



INDEPENDENCE COMMUNITY SCHOOL DISTRICT

1207 First Street West
Independence, Iowa 50644

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Jean Peterson
Superintendent

Lynnette Engel
Director of Finance
Board Secretary/Treasurer

December 15, 2016

To: All School Board Members
Shelly Whited – At-Large '17
Eric B. Smith – DD #2 '19

From: Jean Peterson, Superintendent
Brian C. Eddy – DD #1 '19
Kim Hansen – DD #3 '19
Heather Meador – DD #3 '17

Re: Working agenda for the regular meeting on **Monday, December 19, 2016** 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. FRIENDS OF EDUCATION

A. VFW Auxiliary

We would like to thank the VFW Auxiliary for donating flags, gift certificates and clothing to East and West Elementary.

B. First Baptist Women's Group

We would like to thank the First Baptist Women's Group for donating \$50.00 to both East and West Elementary to help students in need.

C. Security State Bank

We would like to thank Security State Bank for generously donating pencils to students at West Elementary to use during the Iowa Assessments.

D. Fareway, The Independence Rotary Club and Tim Reed – State Farm Insurance

We would like to thank Fareway, The Independence Rotary Club and Tim Reed – State Farm Insurance for donating breakfast items for students at West Elementary during the Iowa Assessments at West Elementary.

E. Brandon United Methodist Church

We would like to thank the Brandon United Methodist Church for donating \$200.00 to be used for the Kindergarten Milk Program at East Elementary.

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the public hearing on November 21, 2016, the regular meeting on November 21, 2016, the special meeting on November 28, 2016 and the work session on November 28, 2016. Motion 3.A.

I am seeking approval of the minutes.

B. Approval of Agenda Motion

I am seeking approval of the agenda.

C. Approval of Board Policies (*changes noted) Motion 3.C.

Second Readings:

	POLICY #	POLICY NAME
1.	403.2*	Employee Injury on the Job
2.	403.3, 403.3E1* & 403.3R1	Communicable Diseases – Employees, Hepatitis B Vaccine Information and Record and Universal Precautions Regulation
3.	403.6, 403.6E1 & 403.6R1	Substance-Free Workplace, Substance-Free Workplace Notice to Employees and Substance-Free Workplace Regulation
4.	403.7*, 403.7E1*, 403.7E2, 403.7E3, 403.7E4, 403.7E5 & 403.7R1	Drug and Alcohol Testing Program, Drug and Alcohol Testing Program Notice to Employees, Certification from Current Employer Participating in Drug & Alcohol Program, Certification of Previous Employers Requiring a Commercial Driver’s License Consent to Release Information to Independence Community School District, Drug and Alcohol Testing Program Acknowledgement Form, Drug and Alcohol Reasonable Suspicion Observation Form and Drug and Alcohol Testing Program
5.	405.1	Licensed Employee Defined
6.	405.3	Licensed Employee Individual Contracts
7.	405.4	Licensed Employee Continuing Contracts
8.	906.1 & 906.1E1*	Community Use of School District Facilities & Equipment

I am seeking approval of the above policies’ second readings.

First Readings:

	POLICY #	POLICY NAME
1.	405.5	Licensed Employee Work Day
2.	405.6	Licensed Employee Assignment
3.	405.7	Licensed Employee Transfers
4.	405.8	Licensed Employee Evaluation
5.	405.9	Licensed Employee Probationary Status
6.	405.10	Licensed Employee Organization Affiliation
7.	406.1	Licensed Employee Salary Schedule
8.	406.2	Licensed Employee Salary Schedule Advancement
9.	406.3	Licensed Employee Continued Education Credit
10.	406.4	Licensed Employee Compensation for Extra Duty
11.	406.5	Licensed Employee Group Insurance Benefits
12.	406.6 & 406.6E1	Licensed Employee Tax Shelter Programs and Letter to Collective Bargaining Representative

I am seeking approval of the above policies’ first readings.

D. Resignations

Motion

NAME	ASSIGNMENT	DATE
Chad Beatty	JH Softball Numbers Coach	12/02/2016

I am seeking approval of the above resignation(s).

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

Motion

NAME	ASSIGNMENT	SALARY	DATE
Kathy Eilers	JSH 3.0 hr Dishwasher/Food Service Worker	\$9.50/hr	01/09/2017
Emily Van Etten	JSH 5.75 hr Cook/Food Service Worker	\$9.50/hr	01/09/2017

I am seeking approval of the above new hire(s).

F. Approval of Financial Reports

Motion 3.F.

1. Approval of Bills – Director Meador will have reviewed the bills
2. Vendor Report
3. Board Report
4. Budget Report

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public. Residents of the District, students attending the District, parents/guardians of students attending the District, and District staff members may address the Board about any topic relevant to the District whether on the current agenda or not. Those who wish to speak must sign up at the beginning of the meeting. Speaker's participation is limited to three minutes once per board meeting. The Board President may need to reduce the three-minute time limit to accommodate more speakers in the 20 minutes allotted for the public forum. The Board must approve an extension of the 20-minute time allocation to allow all speakers up to three-minutes. The views and opinions of citizens addressing the Board do not necessarily reflect those of the Board, District administration, or staff. We ask speakers to remember that Iowa law prohibits the Board from discussing specific employees or students or their performance. Student speakers will state their name and school. Others will state their name and address.

B. Comments from the Board/Superintendent

C. Presentations

1. East Curriculum Leaders' Presentation
2. Mini Musical and 5th and 6th Grade Choir – Callie Meyer, Jon Turner, Grace Reidy, Ashlyn Martin and Amanda Parker

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. NEW BUSINESS

- A. Contract with Windstar Lines, Inc. Charter ID 50221 for the Student Council National LEAD Conference Trip to Chicago, IL Motion 6.A.
- B. Resolution of Support: Promise of Iowa Public Education Campaign Discussion
- C. Resolution of Support: Promise of Iowa Public Education Campaign Motion 6.C.

Roll Call Vote

- D. Updated Payroll Authorization with Aflac Motion 6.D.
- E. Travel Request Form – March, 2017 Speech Team to Minneapolis, MN Motion 6.E.
- F. Performance P.E. Class Discussion
- G. Performance P.E. Class Motion
- H. Employee Severance Plans (Policies 407.3, 407.4, 413.2 and 413.3) Discussion
- I. Employee Severance Plans (Policies 407.3*, 407.4*, 413.2* and 413.3) Motion 6.I.

(I am requesting the Board waive the second readings of these policies.)

7. ADJOURNMENT Motion

UPCOMING MEETINGS –

- Monday, January 23rd Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, February 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, March 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Tuesday, April 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, May 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, June 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, July 17th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, August 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**
- Monday, September 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence**