



INDEPENDENCE COMMUNITY SCHOOL DISTRICT

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Independence, Iowa 50644

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Devin D. Embray
Superintendent

Charmaine Wickwire
Director of
Business Affairs
Board Secretary

December 14, 2007

To: All School Board Members

From: Devin Embray
Superintendent

Voting Orders:

Dawnye Sturtz – DD #2 '08
Kevin Robb – At-Large '09
John Christensen – DD # 3 '08
Charlie McCardle – DD # 3 '10
Joseph Olsen – DD # 1 '08

Re: Working agenda for the regular session on **Monday, December 17, 2007 at 8:00 p.m.**
in the **School Administration Office**, 1207 First Street West, Independence, Iowa

1. PLEDGE OF ALLEGIANCE

A. Call to order

2. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of minutes of the public hearing on November 19, 2007, the regular meeting on November 19, 2007, the work session on November 19, 2007 and the special session/work session on December 10, 2007.

Motion 2.A.

B. Approval of agenda

Motion

C. Approval of Board Policies

Motion 2.C.

1. Second Review of Board Policy # 406.1 Licensed Employee Salary Schedule

I am seeking approval of the above policy's second reading.

2. Second Reading of Board Policy # 406.2 Licensed Employee Salary Schedule Advancement

I am seeking approval of the above policy's second reading.

3. Second Reading of Board Policy # 406.3 Licensed Employee Continued Education Credit

I am seeking approval of the above policy's second reading.

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

4. Second Reading of Board Policy # 406.4 Licensed Employee Compensation For Extra Duty

I am seeking approval of the above policy's second reading.

5. Second Reading of Board Policy # 406.5 Licensed Employee Group Insurance Benefits

I am seeking approval of the above policy's second reading.

6. Second Reading of Board Policy # 406.6 Licensed Employee Tax Shelter Programs and Letter To Collective Bargaining Representative Exhibit

I am seeking approval of the above policy's second reading.

7. Second Reading of Board Policy # 407.1 Licensed Employee Resignation

I am seeking approval of the above policy's second reading.

8. Second Reading of Board Policy # 407.5 Licensed Employee Suspension

I am seeking approval of the above policy's second reading.

9. Second Reading of Board Policy # 407.6 Licensed Employee Reduction In Force

I am seeking approval of the above policy's second reading.

10. Second Reading of Board Policy # 408.1 Licensed Employee Professional Development

I am seeking approval of the above policy's second reading.

11. Second Reading of Board Policy # 408.2 Licensed Employee Publication Or Creation Of Materials

I am seeking approval of the above policy's second reading.

12. Second Reading of Board Policy # 408.3 Licensed Employee Tutoring

I am seeking approval of the above policy's second reading.

13. Second Reading of Board Policy # 409.1 Licensed Employee Vacation – Holidays – Personal Leave

I am seeking approval of the above policy's second reading.

14. Second Reading of Board Policy # 409.2 Licensed Employee Personal Illness Leave

I am seeking approval of the above policy's second reading.

15. Second Reading of Board Policy # 409.3 Licensed Employee Family And Medical Leave and Family And Medical Leave Exhibits and Regulations

I am seeking approval of the above policy's second reading.

16. Second Reading of Board Policy # 409.4 Licensed Employee Political Leave

I am seeking approval of the above policy's second reading.

17. Second Reading of Board Policy # 409.5 Licensed Employee Jury Duty Leave

I am seeking approval of the above policy's second reading.

18. Second Reading of Board Policy # 409.6 Licensed Employee Military Service Leave

I am seeking approval of the above policy's second reading.

19. First Reading of Board Policy # 410.2 Shared Licensed Employees

I am seeking approval of the above policy's first reading.

20. First Reading of Board Policy # 410.3 Student Teachers – Internships

I am seeking approval of the above policy's first reading.

21. First Reading of Board Policy # 410.4 Truancy Officer
I am seeking approval of the above policy's first reading.
22. First Reading of Board Policy # 410.5 Education Aide
I am seeking approval of the above policy's first reading.
23. First Reading of Board Policy # 411.1 Classified Employee Defined
I am seeking approval of the above policy's first reading.
24. First Reading of Board Policy # 411.3 Classified Employee Contracts
I am seeking approval of the above policy's first reading.
25. First Reading of Board Policy # 411.4 Classified Employee
 Licensing/Certification
I am seeking approval of the above policy's first reading.
26. First Reading of Board Policy # 411.5 Classified Employee
 Assignment
I am seeking approval of the above policy's first reading.
27. First Reading of Board Policy # 411.6 Classified Employee Transfers
I am seeking approval of the above policy's first reading.
28. First Reading of Board Policy # 411.7 Classified Employee
 Evaluation
I am seeking approval of the above policy's first reading.
29. First Reading of Board Policy # 411.8 Classified Employee
 Probationary Status
I am seeking approval of the above policy's first reading.
30. First Reading of Board Policy # 412.1 Classified Employee
 Compensation
I am seeking approval of the above policy's first reading.
31. First Reading of Board Policy # 412.2 Classified Employee Wage
 And Overtime Compensation
I am seeking approval of the above policy's first reading.
32. First Reading of Board Policy # 412.3 Classified Employee Group
 Insurance Benefits
I am seeking approval of the above policy's first reading.
33. First Reading of Board Policy # 412.4 Classified Employee Tax
 Shelter Programs
I am seeking approval of the above policy's first reading.

D. New Hires – **Stephanie Peterson**, West Elementary 7.0 hour Special Education Teacher Associate Motion 2.D.

I am seeking approval of the above hire.

E. Transfers – **Marlene Weepie**, Early Childhood Center 5.5 hour Special Education Teacher Associate to High School 5.75 hour Teacher Associate Motion 2.E.

I am seeking approval of the above transfer.

F. Resignations – **Donna Fratzke**, East Elementary 3.0 hour Special Education Teacher Associate Motion 2.F.

I am seeking approval of the above resignation.

G. Approval of Financial Reports Motion 2.G.

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

3. ANNOUNCEMENTS AND COMMUNICATIONS
 - A. Comments from public
4. REPORTS
 - A. Building Administrator Reports 4.A.
 1. High School
 2. Middle School
 3. West Elementary
 4. East Elementary
 - B. Activities Director Report 4.B.
 - C. School Improvement/Curriculum Director's Report 4.C.
 - D. Technology Report 4.D.
 - E. Food Service Report 4.E.
 - F. Transportation/Building & Grounds Report 4.F.
5. OLD BUSINESS
 - A. Farm Lease – Possible Action Motion 5.A.

There was a legal issue with the current renter as to the exclusive right to lease the ground and at what rate. To resolve this issue, we have negotiated a new rent for one year at a rate of \$167.50. This contract can be terminated by either party with proper notice. I am asking that the board approve this contract for one year.
6. NEW BUSINESS
 - A. Approve Parent Representative Motion 6.A.

The Curriculum Coordinating Council has accepted and is seeking approval of the following parent representative from the Independence Community Schools Board of Education.

 - Shelly Bagge – Parent Representative
 - B. 2007-2008 Early Graduation Applicants Motion 6.B.

Nine seniors have applied for early graduation. They will graduate in January of 2008, at the end of 2nd term, if they have earned the required fifty-four (54) credits and their request is approved by the Board of Education.
 - C. Technology Discussion 6.C.

Steve Noyes will bring the board up-to-date on leasing, inventory and the network. Mr. Noyes will be bringing a handout for the board.
 - D. Hard Surface Road Policy Discussion 6.D.

We have had some complaints as to why we do not run a hard surface road only schedule in the event of county roads being too bad to travel for buses. I have spoken to Mike D. about our policy and we both feel that we need some guidance as to what direction the board would like to go. I am not in favor of running our current schedule for safety reasons. Mike D will be present to help answers questions concerning the policy.

E. Snow Make Up Days

Discussion

I have been asked to place snow make up days on the board agenda. We currently do not have any days built into the calendar. Our committee met last week and one day is being considered at this point.

F. Engaging the Public at Board Meetings.

Discussion

The majority of the board has asked that I place engaging the public at board meetings on the agenda for discussion.

G. High School Assessment Update

Discussion 6.G.

In your packet you will find the current status of the assessment work being completed by Kane and Johnson and HSR. It appears that their timeline will be moving up and the work will be completed ahead of schedule and they plan to be present at our January regular board meeting to give another status update.

H. Severance Package

Motion 6.H.

I have included in your packet the certified and classified severance packages for this year. We have changed the language to be tied to the rule of 88. We will grandfather anyone beyond the rule of 88 for this year only. The package benefits will include \$20,000 dollars plus \$50 for each sick leave day a Certified employee has accrued by June 30, 2008 and 40% of salary and \$30 dollars per day for each sick leave day a Classified employee has accrued by June 30, 2008. This package is different from last year's in the respect that it is tied to the rule of 88 as well as a larger benefit for all employees eligible. From a financial standpoint this policy makes sense, but it may cause someone who may not be ready to retire to do so due to stipulation of the Rule of 88. I am asking the board to approve these policies.

I. Action on Non-personnel Cost Savings

Motion 6.I.

I have included in your packets the cost savings template. I am asking that the board consider these items for possible savings to our district.

7. ADJOURNMENT

Motion

UPCOMING MEETING – Regular Board meeting
Monday, January 21, 2008 – 7:00 p.m.

WORK SESSION

Three priority Items/Board Goals/Self Assessment