



Independence Community School District

1207 1st Street West
Independence, Iowa 50644

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Russell Reiter ♦ Superintendent
Stephen Noyes ♦ Director of Technology

Laura J. Morine ♦ Director of Finance/Board Secretary
Erin Burmeister ♦ Director of School Improvement

October 18, 2019

To: All School Board Members

Gina Trimble – At Large ‘21

Brian C. Eddy – DD #1 ‘19

From: Russell Reiter, Superintendent

Kim Hansen – DD #3 ‘19

Eric B. Smith – DD #2 ‘19

Jennifer Sornson – DD #3 ‘21

Re: Working agenda for the work session and regular meeting on **Monday, October 21, 2019** with the **work session** beginning at **5:00 p.m.** in the front of **West Elementary**, 1301 1st Street West and the **regular meeting** beginning at **6:00 p.m.** at the **School Administration Office**, 1207 1st Street West, Independence, IA

WORK SESSION – 5:00 p.m.

1. CALL TO ORDER
2. FACILITIES PLANNING
3. ADJOURNMENT

REGULAR MEETING – 6:00 p.m.

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 September 16, 2019, the special meeting on September 23, 2019, and the special meeting on October 7, 2019.

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

B. Approval of Board Policies (*changes noted)

Second Readings:

	POLICY #	POLICY NAME
1.	203*	Board of Directors' Conflict of Interest
2.	206.2*	Vice President
3.	309*	Communication Channels
4.	501.5*	Attendance Center Assignment
5.	503.4*	Good Conduct Policy (Also Referenced in Policy 504.5 and the Index)
6.	603.1*	Basic Instruction Program
7.	701.1	Fiscal Year
8.	701.2	Depository of Funds
9.	701.3	Classification of Accounts
10.	701.4	Transfer of Funds
11.	701.5	Financial Records
12.	701.6	Governmental Accounting Practices
13.	702 and 702.1R1	Cash in School Buildings and Gate Receipts
14.	703.1	Budget Planning
15.	703.2	Spending Plan
16.	703.3	Recommended Solvency Ratio

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Jackie Heinz	Dance Team	09/18/2019
Stacey Jenkins	JSH 6.0 hr Food Service Worker	10/29/2019
Cindy Michels	East Elem 5.75 hr Media Para	09/26/2019

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Charles Bare	.5 FTE Robotics Sponsor	1.0 FTE Robotics Sponsor	\$2,309	08/26/2019
Melissa Peyton	East Elem 7.5 hr Sp Ed Para	East Elem 5.5 hr Media Para and 2.0 Sp Ed Para	\$12.35/hr	09/27/2019
Jordon Pilcher	Assist Softball Coach	Head Softball Coach	\$4,092	04/27/2020

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

NAME	ASSIGNMENT	SALARY	DATE
Kathleen Carter	East Elem 5.5 hr Sp Ed Para	\$10.10/hr	09/25/2019
Dean Kremppes	Part Time Buildings and Grounds/General Maintenance	\$12.50/hr	10/01/2019
Todd Lamphier	Head Bowling Coach	\$3,463	11/11/2019

F. Approval of Financial Reports

1. Bills – Director Sornson 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. New Teacher Introductions – Building Administrators
2. Sister School Relations/China Trip – Russ Reiter

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. Consider the Landscaping Committee Proposal

B. Consider Approval of the Following to a Three-Year Term to the Mustang Foundation Board: Charlie McCardle, Andy Hauber, Lans Flickinger, and Gina DeBoer

C. Consider Approval of the Catering Sales Agreement with Indianapolis Marriott Downtown for the November 16, 2019 Band Trip to Indianapolis, IN

D. Consider Approval of the Affirmative Action Plan

7. ADJOURNMENT

UPCOMING MEETINGS –

Monday, November 18th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence