



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

September 17, 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, September 20, 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 August 16, 2021.

B. Approval of Board Policies (*changes noted)

Second 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.	303.5*	Superintendent Evaluation
6.	304.6*	Administrator Evaluation
7.	401.20 (New)	Employee Expression
8.	412.3*	Classified Employee Group Insurance Benefits
9.	501.15*	Open Enrollment Transfers – Procedures as a Sending District
10.	501.16*	Open Enrollment Transfers – Procedures as a Receiving District
11.	502.5* and 502.5R1 (New)	Student Expression and Student Publications and Student Expression and Student Publications Code

	POLICY #	POLICY NAME
12.	504.3 and 504.3R1 (Rescinded)	Student Publications and Student Publications Code
13.	505.6*	Graduation Requirements
14.	603.5*	Physical Education
15.	604.1*	Private Instruction
16.	606.4*	School Ceremonies and Observances
17.	701.4*	Transfer of Funds
18.	711.2* and 711.2R2 (Rescinded)	Student Conduct on School Transportation and Use of Video Cameras on School Buses Regulation
19.	803.1*	Disposition of Obsolete Equipment
20.	804.6 and 804.6R1 (New)	Use of Recording Devices on School Property and Use of District Owned Recording Devices on District Property Regulation
21.	905.3 (New)	Weapons in the School District

First Readings:

	POLICY #	POLICY NAME
1.	406.5*	Licensed Employee Group Insurance Benefits
2.	409.2*	Employee Leave of Absence
3.	701.5*	Financial Records
4.	702*	Cash in School Buildings
5.	703.1*	Budget Planning
6.	704.1*	Local – State – Federal – Miscellaneous Revenue
7.	704.5*	Student Activities Fund
8.	706.2*	Payroll Deductions
9.	707.2*	Secretary/Treasurer’s Annual Report
10.	707.4*	Audit
11.	707.5* and 707.5R1*	Internal Controls and Internal Controls Procedures
12.	801.5*	Site Acquisition
13.	904.1*	School – Community Groups
14.	904.2*	Community Resource Persons and Volunteers
15.	905.1*	Transporting Students in Private Vehicles
16.	906.2*	Tobacco/Nicotine-Free Environment

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Nicole Beatty	JSH 7.0 hr Special Ed Para	09/01/2021
Marge Hall	Bus Garage 6.5 hr Van Driver	08/30/2021
Jordan Pilcher	JSH Head Softball Coach	09/03/2021
Amanda Potts	East Elem 7.0 hr Special Ed Para	08/25/2021

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Randy Miller	JSH 7.0 hr Special Ed Para	Bus Garage 6.5 hr Van Driver	\$13.15/hr	09/07/2021
Zach Osborne	JH Girls Basketball Coach	Assist Girls Basketball Coach	\$2,225	11/08/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Patrick Abildtrup	JH Girls Basketball Coach	\$2,225	11/08/2021
Aja Baskerville	JSH Assist HS Musical Director	\$1,701	10/01/2021
Nicole Beatty	JSH 7.0 hr Special Ed Para	\$10.70/hr	08/26/2021
Amanda Fisher	Mentor Teacher (Informal)	\$1,000	08/19/2021
Jessica Huebbe	JSH 7.0 hr Special Ed Para	\$10.80/hr	09/22/2021
Rachel Main	JSH 7.0 hr Special Ed Para	\$11.00/hr	08/26/2021
McKinley Meyer	JH Volleyball Coach	\$1,701	08/18/2021
Debbie Reiter	West Elem 6.5 hr Special Ed Para	\$12.25/hr	08/26/2021
Jennifer Stull	JSH 7.0 hr Special Ed Para	\$10.70/hr	08/26/2021
Skye Vacek	East Elem 7.0 hr Special Ed Para	\$10.80/hr	08/26/2021
Skye Vacek	East Elem .5 hr Crosswalk Para (P.M.)	\$10.80/hr	08/26/2021

F. Approval of Financial Reports

1. Bills – Director Trimble will have reviewed the bills – 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. West Elementary Principal
4. East Elementary/Early Childhood Center Principal

B. District Director Reports

1. Activities Director Report
2. Director of School Improvement Report
3. Director of Technology Report
4. Director of Food Service Report
5. Director of Buildings & Grounds Report
6. Director of Transportation Report

6. OLD BUSINESS
 - A. Review East/West Elementary Construction Project
 - B. Update from the Junior/Senior High School Grading Coalition
 - C. Discussion of the East Elementary, West Elementary, and Junior/Senior High School Filtration Project Using ESSER Funds
7. NEW BUSINESS
 - A. Consider Approval of the Agreement for Wellness Programming between Independence Community Schools and Buchanan County Health Center through July 31, 2022
 - B. Consider Approval of the School Improvement Advisory Committee (SIAC) Membership for 2021-2022
 - C. Consider Approval of the Contract with Beachside Hotel & Suites for the December 2021 Band/Vocal Trip – Updated Dates
 - D. Consider Approval of the Agreement with Rosen Centre Orlando for the December 2021 Band/Vocal Trip – Updated Dates
 - E. Consider Approval of the Allowable Growth for Negative Special Education Balance
 - F. Discussion Regarding Masks
8. ADJOURNMENT

UPCOMING MEETINGS:

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