase (or Promotional Item) and the sum of all payments or credits posted to your Account prior to and as of that day that were applied against the Same-as-Cash Purchase or Promotional Item. The Purchase Advance Average Daily Balance for the Previous Billing Period (exclusive of Same-as-Cash Purchases and Promotional Items) is calculated by adding together the Purchase Advance Daily Balance for each day in the Previous Billing Period and dividing that sum by the number of days in the Previous Billing Period. The Purchase Advance Daily Balance for each day in the Previous Billing Period is calculated by taking the amount of all Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges first posted to your Account during the Previous Billing Period that remain unpaid as of the beginning of that day, adding any new Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges posted to your Account as of that day, and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your unpaid Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges. The balances for Same-as-Cash Purchases will be included in the Purchase Advance Average Daily Balance when the applicable Deferral Period expires and will no longer appear on your Monthly Statement as a separate Same-as-Cash (or Promotional Item) Daily Balance.

### 3. Free Ride Period

A. **Cash Advances.** A periodic rate finance charge applies to all Cash Advances from the date they are posted to your Account until paid in full.

B. **Same-as-Cash Purchases.** Although a periodic rate finance charge will accrue monthly on a Same-as-Cash Purchase from the date it is first posted to your Account, the actual periodic rate finance charges will not be charged to your Account the full amount of the Same-as-Cash Purchase is paid by the end of its Deferral Period. At the end of the Deferral Period, however, if the full amount of the Same-as-Cash Purchase has not been paid, the periodic rate finance charges that accrued on the Same-as-Cash Purchase during the prior Billing Periods of its Deferral period, and a periodic rate finance charge on the unpaid balance of the Same-as-Cash Purchase for the Current Billing Period, will be charged to your Account. A periodic rate finance charge on a Same-as-Cash Purchase whose Deferral Period has expired will continue to be charged to your Account during each following Billing Period in which any portion of the Same-as-Cash Purchase remains unpaid. On the front side of each Monthly Statement, the amount of the periodic rate finance charge for each Same-as-Cash Purchase whose Deferral Period has expired (i) appears in the transaction information section, and (ii), on the last page, is included in the "Account Summary" or the "Finance Charge" box, but will not be part of the "Finance Charge Computation" disclosed in the "Finance Charge Information" box. After expiration of the Deferral Period, Same-as-Cash Purchases will no longer be reported on your Monthly Statement.

C. **Other Purchase Advances.** Purchase Advances (including Promotional Items, but excluding Same-as-Cash Purchases) and return check charges and documentation charges first posted to your Account during the Current Billing Period incur a periodic rate finance charge from the date they are posted to your Account until paid in full, unless (i) the New Balance (after subtracting all Deferrals) shown on your Previous Monthly Statement was zero or was paid in full on or before the Payment Due Date shown thereon, and (ii) the New Balance (after subtracting all Deferrals) shown on your Current Monthly Statement is paid in full on or before the Payment Due Date shown thereon. If the conditions described in (i) and (ii) above are both satisfied, you will avoid periodic rate finance charges on all Purchase Advances (including on Promotional Items that are not Cash Advances, and other than accruals on Deferrals), return check charges and documentation charges first posted during the Current Billing Period. If the condition described in (i) above (relating to the payment of your prior balance) is satisfied, but the condition described in (ii) above (relating to the payment of your current balance) is not satisfied, then, at the beginning of the immediately following Billing Period, a periodic rate finance charge will be assessed on all Purchase Advances (including Promotional Items that are not Cash Advances, but excluding Deferrals) first posted to your Account during the Current Billing Period, the amount of such Finance Charge (exclusive of Finance Charges on Promotional Items) will appear on your immediately following Monthly Statement, and will show the dollar amount of the Current Billing Period Purchase Advance Average Daily Balance on which it was calculated (such Purchase Advance Average Daily Balance will be identified on the front of the last page of such following Monthly Statement as your "Average Daily Balance" for the "Previous Billing Period").

**Independence Community School District  
Treasurer's Report  
7/31/2021**

	<b>Banklowa #1</b>	<b>NSB #2</b>	<b>Banklowa #3</b>	<b>NSB #4</b>	<b>Banklowa #99</b>
Savings Beginning Balance	6,887,722.31	389,947.17	126,087.00	3,008,830.33	56,229.77
Deposits	383,774.08	4,413.05	32,191.43	165,263.96	6,155.82
Withdrawals	(1,834,693.61)	(28,879.89)	(11,956.51)	(657,545.97)	(2,942.64)
<b>Savings Ending Balance</b>	<b>5,436,802.78</b>	<b>365,480.33</b>	<b>146,321.92</b>	<b>2,516,548.32</b>	<b>59,442.95</b>
Checking Beginning Balance	928,578.88	1,919.30	15,800.33	400.00	-
Deposits	1,857,926.57	722.64	13,974.64	657,545.97	-
Withdrawals	(1,743,253.47)	(823.66)	(16,772.94)	(648,515.97)	-
<b>Checking Ending Balance</b>	<b>1,043,251.98</b>	<b>1,818.28</b>	<b>13,002.03</b>	<b>9,430.00</b>	<b>-</b>
<b>Total Ending Balance</b>	<b>6,480,054.76</b>	<b>367,298.61</b>	<b>159,323.95</b>	<b>2,525,978.32</b>	<b>59,442.95</b>
<i>Last Year's Balance-7/20</i>	<i>5,590,508.36</i>	<i>148,640.87</i>	<i>160,814.40</i>	<i>5,237,719.63</i>	<i>51,866.58</i>

	Fund #'s	Funds
<b>Banklowa #1</b>	10,22,71	General, Mgmt, Partial Self Funding
<b>NSB #2</b>	61	Nutrition
<b>Banklowa #3</b>	21,91	Activity, Agency
<b>NSB #4</b>	33,35,36,40	SAVE,PPEL, Bldg Project & Debt Service
<b>Banklowa #99</b>	72	Flex

**INDEPENDENCE CSD MONTHLY EXPENDITURE REPORT BY OBJECT**

**GENERAL FUND - July 2021**

8/10/2021

Object	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	TOTAL
100-Salaries	158,684	238,985	802,168	832,296	821,598	828,062	823,043	833,648	819,372	831,552	853,156	2,081,586	9,924,151
200-Benes	56,024	64,135	286,228	286,058	285,936	286,887	285,483	284,513	282,552	284,989	288,096	755,378	3,446,279
300-Purch Svcs	3,926	62,555	53,773	65,356	110,703	51,003	51,097	56,947	110,922	47,881	112,099	70,327	796,589
400-Prop Svcs	-	6,639	14,555	6,935	14,410	9,781	9,668	9,312	23,548	21,308	9,473	97,860	223,490
500-Oth Svcs	352	3,401	3,383	2,650	19,629	4,734	132,580	325,796	24,196	117,535	175,856	348,684	1,158,797
600-Supplies	5,056	148,098	119,146	91,653	66,161	65,639	51,348	57,342	50,148	79,482	90,294	111,289	935,655
700-Property	-	870	2,198	352	556	2,764	120	277	464	747	1,097	5,829	15,275
800-Debt	8,926	3,286	1,904	2,439	52	27	243	852	915	283	233	290	19,451
900-AEA	-	-	-	-	697,484	-	-	-	-	-	-	-	697,484
	<b>232,968</b>	<b>527,971</b>	<b>1,283,354</b>	<b>1,287,738</b>	<b>2,016,529</b>	<b>1,248,898</b>	<b>1,353,582</b>	<b>1,568,688</b>	<b>1,312,116</b>	<b>1,383,777</b>	<b>1,530,304</b>	<b>3,471,244</b>	<b>17,217,169</b>

Object	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	TOTAL
100-Salaries	148,097	238,985	802,168	832,296	821,598	828,062	823,043	833,648	819,372	831,552	853,156	2,059,162	9,891,140
200-Benes	48,334	64,135	286,228	286,058	285,936	286,887	285,483	284,513	282,552	284,989	288,096	755,378	3,438,589
300-Purch Svcs	10,504	62,555	53,773	65,356	110,703	51,003	51,097	56,947	110,922	47,881	112,099	100,846	833,685
400-Prop Svcs	130	6,639	14,555	6,935	14,410	9,781	9,668	9,312	23,548	21,308	9,473	97,861	223,620
500-Oth Svcs	581	3,401	3,383	2,650	19,629	4,734	132,580	325,796	24,196	117,535	175,856	434,434	1,244,776
600-Supplies	30,388	148,098	119,146	91,653	66,161	65,639	51,348	57,342	50,148	79,482	90,294	44,320	894,018
700-Property	-	870	2,198	352	556	2,764	120	277	464	747	1,097	6,000	15,446
800-Debt	6,317	3,286	1,904	2,439	52	27	243	852	915	283	233	290	16,842
900-AEA	-	-	-	-	697,484	-	-	-	-	-	-	-	697,484
	<b>244,352</b>	<b>527,971</b>	<b>1,283,354</b>	<b>1,287,738</b>	<b>2,016,529</b>	<b>1,248,898</b>	<b>1,353,582</b>	<b>1,568,688</b>	<b>1,312,116</b>	<b>1,383,777</b>	<b>1,530,304</b>	<b>3,498,291</b>	<b>17,255,600</b>

Difference													TOTAL
100-Salaries	10,587	0	0	0	0	0	0	0	0	0	0	22,423	33,010
200-Benes	7,690	0	0	0	0	0	0	0	0	0	0	0	7,690
300-Purch Svcs	(6,578)	0	0	0	0	0	0	0	0	0	0	(30,518)	(37,096)
400-Prop Svcs	(130)	0	0	0	0	0	0	0	0	0	0	(0)	(130)
500-Oth Svcs	(229)	0	0	0	0	0	0	0	0	0	0	(85,750)	(85,979)
600-Supplies	(25,333)	0	0	0	0	0	0	0	0	0	0	66,969	41,636
700-Property	0	0	0	0	0	0	0	0	0	0	0	(171)	(171)
800-Debt	2,609	0	0	0	0	0	0	0	0	0	0	0	2,609
900-AEA	0	0	0	0	0	0	0	0	0	0	0	0	0
<b>Total Difference</b>	<b>(11,384)</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>(27,046)</b>	<b>(38,431)</b>

Reveues	37,926	140,675	1,508,346	2,724,953	2,027,952	1,793,934	1,085,299	1,485,048	1,513,613	2,701,950	1,481,534	1,083,560	17,584,789
Net Gain/(Loss)	(195,043)	(387,296)	224,992	1,437,214	11,423	545,036	(268,283)	(83,640)	201,497	1,318,173	(48,770)	(2,387,684)	367,620

**INDEPENDENCE CSD MONTHLY EXPENDITURE REPORT BY OBJECT**

**NUTRITION FUND - July 2021**

8/10/21

Object	Jul-21	Aug-21	Sep-21	Oct-21	Nov-21	Dec-21	Jan-22	Feb-22	Mar-22	Apr-22	May-22	Jun-22	TOTAL
100-Salaries	4,983	4,762	19,007	18,829	19,495	19,063	18,254	18,944	17,065	16,688	16,050	39,227	212,368
200-Benes	2,662	2,445	10,137	9,369	9,487	8,774	8,658	7,797	7,444	7,420	7,323	18,404	99,919
300-Purch Svcs	-	450	4,142	-	-	808	-	-	-	-	-	-	5,400
400-Prop Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
500-Oth Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
600-Supplies	-	2,000	19,208	46,004	40,418	28,053	25,966	45,248	36,896	18,520	5,037	24,811	292,163
700-Property	-	-	-	-	-	-	-	-	-	-	-	-	-
800-fees/refunds	60	554	859	883	931	746	791	1,015	594	(202)	148	1,085	7,463
900-equip	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>7,705</b>	<b>10,211</b>	<b>53,352</b>	<b>75,086</b>	<b>70,331</b>	<b>57,443</b>	<b>53,669</b>	<b>73,004</b>	<b>62,000</b>	<b>42,426</b>	<b>28,558</b>	<b>83,527</b>	<b>617,313</b>

Object	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	TOTAL
100-Salaries	4,808	4,808	17,586	20,549	19,174	18,372	17,620	19,251	19,211	18,062	17,258	46,362	223,060
200-Benes	2,668	2,668	8,095	8,510	8,632	8,402	8,266	8,553	8,536	8,338	8,194	20,028	100,890
300-Purch Svcs	-	3,751	1,183	-	-	-	892	-	-	300	-	-	6,126
400-Prop Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
500-Oth Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
600-Supplies	-	270	14,528	30,794	34,252	26,766	22,221	37,395	34,301	41,426	37,166	20,911	300,029
700-Property	-	-	-	-	-	-	-	-	-	-	-	-	-
800-fees/refunds	-	604	855	210	137	180	209	192	261	317	133	1,606	4,703
900-equip	9,243	-	-	-	-	-	-	-	-	-	-	-	9,243
	<b>16,719</b>	<b>12,100</b>	<b>42,248</b>	<b>60,062</b>	<b>62,196</b>	<b>53,720</b>	<b>49,207</b>	<b>65,390</b>	<b>62,309</b>	<b>68,442</b>	<b>62,750</b>	<b>88,906</b>	<b>644,050</b>

Difference	TOTAL												
100-Salaries	175	(46)	1,421	(1,719)	320	691	634	(306)	(2,146)	(1,374)	(1,208)	(7,134)	(10,692)
200-Benes	(6)	(223)	2,041	860	855	371	392	(756)	0	(1,117)	(1,015)	(1,624)	(221)
300-Purch Svcs	0	(3,301)	2,959	0	0	808	(892)	0	0	(300)	0	0	(726)
400-Prop Svcs	0	0	0	0	0	0	0	0	0	0	0	0	0
500-Oth Svcs	0	0	0	0	0	0	0	0	0	0	0	0	0
600-Supplies	0	1,730	4,680	15,210	6,165	1,287	3,745	7,853	2,596	(22,905)	(32,128)	3,901	(7,866)
700-Property	0	0	0	0	0	0	0	0	0	0	0	0	0
800-Fees/refunds	60	(50)	3	674	794	566	583	823	333	(519)	15	(521)	2,760
900-equip	(9,243)	0	0	0	0	0	0	0	0	0	0	0	(9,243)
<b>Total Exp Difference</b>	<b>(9,014)</b>	<b>(1,889)</b>	<b>11,104</b>	<b>15,024</b>	<b>8,135</b>	<b>3,723</b>	<b>4,462</b>	<b>7,614</b>	<b>783</b>	<b>(26,215)</b>	<b>(34,336)</b>	<b>(5,378)</b>	<b>(25,987)</b>

Revenues	78	-	-	-	-	-	-	-	-	-	-	-	78
Net Gain/(Loss)	(7,627)	(10,211)	(53,352)	(75,086)	(70,331)	(57,443)	(53,669)	(73,004)	(62,000)	(42,426)	(28,558)	(83,527)	(617,235)

**Report to the Board of Education  
Junior/Senior High School  
August 2021  
John Howard, 7-12 Principal**

**Jr/Sr High School Vision**

Be the BEST Educational Environment in the state of Iowa.

**Jr/Sr High School Mission**

The mission of Independence Jr/Sr High School is to provide a safe environment where students are provided the skills and opportunities to be productive and responsible citizens.

- This week's activities-- Hawkeye Open House, 7th Grade Orientation and New Student Night.
- I have been meeting with parents/guardians of students with 504 plans.
- Mr. Hupke and I have been preparing for New Teacher Day. We are very excited for the new teachers for the 2021-2022 school year. These individuals are committed, positive and professional. We truly believe they will do a great job!
- Thanks to the counseling staff for getting schedules out to students and parents/guardians on schedule.
- Thanks to the special education staff who came in during July to finalize schedules for their roster students.
- I sent 3 "Summer Update" e-mails to staff.
- Thank you to Mr. Reiter for allowing the administrative team (minus Erin) to attend the School Administrators' of Iowa Conference. The two days spent in Des Moines were educational and was an opportunity to collaborate and learn with and from others.
- I have completed all my required trainings for the year and sent the documents to Lori.
- Thanks to Ryan and Steve for all their work preparing for and during Chromebook pick up.
- Thanks to all our staff who worked last week on student schedules. You did a great job!

**Other Information**

- A BIG thank you to our custodial staff for getting the building ready for students and staff.
- Congratulations to all our all-conference, all-district and all-state recipients in baseball and softball.
- Congratulations to Coach Putz for representing Independence as a coach for the North in the Shrine Bowl. As a former football coach, coaching in the Shrine Bowl is an outstanding accomplishment.
- Good Luck to all our fall activity teams/groups.

Thanks for allowing me to begin my 8th year as principal at Independence Jr/Sr High School. We are anticipating a great 2021-2022 school year. Go Mustangs!



**Report to the Board of Education  
Junior/Senior High School  
August 2021  
Dewey Hupke, 7-12 Assistant Principal**

**School Administrators of Iowa Annual Conference:**

On August 4<sup>th</sup> and 5<sup>th</sup>, I attended the SAI Conference in Des Moines with the other members of our administrative team. There were several different sessions I attended and was able to gain some new ideas and reinforce other ways in which to assist in the continued improvement of the Independence Jr/Sr High School. Sessions I attended were on the following topics:

- *Innovation and Equity* by Ruha Benjamin
- *Much Better Staff and Team Meetings* by Rushton Hurley
- *Just Look Up! 5 Life-Saving Phrases EVERY Administrator Needs to Hear* by Joe Beckman
- *Make the Impossible Possible* by Ben Nemtin
- *Updates by the Iowa Department of Education* by the staff at Iowa DOE
- *Board of Educational Examiners Licensure and Ethics Update* by staff at the Iowa BOEE
- *Current Issues with SAI Legal Guy* by Matt Carver

In all of these sessions, I was able to gather some good thoughts to possibly implement during the 2021-2022 School Year, reflect on others we are currently doing, and some changes to our current methods of practice. In addition, it is always good to be able to reconnect with fellow administrators and share/learn different educational practices.

**Book Study for New Teachers:**

Mr. Howard and I are going to be facilitating a book study with our new certified staff this year. The book chosen is "*What Great Teachers Do Differently*" by Todd Whitaker. Over the last couple of days, I read this inspiring book and look forward to the conversations we will have with our new teachers. Some of the themes are: #1- People over programs, #2- Prevention over penalty, #3- Great teachers have high expectations for their students, but higher ones for themselves.

**Personal book study:**

I am currently reading the book, "*The Energy Bus*" by Jon Gordon. The book is a Wall Street Journal Bestseller and worth the time to read. As I read the book, I find myself thinking of situations where I can use the strategies. Other thoughts I have while reading it are centered around the great impact we can have on the lives of our fellow educators, but more importantly, our students. If you are looking for a book to read and haven't read this one, I would encourage you to pick up this one.

**Report to the Board of Education  
ECC/East & West Elementary  
August 2021  
Kay Reidy and Cheri Reed, Principals**

**Obtaining & Sustaining Academic Excellence: *Increase Achievement in Reading by Providing Remote Summer School Learning Opportunities to K-6th Grade Students***

Summer school was a successful endeavor! Teachers served 76 students with an attendance rate of 93%. At first glance we saw some very nice growth for the majority of students. We will take time in the coming weeks to look more closely at the data as well as look at initial fall data for these students to analyze how this year's summer school boost closer to the start of a new school year may have impacted their learning. At East we are excited to have 3 teachers continue to explore the new Heggerty phonics materials that were used with our summer school students.

**Obtaining & Sustaining Academic Excellence: *Increase Achievement in Reading and Math by Administration Attending and Learning with the School Administrators of Iowa (SAI)***

On August 4th and 5th, our Independence Community School District Administrative Team (Superintendent Reither, JSH Principal John Howard, JSH Assistant Principal Dewy Hupke, East/ECC Principal Kay Reidy, and West Principal Cheri Reed) attended the School Administrators' of Iowa (SAI) annual conference. Last year, due to COVID-19, the conference did not take place. With being able to attend this year, the conference's value was even more beneficial in inspiring, educating, and increasing leadership effectiveness.

Our team participated in learning with and from renowned leaders in education, culture, sociology. Our opening keynote with Ruhu Benjamin had us examine the *tension between innovation and equity* and how as school leaders we can influence/impact positive human experiences for all. We, then, had the opportunity to hear from Joe Beckman and his work with *Just Look Up! 5 Life-Saving Phrases EVERY Administrator Needs to Hear!* Mr. Beckman's message was clear: We are here for all students, and all humans need to hear specific words in order to maintain their value and to build their resilience.

The team building and inspiration provided in this learning was greatly appreciated. We will continue the work of growing and strengthening our school and Independence Community.

**Report to the Board of Education**  
**Activities**  
**August 2021**  
**Justin Putz, Activities Director**

August is the official start of the fall activities. Students are wrapping up the “off seasons” and are excited to get started. It is an exciting time and we have started fall activities and look forward to the start of a new school year.

Volleyball- Volleyball officially started practices on Monday, August 9th. Coach Schmitz said he expects over 50 girls out for volleyball this year. Those are outstanding numbers for our program. Coach Schmitz will have a freshman, sophomore, junior varsity, and varsity team. While we graduated a lot of senior starters, the team returns some decent talent and I expect them to be in the top tier of the conference and compete to win the Wamac West.

Football- Football has had a nice summer. We started practice August 10th. The football team expects to have between 60-70 athletes out for football. The football team was busy this summer in the weight room, 7 on 7 scrimmages, and youth camp. We will be an experienced and young team. We return the majority of our starters but many of them are still sophomores or juniors. They certainly are stronger and more physical than they were last year. I am excited to see who steps up and what we are able to do this year.

Cross Country- Both cross country teams plan to started August 9th as well. Coach Lamphere and Coach Osvald say the numbers will be average this year however, we are excited to see what the kids can do. We will not be able to run at MHI this year due to Covid concerns but we are working on an alternative course again this year.

Marching Band- The marching band has been very busy preparing for the upcoming season as well doing the town parades again this year. After losing the competitive season last year, I am excited for it to return. Mr. Knipe takes the program over and he has hit the ground running. The kids put in a ton of time and I am excited to see the end result.

Strength and Conditioning- We ran summer strength and conditioning again this summer for students coming into 7-12th grades during the months of June and July. Our students have done a nice job showing up, working hard, and improving over the course of the summer. We broke the groups up into 3 sessions due to the good numbers. This year we did a “Mustang Night Lights” combine for anyone who chose to participate. This project was the vision of Coach Pink and Coach Rupperecht. They did a great job and the kids had a lot of fun. It was good to see them show all their hard work off to parents and friends. I thought all the kids and coaches did a great job this summer.

**Report to the Board of Education  
School Improvement  
August 16, 2021  
Erin Burmeister, Director of School Improvement**

**Iowa Statewide Assessment of Student Progress (ISASP) Test Results**

Achievement reporting was made available for the Iowa Statewide Assessment of Student Progress (ISASP). Schools are now able to access school, district, and state averages for 2021. In addition, reports include 2019 averages for comparison. Disaggregated school, district, and state averages for 2021 are included. Individual Student Reports and Class Rosters are also available. These reports repeat the information that was provided through the On Demand Reports for students and classes made available throughout the testing window. In addition, they include district averages for content domains, district averages for writing traits and growth information.

I have just started looking through this data. This data will be shared with teachers and various leadership teams so we can begin setting academic goals for the 2021-2022 school year. I am anxious to dig in and do some comparisons.

In addition, the ISASP Parent Portal is up and running. This portal allows families to securely access and view the Individual Student Reports (ISR) for their students online. Families will need to create a user account, families will enter the student’s information to retrieve the ISR from spring 2021. Parents will need to visit the following link, <https://ia-results.pearsonaccessnext.com/login>. Before creating an account, parents will need to get a claim code from us. This claim code is a secure access code that is unique to each child. We will be working on a plan to communicate this information and these claim codes to parents.

**Standards Referenced Grading**

We have continued to work on a communication plan for standards referenced grading. This plan addresses communication to the community and families. Below is an outline of the communication plan. This is a working document that we will continue updating and working from.

Type of Communication	Information Communicated	Person/People Responsible	Planned Completion Date
Newspaper Article	What is standards referenced grading?	Erin Burmeister	8/13/21
Community Meetings <i>(Need to know when meetings are taking place)</i>	General overview and plans to implement SRG at Indee	Erin Burmeister will work on creating a cheat sheet of information.	Cheat sheet completed by 8/18/21

		<b>Need</b> ~ people to attend the meetings and "spread the word"	Meeting dates TBD
Letter to Parents <i>(Sent home with students, emailed and posted on Facebook)</i>	General information about SRG, plans for implementation and specifics for grading.	Erin Burmeister with help from John Howard and Erin Rosburg	8/20/21  sent home the first week with students
Meeting for 7th Grade Parents	General overview and basic information <ul style="list-style-type: none"> <li>• What</li> <li>• Why</li> <li>• How</li> </ul>	Erin Burmeister, John Howard, Dewey Hupke, Erin Rosburg	Back to School Night  8-18-21 6:00-7:00
SRG Page on our Webpage	<ul style="list-style-type: none"> <li>• <u>FAQ</u></li> <li>• Video</li> <li>• Articles</li> <li>• Basic Information</li> <li>• Rollout plan</li> </ul>	Erin Burmeister  <i>Would love some help with this :)</i>	8/19/20
Facebook Post	General Information Parent Letter FAQ	Erin Burmeister Erin Rosburg John Howard	Ongoing as other information is pushed out.

Our grading coalition will be meeting during professional learning to continue planning and preparing for SRG at the 7<sup>th</sup> grade level.

### Professional Learning

Planning for professional learning is well underway and will continue with the help of each building's leadership team. Last week, I sent out the professional learning schedule for the first four days with staff as well as the first three early out days. We worked hard to provide learning for staff as well as required training and plenty of time for teachers to work in classrooms and plan with teams. Below is an outline of the learning that will take place at the beginning of the year.

Building	Dates for Learning	Topics for Learning
New Staff TLC Positions	Thursday, August 19th	New staff orientation and work day with mentors Learning and planning with TLC staff
All Staff	Friday, August 20th	CPI Recertification Training Required Training <ol style="list-style-type: none"> <li>1. Bloodborne Pathogens</li> <li>2. Suicide Prevention and Postvention</li> <li>3. Dyslexia Overview</li> <li>4. McKinney-Vento Homeless Assistance</li> <li>5. Chapter 103 and SF 2360 Overview</li> </ol>
All Staff	Monday, August 23rd	Welcome Back

Classified Staff		Teacher Work Time Paraprofessional Beginning of Year Training
JSH East/West	Tuesday, August 24 <sup>th</sup>	Capturing Kids Hearts Teacher Work Time and Building Meetings
JSH ECC/East/West	Wednesday, August 25th	AIW Reboot and Standards Referenced Grading Learning Teacher Work Time and Building Meetings
JSH/ECC/West	Thursday, August 26th	Professional Learning Communities (PLC's), Team Planning, Content Area Time
All Staff	Friday, August 27th	Professional Learning Communities (PLC's), Team Planning, Content Area Time
All Staff	Monday, August 30th	Professional Learning Communities (PLC's), Team Planning, Content Area Time





Report to the Board of Education  
Technology  
August 2021  
Stephen Noyes, Director of Technology

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August 16, 2021

School is starting very soon. By the time we start the Board meeting, most of the JSH Chromebooks will be in students' hands. Students who were not able to pick-up their Chromebook will receive it on the first day of school.

The Chromebooks at West will be in the classrooms and are ready for use. Many of the summer school students liked the new Chromebooks compared to last year's model. We expect the Acer Chromebooks to have fewer repairs compared to the HP Chromebooks.

We sent all of our HP Chromebooks to a recycle company. We will receive over \$23,000 for the used HP Chromebooks.

The new East iPad carts will be in the classrooms and ready for use on the first day of school.

Marco is having a difficult time upgrading our phone system. Once everything is ready for the upgrade, we will need to upgrade the software. We will need to be very selective on the upgrade date/time since we are getting close to school. The upgrade may need to wait for a break in the schedule.

I have the Google and Canvas SSO (Single-Sign On) working, so last year's login procedure will work for students and staff. Students and staff will need to be logged into their email for access to Canvas.

Registration went fine, but as part of our two-year plan we will evaluate other registration solutions in the fall to determine if we will stay with our current solution. InfoSnap is not easy for school staff. InfoSnap is really designed for larger districts with separate people doing different steps in InfoSnap.

I hope you enjoy the last couple of weeks before school starts.

Sincerely,

Stephen B. Noyes



**Report to the Board of Education  
Food Service  
August 2021  
Annette Harbaugh, Director of Food Service**

Free Meals have been extended to 2021/2022 School Year. The State is still upgrading the system for SSO- Seamless Summer Options. The guidelines we will follow are from the National School Lunch Program. A lot of new paperwork.

Families will still need to fill out the Free & Reduced Application to determine the registration fees and other school fees. I update the student's status daily as I get applications in. Steve and Laura have helped with notifying the students and families. We have sent out emails, updated the web-site, and put on facebook.

I've been working with Lori F. to hire a new JSHS kitchen manager. Hopefully, I will have someone when school starts. I also need 2 cooks at my East Buchanan school. On our Welcome Back day, I will do some training with the kitchen teams to bring them up to date with all the changes and to refresh on some of the old guidelines. I've got a great group of ladies and gentleman who care about the food program.

Excited for the new school year.

Respectfully,

Annette Harbaugh, Director of Food Service

**Report to the Board of Education  
Buildings and Grounds  
August 2021  
Chad O'Brien, Director of Maintenance**

We been mowing and weed eating around the district.

We have painted all the baseball/softball and football scoreboard posts.

We have painted the swing sets.

We put two new basketball back boards in at East Elementary.

We have been busy at East and West Elementary with the building project.

We put rock on the baseball/softball parking lot.

We put up the new parking lot pole and light behind the high school.

**Report to the Board of Education  
Transportation  
August 2021  
Kim Chesmore, Director of Transportation**

I have made a trip over to Dunkerton Schools to go over what is expected of me. They only have four bus routes and two extra drivers. They would like me to schedule the routes and activities and also do the mileage report at the end of the month.

I have been busy working on bus routes for Independence. I have most done and just waiting on registration to be done to finish them up. I am deleting two routes and combining with existing routes. We will now only have one bus in Brandon and splitting the extra route with the Rowley bus as well. I am also changing the intown shuttle to two different buses already running.

I am still looking for some more drivers. I need some subs and could use a route driver. I am good for the start of school.

The buses and vans are ready for the start of school. Brandon, the mechanic, has been busy getting everything ready for the road.

## ( ) Mileage Report

	Vehicle	Code	Month	Mileage	Rt. Mil	Act. Mi.	Ed. Mi.	Dr. Ed.	Sp Ed	Lease	Other	Fac/Adm	Total Miles	Fuel	MPG	Expense	Riders	Capacity
<b>Bearbower</b>	Bus 1-2010	B	JULY	149339						109			109	0	#DIV/0!			65
<b>Activity</b>	Bus 2-2012	B	JULY	64381									0	0	#DIV/0!			65
<b>Activity</b>	Bus 3-2014	B	JULY	58536		129					49		178	0	#DIV/0!			65
<b>Hammers</b>	Bus 3S-2014	B-lift bus	JULY	117094					705				705	86.9	8.11			11
<b>Gates</b>	Bus 4-2007	B	JULY	99058									0	0	#DIV/0!			65
<b>Activity</b>	Bus 5-2015	B	JULY	58117		294				80			374	52.9	7.07			65
<b>Mason</b>	Bus 6-2017	B	JULY	54709									0	0	#DIV/0!			84
<b>Hocken</b>	Bus 7-2011	B	JULY	102795									0	0	#DIV/0!			65
<b>EXTRA</b>	Bus 8-2017	B-LP	JULY	49022						20			20	0	#DIV/0!			71
<b>Eilers</b>	Bus 9-2008	B-lift bus	JULY	223510									0	0	#DIV/0!			44
<b>Kremppges</b>	Bus 10-2007	B	JULY	112013									0	0	#DIV/0!			65
<b>McBride</b>	Bus 11-2011	B	JULY	82000									0	0	#DIV/0!			65
<b>WEARMOUTH</b>	Bus 12-2008	B	JULY	80960						101			101	29	3.48			65
<b>Shannon</b>	Bus-14-2019	B-lift bus-LP	JULY	68166							6		6	0	#DIV/0!			
<b>MORRIS</b>	BUS 15-2017	B-LP	JULY	53483		64							64	0				
<b>Eilers/shuttle</b>	Bus 16-2016	B	JULY	30040							40		40	0	#DIV/0!			84
<b>Wearmouth/sh</b>	Bus 17-2015	B	JULY	33120									0	0	#DIV/0!			84
<b>Activity/Route</b>	Bus 18-2016	B-LP	JULY	59853		170							170	36	4.72			77
<b>Morris</b>	Bus 19-2016	B_LP	JULY	66822		401							401	73.1	#REF!			77
<b>EXTRA</b>	BUS 20-2017	B-LP	JULY	54303		438							438	53.3	8.22			71
															#DIV/0!			
<b>Totals</b>					<b>0</b>	<b>1496</b>	<b>0</b>	<b>0</b>	<b>705</b>	<b>310</b>	<b>95</b>	<b>0</b>	<b>2606</b>	<b>331.2</b>				
<b>Extra car #5</b>	Equinox-2015	Car	JULY	86207		367						73	385	825	23	35.87		5
<b>Extra-van 7</b>	Ford ec-2008	Van	JULY	125362					14				14	0	#DIV/0!			8
<b>Extra-van 8</b>	Ford ec2009	Van	JULY	148864		130			244				374	33.5	11.16			8
<b>Extra car-#9</b>	Equinox-2011	Car	JULY	206742								27	27	0	#DIV/0!			5
<b>Extra- van 10</b>	Ford Ec-2013	Van	JULY	84372		543			488				1031	60.6	17.01			8
<b>Extra van-11</b>	Ford ec-2013	Van	JULY	76200					378			7	385	26.5	14.53			8
<b>Extravan-12</b>	Gmc 2017	Van	JULY	38965		939							939	71.5	13.13			
<b>Extra Van -14</b>	Chrysler-2017	Van	JULY	44993		537						263	800	16	50.00			
<b>SUBURBAN-1</b>	GMC-2021	VAN	JULY	3843								40	40	0	#DIV/0!			
<b>Totals</b>					<b>0</b>	<b>2516</b>	<b>0</b>	<b>0</b>	<b>1124</b>	<b>0</b>	<b>73</b>	<b>722</b>	<b>7041</b>	<b>231.1</b>		<b>\$0.00</b>	<b>0</b>	<b>1230</b>

**Contract with Independence Community Schools  
and the MTMD Driving School L.L.C**

It is the intent of the MTMD Driving School L.L.C and affiliates of the company to provide instruction and experience to students aged 14 and older in driver education. Instructors of the MTMD Driving School L.L.C. are certified teachers in the state of Iowa. The format of the school may vary depending on the time of year, (summer or during the school year) however, instructional content will be the same.

***Iowa State requirements will be met or exceeded:***

1. Length of classroom instruction may not exceed 180 minutes per day.
2. Number of classroom hours will be a minimum of 30 hours.
3. Students will receive 240 minutes of substance abuse education.
4. Students will receive a minimum of 20 minutes of railroad crossing safety.
5. Students will be provided instruction relating to organ donation under the Uniform Anatomical Gift Act.
6. Two or more students will be scheduled together for all behind the wheel instruction.
7. Driving sessions are 30 minutes per session, 60 minutes per day is the maximum a student may drive in one day.
8. Each student is required to drive a minimum of 6 hours.
9. All driver education instructors, with the exception of behind the wheel instructors, must hold a valid Iowa secondary teaching license and the Driver Education endorsement.

It is our intent that all students will complete the course at program's end. However, students with excessive absences, tardies, deficient driving abilities, or disruptive behavior, as judged by the instructor, will be dismissed from the program or be required to obtain more driving experience before the student's name and license number is submitted to the Department of Motorized Vehicles, verifying successful completion of the course, and thus making the student eligible for the student's intermediate driver's license under the Graduated License System of the state of Iowa. All other Graduated License requirements must be met. (See graduated License information from the Department of Transportation). Additional driving experience may be obtained with the instructor or other persons meeting state requirements as at discretion of the instructor.

***\*Upon completion of the course the MTMD Driving School is not responsible for any action of students.***

## **Contract with Independence Community Schools and the MTMD Driving School L.L.C**

### **Costs**

- This three year contract shall run from July 1, 2021 through June 30, 2024
- The cost of the course is \$385.00. A \$200.00 deposit is required to confirm registration. The remainder of the balance will be due the first day of class. Deposits are refundable if notification is ten days before beginning driver's education. No refunds will be given after the session starts. Please make checks payable to **MTMD Driving School, L.L.C.** Certificates of completion will not be issued until all financial obligations have been fulfilled. We reserve the right to increase the cost of the course, from session to session, based on a significant increase in fuel costs. The cost of the course reflects current fuel costs.
- Students on free or reduced lunch programs are eligible for tuition reimbursement contact Mark Torgerson at 319-361-6148 or Michael Doyle at 319-327-0864.
- Students failing to show up for scheduled behind the wheel instruction, without prior notification, will be subject to a \$40.00 non-refundable fee.

### **Free and Reduced Students**

- MTMD Driving School L.L.C will invoice the Independence Community School District (ICSD) at the conclusion of each session. If a student begins a session, but is dropped from the course at any time for any reason, the ICSD will not be refunded the cost of the course.
- The Independence Community School District will be responsible for paying the MTMD Driving School L.L.C. the cost of the course less \$10 for each free student in exchange for the use of District's facilities.
- The Independence Community School District will be responsible for paying the MTMD Driving School L.L.C. the cost of the course less \$10 and less the reduced fee for each reduced student in exchange for the use of District's facilities.

### **Other**

- Anticipated sessions: 2-3 per calendar year.
- The MTMD Driving School L.L.C. will be allowed to promote the Driver's Education program within the Independence Community School District.
- The MTMD Driving School L.L.C. will be allowed to promote the Driver's Education program within the Independence Community School District's website.
- The MTMD Driving School L.L.C. will be responsible for all expenditures including, but not limited to: fuel, insurance, and annual report fees.
- The terms of this agreement will remain in effect with MTMD Driving School L.L.C. and the ICSD unless modifications are made and agreed upon by both parties sixty (60) days prior to any one session.

The MTMD Driving School L.L.C. and the Independence Community School District agree to the conditions listed on the previous pages.

Signed:

Michael Doyle

Michael Doyle, MTMD Driving School L.L.C., member

7/21/21

Dated

Mark Torgerson

Mark Torgerson, MTMD Driving School L.L.C., member

7/21/21

Dated

\_\_\_\_\_  
Independence Community School District  
School Board President

\_\_\_\_\_  
Dated

\_\_\_\_\_  
Independence Community School District  
Business Manager

\_\_\_\_\_  
Dated

Governor Kim Reynolds signed Iowa House File 847 into law on May 20, 2021. It created Iowa Code section 280.31 that bans Iowa school districts from implementing mask requirements. The new Iowa Code states that school districts “shall not adopt, enforce, or implement a policy that requires its employees, students, or members of the public to wear a facial covering for any purpose while on the school district's or accredited nonpublic school's property unless the facial covering is necessary for a specific extracurricular or instructional purpose, or is required by section 280.10 or 280.11 or any other provision of law.”

Due to this action, the Independence Community School District will not require masks on district buses for students and employees.

We do however, strongly encourage all students and employees to comply with the current CDC guidelines regarding mask wearing. The district will continue to comply with all IDEA, Section 504 and/or Americans with Disabilities Act. Questions or concerns arising under IDEA/504/ADA will be addressed on a case-by-case basis. In addition, the district will continue to use effective mitigation strategies to fight the Covid-19 virus.