



# Independence Community School District

1207 1st Street West  
Independence, Iowa 50644

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**Russell Reiter**, Superintendent

**Erin Burmeister**, Director of School Improvement

**Lori Flaherty**, Human Resources Director

**Laura J. Morine**, Director of Finance/Board Secretary

**Stephen Noyes**, Director of Technology

August 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13.	504.3 and 504.3R1 (Rescinded)	Student Publications and Student Publications Code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**