

# BOARD REPORT

December 19, 2011

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



# INDEPENDENCE COMMUNITY SCHOOL DISTRICT

1207 First Street West  
Independence, Iowa 50644

PH: (319) 334-7400

FAX: (319) 334-7404

Jean Peterson  
Superintendent

Lynnette Engel  
Director of Finance  
Board Secretary/Treasurer

December 15, 2011

To: All School Board Members

Brian C. Eddy – DD #1 '15

Stacy Henderson – At-Large '13

From: Jean Peterson, Superintendent

John Christensen – DD #3 '13

Rusty Donnelly – DD #3 '15

Eric B. Smith – DD #2 '15

Re: Working agenda for the regular meeting on **Monday, December 19, 2011** beginning at **6:00 p.m.**  
at the **School Administration Office**, 1207 First Street West, Independence, Iowa

1. PLEDGE OF ALLEGIANCE

A. Call to Order

2. FRIEND OF EDUCATION

A. Independence Light & Power, Telecommunications

*We would like to thank Independence Light & Power, Telecommunications for their donation to the Independence Schools Mentoring Program.*

B. Buchanan County ISU Extension and Outreach

*We would like to thank Buchanan County ISU Extension and Outreach for their donation of pencils to the students at the Independence Community School District.*

C. Shalom Circle from Immanuel Lutheran Church

*We would like to thank the Shalom Circle from the Immanuel Lutheran Church for their donation of hats, gloves, coats and snow pants to the students at the Independence Community School District.*

D. Elizabeth Luebbbers

*We would like to thank Elizabeth Luebbbers for donating ice pack covers to East and West Elementary and book bags for the backs of student chairs for two classrooms.*

3. SPOTLIGHT ON EDUCATION

A. All-State Musicians

*We would like to recognize and honor seven Independence High School students for being named All-State Musicians. Devan Cummings, Jasmine Fischels, Whitney Schommer and Austin Wright were selected for All-State Band and Rachel Barloon, Hannah Butler and Madi Diesburg were selected for All-State Choir. These seven musicians were selected to be in the 2011 Iowa High School All State Concert held Saturday, November 19th in Ames. We would also like to recognize their sponsors David Lang and Roger Barloon.*

4. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the regular meeting on November 21, 2011 and the special session on November 30, 2011. Motion 4.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 4.C.

**Second Readings:**

	POLICY #	POLICY NAME
1.	405.1	Licensed Employee Defined
2.	405.2	Licensed Employee Qualifications, Recruitment, Selection
3.	405.3	Licensed Employee Individual Contracts
4.	405.4	Licensed Employee Continuing Contracts
5.	405.5	Licensed Employee Work Day
6.	405.6	Licensed Employee Assignment
7.	405.7	Licensed Employee Transfers
8.	405.8	Licensed Employee Evaluation
9.	405.9	Licensed Employee Probationary Status
10.	405.10	Licensed Employee Organization Affiliation

*I am seeking approval of the above policies' second readings.*

**First Readings:**

	POLICY #	POLICY NAME
1.	406.1	Licensed Employee Salary Schedule
2.	406.2	Licensed Employee Salary Schedule Advancement
3.	406.3	Licensed Employee Continued Education Credit
4.	406.4	Licensed Employee Compensation for Extra Duty
5.	406.5	Licensed Employee Group Insurance Benefits
6.	406.6 & 406.6E1	Licensed Employee Tax Shelter Programs and Letter to Collective Bargaining Representative
7.	407.1	Licensed Employee Resignation
8.	407.2	Licensed Employee Contract Release

*I am seeking approval of the above policies' first readings.*



## D. Transfers/Reassignments

Motion

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Diane Shonka	East Elem 5.75 Sp Ed Assoc	JSH 7.5 hr Sp Ed Assoc	12/05/2011
Brenda Zimmerly	West Elem 4 hr Food Service	West Elem 5.75 hr Food Service	12/01/2011

***I am seeking approval of the above transfer(s)/reassignment(s).***

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

Motion

NAME	ASSIGNMENT	SALARY	DATE
Melissa Appleby	East Elem 2.0 hr Dishwasher/Food Service Assistant	\$8.75/hr	12/7/2011

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

## F. Resignations

Motion

NAME	ASSIGNMENT	DATE
Kathy Eilers	East Elem 6.5 hr Special Education Associate	12/21/2011

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

## G. Approval of Financial Reports

Motion 4.G.

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

## 5. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

- A. Comments from the public
- B. Comments from the Board/Superintendent
- C. Presentations
  1. Junior High School
  2. Student Achievement – Sandy Merritt

## 6. REPORTS

- A. Building Administrator Reports
  1. Senior High School
  2. Junior High School
  3. West Elementary
  4. East Elementary/Early Childhood Center

6.A.

- B. Activities Director Report

6.B.

- C. School Improvement/Curriculum Director Report

6.C.

- D. Technology Report

6.D.

- E. Food Service Report

6.E.

- F. Buildings & Grounds Report

6.F.

- G. Transportation Report

6.G.



7. OLD BUSINESS  
A. New Junior-Senior High School Facility Discussion
8. NEW BUSINESS  
A. Changes in GLEs Motion 8.A.  
*SIAC is seeking approval of the following: We are seeking approval to delete the 3rd grade LA GLE, LA3.08, which states "The student will develop cursive writing and incorporate it in reading and writing." We are also seeking approval to delete the 4th grade math GLE, MA.04.08 which states "Students will gather and organize data to construct graphs and evaluate the data." Finally we are also seeking approval of the 6th grade math GLEs as presented to the board in the November and December board packets.*
- B. Junior-Senior High School Early Graduation Applicants Motion 8.B.  
*Three additional seniors have applied for early graduation. They will graduate in January of 2012, 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. Mustang Foundation Auction Items Motion  
*I am seeking approval for the Mustang Foundation to auction off four free passes as part of a package with four reserved seats to all home sophomore/varsity football games in 2012 and a Family Activity Pass for 2012-2013 at the Foundation Banquet on January 21, 2012.*
- D. Employee Severance Plans Motion 8.D.  
*I am seeking approval of the Licensed and Classified Employee Early Retirement Plan Policies (Policies 407.3, 407.4, 413.2 and 413.3). I am requesting the Board waive the second readings of these policies.*
- E. Solvency Ratio Policy Motion 8.E.  
*I am seeking approval of new Policy 703.3, Recommended Solvency Ratio. I am requesting the Board waive the second reading of this policy.*
9. ADJOURNMENT Motion

#### WORK SESSION

1. CALL TO ORDER
2. BOARD GOALS Discussion
3. ADJOURNMENT Motion

#### UPCOMING MEETINGS –

**Monday, January 16th** Regular Meeting 6:00 p.m. - Central Office Board Room, Independence  
**Monday, February 27th** Regular Meeting 6:00 p.m. - Central Office Board Room, Independence  
**Monday, March 19th** Regular Meeting 6:00 p.m. - Central Office Board Room, Independence  
**Monday, April 16th** Regular Meeting 6:00 p.m. - Rowley Community Center  
**Monday, May 21st** Regular Meeting 6:00 p.m. - Brandon Community Center

Independence Community School Board Minutes  
Regular Meeting  
November 21, 2011

A regular meeting of the Independence Community School Board was called to order at 6:01 p.m. by Chairperson Brian C. Eddy at the Brandon Community Center, Brandon, Iowa.

Members Present: Chairperson Brian C. Eddy, John Christensen, Stacy Henderson, Rusty Donnelly and Eric B. Smith

Superintendent Present: Jean Peterson

Board Sec./Treas. Present: Lynnette Engel

Press Present: Steven Smith, "The News"  
John Klotzbach, Deb Weigel & Tracy Cummings  
"Independence Bulletin Journal"

Visitors Present: Interested Patrons

**1. Consideration of Consent Items:**

Motion Smith, second Christensen to approve the following consent items 1-A, 1-B, 1-C, 1-D, 1-E, 1-F and 1-G. All voted "aye". Motion carried.

**1-A Approval of Minutes** of the regular meeting on October 24, 2011, the special session on November 8, 2011 and the work session on November 9, 2011.

**1-B Approval of Agenda**

**1-C Approval of Board Policies** (all policies may be reviewed in the Admin. Building)  
**Second Readings:**

	POLICY #	POLICY NAME
1.	403.1	Employee Physical Examinations
2.	403.2	Employee Injury on the Job
3.	403.3, 403.3E1 & 403.3R1	Communicable Diseases – Employees, Hepatitis B Vaccine Information and Record and Universal Precautions Regulation
4.	403.4	Hazardous Chemical Disclosure
5.	403.6, 403.6E1 & 403.6R1	Substance-Free Workplace, Substance-Free Workplace Notice to Employees and Substance-Free Workplace Regulation
6.	403.7, 403.7E1, 403.7E2, 403.7E3, 403.7E4, 403.7E5 & 403.7R1	Drug & Alcohol Testing Program, Drug & 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 ICSD, Drug & Alcohol Testing Program Acknowledgement Form, Drug & Alcohol Reasonable Suspicion Observation Form and Drug & Alcohol Testing Program
7.	404.1 & 404.1R1	Employee Conduct and Appearance and Employee Conduct Regulation



8.	203	Board of Directors' Conflict of Interest
9.	401.3	Employee Conflict of Interest
10.	705.1	Purchasing – Bidding

### First Readings:

	POLICY #	POLICY NAME
1.	704.6 (New Policy)	Post-Issuance Compliance for Tax-Exempt Obligations (I am requesting the Board waive the second reading of this policy.)
2.	405.1	Licensed Employee Defined
3.	405.2	Licensed Employee Qualifications, Recruitment, Selection
4.	405.3	Licensed Employee Individual Contracts
5.	405.4	Licensed Employee Continuing Contracts
6.	405.5	Licensed Employee Work Day
7.	405.6	Licensed Employee Assignment
8.	405.7	Licensed Employee Transfers
9.	405.8	Licensed Employee Evaluation
10.	405.9	Licensed Employee Probationary Status
11.	405.10	Licensed Employee Organization Affiliation

### 1-D Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Melynda Tegler	East Elem 2 hr Dishwasher	West Elem 4 hr Media Associate	11/14/2011

### 1-E New Hires

NAME	ASSIGNMENT	SALARY	DATE
Lois Johnson	West Elementary After School Program – 7hrs/week	\$11.20/hr	11/07/2011
Megan Rawlins	Jr High Girls Basketball Numbers Coach – 7th Grade	\$1,752	11/02/2011

### 1-F Resignations

NAME	ASSIGNMENT	DATE
Kris Martin	7th Grade Volleyball Coach	11/03/2011
Melynda Tegler	East Elem 2 hr Dishwasher	TBD

### 1-G Approval of Financial Reports

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



## **2. ANNOUNCEMENTS, COMMUNICATIONS AND PRESENTATIONS**

This time is reserved for patrons and Board members to speak to items not on the agenda and to request to speak to any items on the current agenda.

Ms. Peterson shared that Brian, Eric, Lynnette and herself attended the Iowa Association of School Boards' convention in Des Moines. The conference was very informative and everyone came back with some new ideas.

Mr. Eddy noted that attended sessions on collective bargaining as well as a Board President's roundtable. Mr. Eddy shared that the Board has started to go electronic and we are now using netbooks for their agendas instead of paper copies. He also personally thanked the local VFW for their generous donation to the new Jr/Sr High School.

Mr. Christensen was pleased to see the updates to the events calendar on the schools' website. Mr. Henderson attended the recent Booster Club meeting. The Club is working on becoming tax-exempt.

Presentations – Ms. Jayme Beyer, a teacher from the high school, presented to the Board about the Work Experience Program she is responsible for which places both regular and special education students in real life work positions and internships through our local businesses.

## **3. Reports**

Building Administrators, Activities Director, School Improvement/Curriculum Director, Technology Director, Food Service Director and Transportation/Buildings and Grounds employees reported on their respective buildings or areas of assignment. However, most administrators were unable to attend due to parent-teacher conferences.

## **4. OLD BUSINESS**

### **4-A New Junior-Senior High School Facility**

Discussion was lead by Architect, Brad Simonson of HSR Associations. Mr. Simonson updated the Board and public on the progress of the floor plans, the status of Terracon's geo-Technical work and the upcoming meeting to discuss the 92 acre site plan. Mr. Simonson reported that the project is still on schedule for bidding in early 2012 and ground breaking in the spring of 2012. Discussion was also held about HSR presenting the proposed final floor plans to the Board for approval at a special meeting on November 30, 2011 at 6 PM at West Elementary Commons. The public is encouraged to attend to see the proposed floor plans.

### **4-B Employee Severance Plan**

Discussion was held regarding whether or not the Board was interested in entertaining a proposal for an Employee Severance Plan this year. Discussion was also held on the general types of Employee Severance Plans offered by other Districts. Supt. Peterson and Mrs. Engel will make a proposal to the Board at the December 2011 meeting.

## **5. NEW BUSINESS**

### **5-A School Improvement Advisory Committee (SIAC) Membership**

Motion Smith, second Donnelly to approve Mike Zimmerly to fill Stephanie Yonkovic's position on the School Improvement Advisory Committee effective immediately. All voted "aye". Motion carried.

**5-B Buchanan County Success Center Early Graduation Applicant**

Motion Christensen, second Smith to approve the early graduate from the Buchanan County Success Center. All voted "aye". Motion carried.

**5-C Junior-Senior High School Early Graduation Applicants**

Motion Smith, second Christensen to approve Six seniors that have applied for early graduation. They will graduate in January 2012, at the end of 2nd term, if they have earned the required fifty-four (54) credits. All voted "aye". Motion carried.

**5-D Contract with Music Theatre International (MTI)**

Motion Christensen, second Smith to approve the contract with Music Theatre International (MTI) for the Spring Musical Beauty and the Beast. All voted "aye". Motion carried.

**5-E Certified Annual Report (CAR)**

Motion Donnelly, second Christensen to approve the Certified Annual Report. All voted "aye". Motion carried.

**5-F Special Education Supplement (SES)**

Motion Christensen, second Henderson to approve the Special Education Supplement. All voted "aye". Motion carried.

**5-G Preliminary At-Risk Funding 2012-2013**

Motion Smith, second Christensen to approve the maximum amount for At-Risk funding. All voted "aye". Motion carried.

**5-H Instructional Support Levy**

Motion Christensen, second Smith to approve the annual resolution to determine the split of the funding between income surtax and property tax. All voted "aye". Motion carried.

**5-I Resolution Naming Depositories**

Motion Christensen, second Smith to approve the Resolution Naming Depositories. Roll call vote: Christensen – aye, Donnelly – aye, Eddy – aye, Henderson – aye and Smith –aye.

Motion carried 5-0. A complete copy of the Resolution can be viewed at the Administration Office.

**5-J Future Business with Newspapers for Legal Items**

Discussion was held by the Board regarding the proposals received by the Winthrop News and the Bulletin Journal to be the Districts newspaper of record for the 2012 calendar year.

**5-K Future Business with Newspapers for Legal Items**

Motion Henderson, second Smith to accept the bid from the Bulletin Journal to be the Districts newspaper of record for the 2012 calendar year. Discussion was held and the Board recognized that both newspapers have been very supportive the past couple of years, and that designation of one of the newspapers as the "newspaper of record" does not preclude advertising with the other newspaper. Eddy, Henderson and Smith voted "aye", Christensen and Donnelly voted "nay". Motion carried 3-2.

**5-L Resolution Authorizing the Terms of Issuance and Providing for and Securing the Payment of School Infrastructure Sales, Services and Use Tax Revenue Bonds.**

Motion Smith, second Donnelly to approve the Resolution. Roll call vote: Christensen – aye, Donnelly – aye, Eddy – aye, Henderson – aye and Smith –aye. Motion carried 5-0. A complete copy of the Resolution can be viewed at the Administration Office.

**5-M Tax Exemption Certificate**

Motion Christensen, second Henderson to approve the Tax Exemption Certificate. All voted “aye”. Motion carried.

**5-N Continuing Disclosure Certificate**

Motion Henderson, second Smith to approve the Continuing Disclosure Certificate. All voted “aye”. Motion carried.

**ADJOURNMENT**

Motion Donnelly, second Christensen to adjourn the meeting at 7:58 p.m. All voted “aye.” Motion carried.

Brian C. Eddy  
Chairperson

Lynnette Engel  
Board Sec./Treas.



Independence Community School Board Minutes  
Special Session  
November 30, 2011

A special session of the Independence Community School Board was called to order at 6:00 p.m. by Chairperson Brian C. Eddy at West Elementary, Independence, Iowa.

Members Present: Chairperson Brian C. Eddy, John Christensen, Rusty Donnelly, Eric B. Smith and Stacy Henderson

Superintendent Present: Jean Peterson

Board Sec/Treas Present: Lynnette Engel

Press Present: John Klotzbach, "Independence Bulletin Journal"  
Steven Smith, "The News"

Visitors Present: Interested Patrons

**1. Consideration of Action on Consent Items** - Motion Christensen, second Henderson to approve Consent Items 1-A and 1-B. All voted "Aye". Motion carried.

**1-A Approval of Agenda**

**1-B New Hires**

NAME	ASSIGNMENT	SALARY	DATE
Cheryl Close	West Elem 2.25 hr Dishwasher/Food Service Assist	\$8.75/hr	11/21/2011
Brian Loughren	7th Grade Boys Track Coach	\$1,187	Spring 2012
Darrel Wenzel	Assistant Boys Basketball Coach (Grades 9-12)	\$2,893	11/22/2011

**2. New Business**

**2-A. School Budget Review Committee Application** – Motion Donnelly, second Smith to approve the request for additional funding for increased enrollment and open enrollment out. All voted "aye". Motion carried.

**2-B. New Junior-Senior High School Floor Plan** – Superintendent Peterson, Mr. Eddy, Mr. Smith and Brad Simonson of HSR Associates presented a timeline of events and the floor plans of the new facility. Some members of the staff and coaching staff shared their experience and feedback with the process and the Board asked several questions about the design plan.

**2-C. New Junior-Senior High School Floor Plan** – Motion Christensen, second Henderson to accept the proposed floor plan for the new Junior-Senior High School Facility. All voted “Aye”. Motion carried.

**3. ADJOURNMENT**

Motion Smith, second Donnelly to adjourn the meeting at 7:13 p.m. All voted “Aye”. Motion carried.

Brian C. Eddy  
Chairperson

Lynnette Engel  
Secretary

## LICENSED EMPLOYEE DEFINED

Licensed employees, including administrators, are those employees required to hold an appropriate license from the Iowa Department of Education for their position as required by the Board of Educational Examiners or others with professional licenses. Licenses required for a position will be considered met if the employee meets the requirements established by the Iowa Department of Education.

It shall be the responsibility of the superintendent to establish job specifications and job descriptions for licensed employees' positions, other than the position of the superintendent. Job descriptions may be approved by the board.

Licensed employees must present evidence of current license to the board secretary prior to payment of salary each year.

Legal Reference: Clay v. Independent School District of Cedar Falls, 187 Iowa  
89, 174 N.W. 47 (1919).  
Iowa Code §§ 256.7(3); 272.6; 272A; 279.8; 294.1 (2003).  
282 I.A.C. 14.  
281 I.A.C. 12.4; 41.25.  
1940 Op. Att'y Gen. 375.

Cross Reference: 405.2 Licensed Employee Qualifications, Recruitment Selection  
410.1 Substitute Teachers  
411.1 Classified Employee Defined

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_



## LICENSED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a licensed position, other than administrative positions which will be employed in accordance with board policies in Series 300, "Administration," will have an opportunity to apply and qualify for licensed positions in the school district without regard to age, race, creed, color, sex, national origin, religion, sexual orientation, gender identity or disability. Job applicants for licensed positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state license if required for the position.

Announcement of the position is in a manner which the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed applications are returned to the school district administrative office. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who will be directly supervising and overseeing the person being hired.

The board will employ licensed employees after receiving a recommendation from the superintendent. However, the superintendent will have the authority to employ a licensed employee on a temporary basis until a recommendation can be made and action can be taken by the board on the position.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding qualifications, recruitment and selections of such employees is followed.

Legal Reference: 29 U.S.C. §§ 621-634 (1994).  
 42 U.S.C. §§ 2000e *et seq.* (1994).  
 42 U.S.C. §§ 12101 *et seq.* (1994).  
 Iowa Code §§ 20; 35C; 216; 294.1 (2003).  
 281 I.A.C. 12.  
 282 I.A.C. 14.  
 1980 Op. Att'y Gen. 367.

Cross Reference: 401.2 Equal Employment Opportunity  
 405 Licensed Employees - General  
 410.1 Substitute Teachers

Approved 6/19/2007

Reviewed \_\_\_\_\_

Revised 6/19/2007

## LICENSED EMPLOYEE INDIVIDUAL CONTRACTS

The board will enter into a written contract with licensed employees, other than administrators, employed on a regular basis.

Each contract will be for a period of one year, beginning on July 1 and ending on June 30.

It shall be the responsibility of the superintendent to complete the contracts for licensed employees and present them to the board for approval. The contracts, after being signed by the board president, shall be returned to the superintendent. The superintendent shall obtain the employee's signature. After being signed, the contract shall be filed with the board secretary.

Legal Reference:     Harris v. Manning Independent School District of Manning, 245 Iowa 1295, 66 N.W.2d 438 (1954).  
                          Shackelford v. District Township of Beaver, Polk County, 203 Iowa 243, 212 N.W. 467 (1927).  
                          Burkhead v. Independent School District of Independence, 107 Iowa 29, 77 N.W. 491 (1898).  
                          Iowa Code chs. 20; 279 (2003).

Cross Reference:    405.2   Licensed Employee Qualifications, Recruitment, Selection  
                          405.4   Licensed Employee Continuing Contracts  
                          407     Licensed Employee Termination of Employment

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE CONTINUING CONTRACTS

Contracts entered into with licensed employees, other than an administrator, will continue from year to year unless the contract states otherwise, is modified by mutual agreement between the board and the employee, or the contract is terminated by the board.

The first three years of a new licensed employee's contract shall be a probationary period unless the employee has already successfully completed the three year probationary period. New employees who have successfully completed a probationary period in a previous school district will serve a one year probationary period. In the event of termination of the employee's contract during this period, the board shall afford the licensed employee appropriate due process. The action of the board will be final.

Licensed employees whose contracts will be recommended for termination by the board will receive notice prior to April 30. The superintendent shall make a recommendation to the board for the termination of the licensed employee's contract.

Licensed employees who wish to resign, to be released from a contract, or to retire must comply with board policies in those areas.

Legal Reference:     Ar-We-Va Community School District v. Long and Henkenius, 292 N.W.2d 402 (Iowa 1980).  
                               Bruton v. Ames Community School District, 291 N.W.2d 351 (Iowa 1980).  
                               Hartman v. Merged Area VI Community College, 270 N.W.2d 822 (Iowa 1978).  
                               Keith v. Community School District of Wilton in the Counties of Cedar and Muscatine,  
                               262 N.W.2d 249 (Iowa 1978).  
                               Iowa Code §§ 20; 272; 279.12-.19B, .27; 294.1 (2003).

Cross Reference:     405.3   Licensed Employee Individual Contracts  
                               405.9   Licensed Employee Probationary Status  
                               407     Licensed Employee Termination of Employment

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_



## LICENSED EMPLOYEE WORK DAY

The work day for licensed employees shall begin each day of the school year at a time established by the superintendent. Licensed employees who are employed only during the academic year shall have the same work day as other licensed employees. "Day" is defined as one work day regardless of full-time or part-time status of an employee.

Licensed employees are to be in their assigned school building during the work day. Advance approval to be absent from the school building must be obtained from the principal whenever the licensed employees must leave the school building during the work day.

The building principal is authorized to make changes in the work day in order to facilitate the education program. These changes shall be reported to the superintendent.

The work day outlined in this policy is a minimum work day. Nothing in this policy prohibits licensed employees from working additional hours outside the work day.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding work day of such employees shall be followed.

Legal Reference: Iowa Code §§ 20; 279.8 (2003).

Cross Reference: 200.3 Powers of the Board of Directors

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE ASSIGNMENT

Determining the assignment of each licensed employee is the responsibility of and within the sole discretion of the board. In making such assignments, the board shall consider the qualifications of each licensed employee and the needs of the school district.

It shall be the responsibility of the superintendent to make recommendations to the board regarding the assignment of licensed employees.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding assignment of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.9; 279.8 (2003).

Cross Reference: 200.3 Powers of the Board of Directors

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE TRANSFERS

Determining the location where an employee's assignment will be carried out is the responsibility and within the sole discretion of the board. In making such assignments, the board shall consider the qualifications of each licensed employee and the needs of the school district.

A transfer may be initiated by the employee, the principal, or the superintendent.

It shall be the responsibility of the superintendent to make recommendations to the board regarding the transfer of licensed employees.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding transfers of employees shall be followed.

Legal Reference: Iowa Code §§ 20.9; 216.14; 279.8 (2003).

Cross Reference: 405.2 Licensed Employee Qualifications, Recruitment, Selection  
405.6 Licensed Employee Assignment

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE EVALUATION

Evaluation of licensed employees on their skills, abilities, and competence shall be an ongoing process supervised by the building principals and conducted by approved evaluators. The goal of the formal evaluation of licensed employees, other than administrators, but including extracurricular employees, shall be to improve the education program, to maintain licensed employees who meet or exceed the board's standards of performance, to clarify the licensed employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the board, and to develop a working relationship between the administrators and other employees.

The formal evaluation criteria shall be in writing and approved by the board. The formal evaluation shall provide an opportunity for the evaluator and the licensed employee to discuss the past year's performance and the future areas of growth. The formal evaluation shall be completed by the evaluator, signed by the licensed employee and filed in the licensed employee's personnel file. This policy supports, and does not preclude, the ongoing informal evaluation of the licensed employee's skills, abilities and competence.

It shall be the responsibility of the superintendent to ensure licensed employees are evaluated. New and probationary licensed employees shall be evaluated at least twice each year.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding evaluation of such employees shall be followed.

Legal Reference:     Aplington Community School District v. PERB, 392 N.W.2d 495 (Iowa 1986).  
                               Saydel Education Association v. PERB, 333 N.W.2d 486 (Iowa 1983).  
                               Iowa Code §§ 20.9; 279.14, .19, .27 (2003).  
                               281 I.A.C. 12.3(4).

Cross Reference:     405.2   Licensed Employee Qualifications, Recruitment, Selection  
                               405.9   Licensed Employee Probationary Status

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_



## LICENSED EMPLOYEE PROBATIONARY STATUS

The first three years of a new licensed employee's contract shall be a probationary period unless the employee has already successfully completed the probationary period in an Iowa school district. New employees who have successfully completed a probationary period in a previous Iowa school district will serve a one year probationary period. For purposes of this policy, an employee will have met the requirements for successfully completing a probationary period in another Iowa school district if, at the teacher's most recent performance evaluation, the teacher received at least a satisfactory or better evaluation and the individual has not engaged in conduct which would disqualify the teacher for a continuing contract.

Only the board, in its discretion, may waive the probationary period. The board may extend the probationary period for one additional year with the consent of the licensed employee. The board will make the decision to extend or waive a licensed employee's probationary status based upon the superintendent's recommendation. During this probationary period, the board may terminate the licensed employee's contract at year-end or discharge the employee in concert with corresponding board policies.

Licensed employees may also serve a probationary period based upon their performance. Such probationary period shall be determined on a case-by-case basis in light of the circumstances surrounding the employee's performance as documented in the employee's evaluations and personnel file.

Legal Reference: Iowa Code §§ 279.12-.19B (2003).

Cross Reference: 405.4 Licensed Employee Continuing Contracts  
405.8 Licensed Employee Evaluation

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE ORGANIZATION AFFILIATION

Licensed employees who qualify may join the ITA, Independence Teachers Association, and participate in its activities as long as the participation does not, in any way, interfere with the delivery of and the provision of the education program and school district operations.

The superintendent shall have sole discretion to determine whether association activities interfere with the education program and school district operations. Association members must follow the board policy on public use of school property.

The board shall not interfere with the rights of an employee to organize or form, join or assist any employee organization.

Legal Reference: Iowa Code §§ 20.1, .8, .10; 279.8 (2003).

Cross Reference: 408 Licensed Employee Professional Growth

Approved 11/1/2004

Reviewed 11/19/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE SALARY SCHEDULE

The board shall establish salary schedules for licensed employees' positions keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other factors deemed relevant by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board annually regarding the salary schedule. The salary schedule shall be subject to review and modification through the collective bargaining process.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding wages and salaries of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8 (2003).

Cross Reference: 405 Licensed Employees - General  
406.2 Licensed Employee Salary Schedule Advancement

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_



## LICENSED EMPLOYEE SALARY SCHEDULE ADVANCEMENT

The board shall determine which licensed employees will advance on the salary schedule for the licensed employees' positions keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other considerations as determined by the board.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of licensed employees on the salary schedule.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding salary schedule advancement of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8 (2003).

Cross Reference: 405 Licensed Employees - General  
406 Licensed Employee Compensation and Benefits

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE CONTINUED EDUCATION CREDIT

Continued education on the part of licensed employees may entitle them to advancement on the salary schedule. Licensed employees who have completed additional hours will be considered for advancement on the salary schedule. The board shall determine which licensed employees will advance on the salary schedule for continued education keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and any other items deemed relevant by the board.

Licensed employees who wish to obtain additional education for advancement on the salary schedule must notify their supervisor by September 1<sup>st</sup> of that year of the school year preceding the actual year when advancement occurs. This additional education must be in the same area as the education that was required of the employee to hold the employee's current position with the school district. For purposes of illustration only, a math teacher would advance on the salary schedule only if the additional education was in math courses. The superintendent has the discretion to approve credit outside the employee's area of endorsement or responsibility.

It shall be the responsibility of the superintendent to make a recommendation to the board for the advancement of a licensed employee on the salary schedule.

The requirements stated in the Master Contract between licensed employees in a certified collective bargaining unit and the board regarding continued education credit of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8 (2003).

Cross Reference: 405 Licensed Employees - General  
406 Licensed Employee Compensation and Benefits

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE COMPENSATION FOR EXTRA DUTY

A licensed employee may volunteer or be required to take on extra duty, with the extra duty being secondary to the major responsibility of the licensed employee. The board shall establish a salary schedule for extra duty licensed employee positions keeping in mind the financial condition of the school district, the education and experience of the licensed employee, the educational philosophy of the school district, and other considerations as determined by the board.

Vacant extra duty positions, for which extra compensation will be earned, will be posted to allow qualified licensed employees to volunteer for the extra duty. If no licensed employee volunteers for extra duty, the superintendent shall assign the extra duty positions to qualified licensed employees. The licensed employee shall receive compensation for the extra duty required to be performed.

It shall be the responsibility of the superintendent to make a recommendation to the board annually as to which licensed employees shall have the extra duty, and the salary schedule for extra duty, for the board's review.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding the compensation for extra duties of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8, .13-.15, .19A-B (2003).

Cross Reference: 405 Licensed Employees - General  
406 Licensed Employee Compensation and Benefits

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_



## LICENSED EMPLOYEE GROUP INSURANCE BENEFITS

Licensed employees shall be eligible for group insurance and health benefits. The board shall select the group insurance program and the insurance company which will provide the program.

This policy statement does not guarantee a certain level of benefits. The board shall have the authority and right to change or eliminate group insurance programs for its licensed employees.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding the group insurance benefits of such employees shall be followed.

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12, .27; 509; 509A; 509B (2003).

Cross Reference: 405.1 Licensed Employee Defined

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE TAX SHELTER PROGRAMS

The board authorizes the administration to make a payroll deduction for licensed employees' tax sheltered annuity premiums purchased from a company or program chosen by the board and collective bargaining units.

Licensed employees wishing to have payroll deductions for tax sheltered annuities shall make a written request to the superintendent.

The requirements stated in the Master Contract between employees in that certified collective bargaining unit and the board regarding the tax sheltered annuities of such employees shall be followed.

Legal Reference:     Small Business Job Protection Act of 1996, Section 1450(a), repealing portions of IRS  
REG § 1.403(b)-1(b)(3).  
Iowa Code §§ 20.9; 260C; 273; 294.16 (2003).  
1988 Op. Att'y Gen. 38.  
1976 Op. Att'y Gen. 462, 602.  
1966 Op. Att'y Gen. 211, 220.

Cross Reference:     706     Payroll Procedures

Approved 11/1/2004

Reviewed 12/17/2007

Revised 01/19/2009

LETTER TO COLLECTIVE BARGAINING REPRESENTATIVE

Dear Collective Bargaining Representative:

Option I

On (date) I will be recommending the implementation of the attached policy to the board. The policy will become effective immediately upon the final approval of the board and will apply to all school district employees. Should you have any questions or concerns regarding the attached policy, please contact me by (date).

OR

Option II

Pursuant to Iowa Code § 20.9, I am notifying you, as the (local association president/UniServ director), of our intent to adopt the attached policy. If you elect to bargain over the subject matter addressed in the attached policy on behalf of the (name of the association/union), please contact me by (date).

Sincerely,

Superintendent/Negotiator  
Independence Community School District

cc: School Attorney/Negotiator



## LICENSED EMPLOYEE RESIGNATION

A licensed employee who wishes to resign must notify the superintendent in writing within the time period set by the board for return of the contract. This applies to regular contracts for the licensed employee's regular duties and for an extracurricular contract for extra duty. Resignations of this nature will be accepted by the board.

The board may require an individual who has resigned from an extracurricular contract to accept the resigned position for only the subsequent school year when the board has made a good faith effort to find a replacement and the licensed employee is continuing to be employed by the school district.

Legal Reference: Iowa Code §§ 91A.2, .3, .5; 279.13, .19A (2003).

Cross Reference: 405.3 Licensed Employee Individual Contracts  
405.4 Licensed Employee Continuing Contracts  
407 Licensed Employee Termination of Employment

Approved 11/1/2004

Reviewed 12/17/2007

Revised \_\_\_\_\_

## LICENSED EMPLOYEE CONTRACT RELEASE

Licensed employees who wish to be released from an executed contract must give at least twenty-one days notice to the superintendent. Licensed employees may be released at the discretion of the board. Only in unusual and extreme circumstances will the board release a licensed employee from a contract. The board shall have sole discretion to determine what constitutes unusual and extreme circumstances.

Release from a contract shall be contingent upon finding a suitable replacement. Licensed employees requesting release from a contract after it has been signed and before it expires will be required to pay the board in the amount of \$500.00 for advertising for a replacement and cost of administrative expenses to find a replacement. Upon written mutual agreement between the employee and the superintendent, the costs may be deducted from the employee's salary. Payment of these costs shall be a condition for release from the contract. Failure of the licensed employee to pay these expenses may result in a cause of action being filed in small claims court.

The superintendent is authorized to file a complaint with the Board of Educational Examiners against a licensed employee who leaves without proper release from the board.

Legal Reference: Iowa Code §§ 216; 272; 279.13, .19A, .46 (2003).  
1978 Op. Att'y Gen. 247.  
1974 Op. Att'y Gen. 11, 322.

Cross Reference: 405.3 Licensed Employee Individual Contracts  
405.4 Licensed Employee Continuing Contracts  
407.3 Licensed Employee Retirement

Approved 11/1/2004

Reviewed \_\_\_\_\_

Revised 11/19/2007

Independence Community School District

## Period Vendor Report by Fund

Page: 1

12/14/2011 10:31 AM

11/01/2011 - 11/30/2011

User ID: ARF

Fund: 10 OPERATING FUND

<u>Vendor Name</u>		<u>Total</u>
ACCENT LASER SERVICES	SUPPLIES	994.60
ADVANCED SYSTEMS INC	SUPPLIES	76.18
AHLERS AND COONEY, P.C.	SERVICES	242.00
ANDERSON, GARRY	REIMBURSEMENT	152.00
APPLE INC	EQUIPMENT	25,427.00
APPLIANCE PLUS	SUPPLIES	519.89
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	328.00
B & B FARM STORE INC.	SUP/SRV	1,120.00
BUCHANAN COUNTY AUDITOR	SERVICE	6,903.15
BUCHANAN COUNTY SOFT WATER	SUPPLIES	269.50
BUSINESS SYSTEMS INC.	SUPPLIES	1,919.00
CDW GOVERNMENT LLC	SUPPLIES	1,347.97
CENTER POINT-URBANA COMMUNITY SCHOOL	OE TUITION	36,768.75
CITY LAUNDERING CO	SERVICE	65.02
COMMUNICATIONS ENGINEERING CO.	SERVICES	455.00
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL	8,849.75
CROZIER, MICHAEL	REIMBURSEMENT	195.25
CRYSTAL BROOK DIRECT	SUPPLIES	210.00
CY & CHARLEY'S INC	REPAIRS/MAINT/SUPPLIES	4,349.00
DENNY'S SERVICE & REPAIR	REPAIRS	75.00
DEPARTMENT OF EDUCATION	INSPECTION FEES	700.00
DHS CASHIER 1ST FLOOR	MEDICAID	(1,000.25)
DON'S TRUCK SALES INC	SERVICE	979.52
DROSTE AUTO GLASS	SUPPLIES	40.00
EAST BUCHANAN COMMUNITY SCHOOL	REIMB/FEES/TUIT	28,091.33
ELECTRICAL ENGINEERING & EQUIP	SUPPLIES	921.99
ESCHEN TARPY NAPA	SUPPLIES	221.95
EXCEPTIONAL PERSONS, INC	SERVICE	66.64
FAREWAY STORES INC	SUPPLIES	261.30
FASTENAL COMPANY	SUPPLIES	165.00
FOLLETT LIBRARY RESOURCES	SUPPLIES	340.00
FOUR OAKS-RESIDENTIAL	INSTRUCTION	6,471.30
FRISBEY, ANDREA	REIMBURSEMENT	38.64
GAGE EXTERMINATING	SERVICES	100.00
GRANT WOOD AEA	SRV/SUP	1,500.00
GREENLEY LUMBER INC	SUPPLIES	38.72
HARRISON TRUCK CENTERS	PARTS/REPAIR	36.28
HATCH EARLY CHILDHOOD	SUPPLIES	249.00
HAWKEYE ACCESSIBILITIES	SERVICE	265.00
HAWKEYE INTERNATIONAL TRUCKS INC	REPAIRS	1,699.56
HAWKEYE STAGES INC	SERVICES	4,125.00
HEARTLAND PAPER COMPANY	SUP/EQUIPMENT	225.00
HYDE TELECOM	SRV/SUP	2,090.00
I.C.S. NUTRITION FUND	SUPPLIES	279.54
IHSMA	REG FEES	105.00
IKON OFFICE SOLUTIONS	SUPPLIES/LEASE	472.93
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT	4,356.18
INDEPENDENCE LIGHT & POWER	UTILITIES	17,295.77

Fund: 10 OPERATING FUND

<u>Vendor Name</u>		<u>Total</u>
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SERVICE	2,760.00
IOWA HIGH SCHOOL SPEECH ASSOC.	DUES/FEES/SUPPLIES	115.00
J & D BODY SHOP	PARTS/REPAIRS/SERVICE	1,535.60
JAYMAR BUSINESS FORMS INC	SUPPLIES	515.58
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB	36,768.75
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	37.11
JOHNSTONE SUPPLY	IMPROVEMENT	958.45
JOLLY LEARNING LTD	SUPPLIES	741.47
JW PEPPER & SON, INC.	SUPPLIES	278.92
KIDSVILLE	REIMBURSEMENT	11,112.45
KWIK TRIP/KWIK STAR STORES	GASOLINE	2,352.45
MARSHALLTOWN HIGH SCHOOL	REG FEES	5.00
MARTENSDALE-ST MARYS SCHOOL DISTRICT	SERVICE	150.00
MAXIMOVICH, VALERIE	REIMBURSEMENT	44.03
MCGRAW-HILL COMPANIES	SUPPLIES	169.50
MIDAMERICAN ENERGY CO.	NATURAL GAS	3,569.82
NFHS MEMBERSHIPS	DUES/FEES	20.00
NORTH LINN COMMUNITY SCHOOL	TUIT/REG FEES	5,883.00
OELWEIN COMMUNITY SCHOOLS	TUIT/FEES/REIMB	5,883.00
OFFICE TOWNE, INC.	SUPPLIES	794.19
OLSEN, JUDY	BOOK FAIR	150.00
O'REILLY AUTOMOTIVE, INC.	SUPPLIES	39.96
PAETEC	UTILITIES	1,186.65
PINEAPPLE APPEAL, INC.	SUPPLIES	344.77
PINICON FORD INC	SRV/SUP	208.41
PITNEY BOWES INC	SUPPLIES	65.44
PLUMB SUPPLY COMPANY	IMPROVEMENT	705.36
PRINT EXPRESS-MILLER PRINTERIE	SERVICES	300.00
PURCHASE POWER	POSTAGE	3,000.00
RITE PRICE OFFICE SUPPLY INC	SUPPLIES	13.58
ROCKLER WOODWORKING & HARDWARE	SUPPLIES	229.97
SCHOOL ADMINISTRATORS OF IOWA	SERVICES	625.00
SCHOOL BUS SALES	VEHICLE/SUPPLIES	166.83
SPAHN & ROSE LUMBER CO INC	SUPPLIES	138.14
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT	5,213.75
STEINBECK, IVAN	REIMBURSEMENT	60.00
STEPHEN A. MILLER CONSTRUCTION	IMPROVEMENT	85.00
SUPERIOR CLEANING SERVICES LTD	SERVICE	2,927.78
SUPERIOR WELDING INC	SUPPLIES	120.00
THE NEWS	ADS/LEGALS	234.88
THEMES AND VARIATIONS	SUPPLIES	569.00
THOMAS BUS SALES, INC.	SUPPLIES	524.91
THOMAS ELECTRIC MOTOR SERV INC	SRV/PARTS/SUP	100.00
TIGER DIRECT	SUPPLIES	609.00
TIMBERLINE BILLING SERVICES LLC	SERVICES	19.88
U.S. CELLULAR	TELEPHONE	612.22
UNION COMMUNITY SCHOOLS	TUIT/FEES/REIMB	2,941.50
VERN'S TRUE VALUE	SUPPLIES	526.59



<u>Vendor Name</u>		<u>Total</u>
VINTON-SHELLSBURG COMM.SCHOOLS	TUIT/FEES/REIMB	6,030.08
VIPS	EQUIP/IMPROVEMENT	751.15
VISA CARD SERVICES	SUPPLIES	2,657.18
WALMART COMMUNITY	SUPPLIES	661.75
WASTE MANAGEMENT OF WI-MN	SERVICE	1,992.56
WATERLOO COMMUNITY SCHOOLS	OE TUITION	2,353.20
WEBER PAPER COMPANY	SUPPLIES	41.00
WEST MUSIC CO INC	SUP/SRV/EQUIP	905.38
WRIGHT SOUND SYSTEMS	SUPPLIES	139.40
ZIESER, RHONDA	REIMBURSEMENT	100.80
Vendors Listed:	106	Total: 271,447.90

Fund: 21 STUDENT ACTIVITY FUND

<u>Vendor Name</u>		<u>Total</u>
BAUMER, TERRY	OFFICIAL	80.00
BEVINS, NOAH	OFFICIAL	80.00
CABALKA CUSTOM WELDING	SRV/SUP	310.00
CAMP EWALU	SERVICES	4,018.00
CUB SCOUTS PACK 75	SERVICE	1,000.00
DECKER SPORTING GOODS	SUPPLIES	220.50
FAREWAY STORES INC	SUPPLIES	122.02
GATES, GREGORY	OFFICIAL	60.00
HAMPTON-DUMONT HIGH SCHOOL	ENTRY FEES	80.00
HOLSTUN, CHRIS	OFFICIAL	45.00
IHSMA	REG FEES	199.50
IOWA SPORTS SUPPLY INC	SUPPLIES	62.02
JACOBS, JUSTIN	OFFICIAL	45.00
JOSTENS INC	SUPPLIES	4,500.00
KESSLERS TEAM SPORTS, INC.	SUPPLIES	1,913.50
KUETHE, TIMOTHY	OFFICIAL	45.00
LAU, BRIAN	SERVICE	510.00
MARY'S FLOWER PATCH	SUP/SRV	51.00
MCELROY'S FOOD MARKET	SUPPLIES	601.72
MILLER, GREG	OFFICIAL	45.00
MONTICELLO SPORTS INC	SUPPLIES	2,248.00
NEFF MOTIVATION INC	SUPPLIES	1,040.27
O'CONNER, SEAN	OFFICIAL	60.00
OWN THE ZONE SPORTS	SUPPLIES	264.90
PEPSI-COLA GEN BOT IN	SUPPLIES	310.54
RANUM, BRIAN	OFFICIAL	80.00
RATCHFORD, MICHAEL	OFFICIAL	120.00
SAM'S CLUB DIRECT	SUPPLIES	161.05
SHAFFER, TIA	REIMBURSEMENT	45.00
SHERWIN WILLIAMS	SUPPLIES	234.72
SWANSON, DOUG	OFFICIAL	80.00
TEGTMEIER PIANO TUNING	SERVICES	76.50
TEKIPPE, TERRANCE E.	OFFICIAL	60.00
UMLAND, DON	OFFICIAL	80.00
VISA CARD SERVICES	SUPPLIES	244.16
WALMART COMMUNITY	SUPPLIES	57.80
WAMAC CONFERENCE	DUES	60.00
WILSON, DAVID	SERVICE	135.00
WINGER, DAVID	SERVICE	645.00
WOLF, TODD	OFFICIAL	45.00

Vendors Listed: 40

Total: 20,036.20

<u>Vendor Name</u>		<u>Total</u>
AUL	EMPLOYEE INVESTMENTS	235.54
Vendors Listed:	1	Total: <u>235.54</u>

12/14/2011 10:31 AM

11/01/2011 - 11/30/2011

User ID: ARF

Fund: 33 LOCAL OPTION SALES AND SERVICES TAX

<u>Vendor Name</u>	<u>Total</u>
BG BRECKE INC IMPROVEMENTS	6,558.22
ELECTRICAL ENGINEERING & EQUIP SUPPLIES	716.00
HSR ASSOCIATES INC SERVICES	150,000.00
STANDARD & POOR'S FINANCIAL SERVICES SERVICE	13,000.00
Vendors Listed: 4	Total: 170,274.22



12/14/2011 10:31 AM

11/01/2011 - 11/30/2011

User ID: ARF

Fund: 36 PHYSICAL PLANT &amp; EQUIPMENT

<u>Vendor Name</u>		<u>Total</u>
BUCHANAN COUNTY SOFT WATER	SUPPLIES	3,425.00
WBC MECHANICAL, INC.	IMPROV/SUP/SRV	1,285.47
WEST MUSIC CO INC	SUP/SRV/EQUIP	2,900.00
Vendors Listed:	3	Total: <u>7,610.47</u>

Fund: 61 SCHOOL NUTRITION FUND

<u>Vendor Name</u>		<u>Total</u>
APPLE INC	EQUIPMENT	499.00
FAREWAY STORES INC	SUPPLIES	1.20
GOODWIN TUCKER GROUP	REPAIRS/MAINT	156.25
HAWKEYE FOODSERVICE	SUPPLIES	22,865.46
INTERSTATE BRANDS CORP.	BREAD	1,076.50
JACK L. MARCUS INC	SUPPLIES	249.76
KECK INC	SUPPLIES	2,187.60
KIDSVILLE	REIMBURSEMENT	425.00
KREMER, LISA	SUPPLIES	215.58
MYERS-COX CO	SUPPLIES	357.08
OFFICE TOWNE, INC.	SUPPLIES	154.99
ORCHARD, DEANER	SUPPLIES	162.00
PRAIRIE FARMS DAIRY INC	DAIRY	7,108.73
S&S PRODUCE	SUPPLIES	67.50
UNIFORM EXPRESS	SUPPLIES	110.00
WALMART COMMUNITY	SUPPLIES	19.56
Vendors Listed:	16	Total: 35,656.21

## Period Vendor Report by Fund

11/01/2011 - 11/30/2011

<u>Vendor Name</u>	<u>Total</u>
BLAND'S FLOWER SHOP INC                      FLOWERS	40.00
HAUSERS WATER SYSTEM                      SUPPLIES	11.00
WALMART COMMUNITY                      SUPPLIES	31.84
Vendors Listed:                      3	Total: <u>82.84</u>

**Unpaid Invoices Report**  
**DECEMBER 2011 BOARD BILLS**

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
<u>Checking Account: 1</u>					
ACCLAS	ACCENT LASER SERVICES	49487	11/28/2011	12/19/2011	119.95
ACCLAS	ACCENT LASER SERVICES	49575	12/05/2011	12/19/2011	229.90
ACHPRO	ACHIEVEMENT PRODUCTS	D15032020001	11/18/2011	12/19/2011	45.85
ADVSYS	ADVANCED SYSTEMS INC	194070	12/05/2011	12/19/2011	76.18
AHLCOO	AHLERS AND COONEY, P.C.	622899	11/27/2011	12/19/2011	264.00
AEA267	AREA EDUCATION AGENCY 267	CF-1111-1039A	11/18/2011	12/19/2011	6.48
AEA267	AREA EDUCATION AGENCY 267	PDLIN0028	10/26/2011	12/19/2011	130.00
BBBOO	B & B BOOK SUPPLY	1003	08/18/2011	12/19/2011	225.00
BEYJAY2	BEYER, JAYME	MILES AUG/SEPT	11/28/2011	12/19/2011	87.60
BEYPLA	BEYOND PLAY	734212	11/17/2011	12/19/2011	286.92
BIRMOT	BIRDNOW MOTOR TRADE	6041175/1	11/28/2011	12/19/2011	696.71
BRAARE	BRANDON AREA COMMUNITY CENTER	RENT 11/21/2011	11/21/2011	12/19/2011	50.00
BROSCH	BROWER SCHOOL BUS PARTS INC	30977	11/18/2011	12/19/2011	331.75
BUDINC	BUDGETEXT, INC.	0013INLX	10/03/2011	12/19/2011	254.40
BUSSYS	BUSINESS SYSTEMS INC.	341249	12/05/2011	12/19/2011	192.70
BUSSYS	BUSINESS SYSTEMS INC.	335925	10/04/2011	12/19/2011	459.68
BUSSYS	BUSINESS SYSTEMS INC.	339904	11/16/2011	12/19/2011	1,024.68
BUSSYS	BUSINESS SYSTEMS INC.	341250	12/05/2011	12/19/2011	87.42
BUSSYS	BUSINESS SYSTEMS INC.	339908	11/16/2011	12/19/2011	24.05
CDWGOV	CDW GOVERNMENT LLC	B496236	11/21/2011	12/19/2011	30.30
CDWGOV	CDW GOVERNMENT LLC	ZPP5581	09/09/2011	12/19/2011	599.97
CEDRAP	CEDAR RAPIDS COMMUNITY SCHOOLS	0016353	11/22/2011	12/19/2011	4,270.00
CHRSO	CHRISTOPHERSON & SONS LLC	26368	12/02/2011	12/19/2011	96.10
CITLAU	CITY LAUNDERING CO	0813419-00	11/02/2011	12/19/2011	50.65
CITLAU	CITY LAUNDERING CO	0816694-00	11/16/2011	12/19/2011	26.63
CITLAU	CITY LAUNDERING CO	0819863-00	11/30/2011	12/19/2011	25.00
COLLEA	COLLABORATIVE LEARNING INC	INV000003402	10/22/2011	12/19/2011	25.00
COMENG	COMMUNICATIONS ENGINEERING CO.	108621	11/17/2011	12/19/2011	138.60
CONHAL	CONNIE'S HALLMARK	541070	11/22/2011	12/19/2011	14.21
CONENE2	CONSOLIDATED ENERGY CO/HARTLAND	248790	11/09/2011	12/19/2011	1,826.23
CONENE2	CONSOLIDATED ENERGY CO/HARTLAND	248720	11/02/2011	12/19/2011	668.80
CONENE2	CONSOLIDATED ENERGY CO/HARTLAND	249595	11/16/2011	12/19/2011	2,273.29
CONENE2	CONSOLIDATED ENERGY CO/HARTLAND	249500	11/28/2011	12/19/2011	1,662.17
CPI	CPI	IUSI111853	09/12/2011	12/19/2011	125.00
CYCHA	CY & CHARLEY'S INC	1-151805	11/21/2011	12/19/2011	770.00
DEPEDU	DEPARTMENT OF EDUCATION	31050000-0	11/23/2011	12/19/2011	56.00
DONTRU	DON'S TRUCK SALES INC	436562	11/16/2011	12/19/2011	19.40
DONTRU	DON'S TRUCK SALES INC	67487	12/06/2011	12/19/2011	149.90
DOOINC	DOORS INC.	153665	11/29/2011	12/19/2011	28.50
DROAUT	DROSTE AUTO GLASS	20143506-1	10/18/2011	12/19/2011	60.00



12/14/2011 10:14 AM

## DECEMBER 2011 BOARD BILLS

User ID: ARF

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
EDUCIT	EDUCATION CITY INC.	185133	12/08/2011	12/19/2011	469.00
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2965655-01	11/18/2011	12/19/2011	133.08
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2949171-02	11/18/2011	12/19/2011	118.30
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2962655-00	11/18/2011	12/19/2011	479.20
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2949171-01	11/04/2011	12/19/2011	27.69
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2963160-00	11/18/2011	12/19/2011	503.96
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2949171-00	11/04/2011	12/19/2011	230.00
ELEENG	ELECTRICAL ENGINEERING & EQUIP	2960356-00	11/17/2011	12/19/2011	156.84
ESCTAR	ESCHEN TARPY NAPA	651006-1	10/11/2011	12/19/2011	28.91
ESCTAR	ESCHEN TARPY NAPA	653541	10/31/2011	12/19/2011	40.00
ESCTAR	ESCHEN TARPY NAPA	653396	11/10/2011	12/19/2011	7.98
ESCTAR	ESCHEN TARPY NAPA	653888	11/17/2011	12/19/2011	19.50
EXCPER	EXCEPTIONAL PERSONS, INC	15-07-003 NOV11	12/01/2011	12/19/2011	58.10
FARSTO	FAREWAY STORES INC	00371-12	12/06/2011	12/19/2011	12.53
FARSTO	FAREWAY STORES INC	03393	11/29/2011	12/19/2011	3.18
FARSTO	FAREWAY STORES INC	02093	11/18/2011	12/19/2011	30.40
FARSTO	FAREWAY STORES INC	01756-1	11/16/2011	12/19/2011	66.04
FARSTO	FAREWAY STORES INC	01534	11/15/2011	12/19/2011	33.33
FARSTO	FAREWAY STORES INC	03730	12/01/2011	12/19/2011	23.72
FARSTO	FAREWAY STORES INC	07800	11/28/2011	12/19/2011	103.83
FARSTO	FAREWAY STORES INC	04657	12/05/2011	12/19/2011	23.90
FASCOM	FASTENAL COMPANY	IAIND65752	11/21/2011	12/19/2011	566.52
FES2	FESTOOL USA	SI98515	11/14/2011	12/19/2011	525.00
FOUOAKS	FOUR OAKS-RESIDENTAL	AID DEC 2011	12/01/2011	12/19/2011	6,471.30
FONPAR	FRIENDS OF FONTANA PARK	11/12 DONATION	12/13/2011	12/19/2011	387.15
GAGEXT	GAGE EXTERMINATING	5254	11/04/2011	12/19/2011	65.00
GAGEXT	GAGE EXTERMINATING	5299	11/17/2011	12/19/2011	115.00
GAGEXT	GAGE EXTERMINATING	5293	11/23/2011	12/19/2011	100.00
HARHAN	HARDWARE HANK	0021963	12/01/2011	12/19/2011	16.98
HAR8	HARRISON TRUCK CENTERS	733985	11/23/2011	12/19/2011	81.22
HATEAR	HATCH EARLY CHILDHOOD	204730A-IN	11/18/2011	12/19/2011	2,148.58
HATEAR	HATCH EARLY CHILDHOOD	020473-IN	10/14/2011	12/19/2011	212.93
HAWACC	HAWKEYE ACCESSIBILITIES	413464	11/09/2011	12/19/2011	150.00
HAWFIR	HAWKEYE FIRE & SAFETY	35063	11/21/2011	12/19/2011	52.25
HEAPAP	HEARTLAND PAPER COMPANY	G113940-1	11/04/2011	12/19/2011	63.92
HOL2	HOLIDAY INN-AIRPORT CONFERENCE	180141	11/08/2011	12/19/2011	206.08
ICS4	I.C.S. NUTRITION FUND	000110	11/11/2011	12/19/2011	27.69
IASB	IASB	0000017072	10/31/2011	12/19/2011	210.00
IAS	IASBO	OCT 11/12	12/05/2011	12/19/2011	144.00
IMMLUT	IMMANUEL LUTHERAN PRESCHOOL	PAYROLL NOV2011	12/01/2011	12/19/2011	4,356.18

12/14/2011 10:14 AM

## DECEMBER 2011 BOARD BILLS

User ID: ARF

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
IND2	INDEPENDENCE BAND BOOSTERS	11/12 BANDTRIPS	10/01/2011	12/19/2011	909.71
INDBUL	INDEPENDENCE BULLETIN JOURNAL	11/12 SUBSCRIBE	11/19/2011	12/19/2011	37.00
INDCHA	INDEPENDENCE CHAMBER OF COMMERCE	2626	11/11/2011	12/19/2011	119.00
INDLIG	INDEPENDENCE LIGHT & POWER	EAST NOV2011	11/30/2011	12/19/2011	7,442.75
INDLIG	INDEPENDENCE LIGHT & POWER	WEST NOV2011	11/30/2011	12/19/2011	10,011.90
INFTEC	INFRASTRUCTURE TECHNOLOGY	3665	11/21/2011	12/19/2011	42.50
IOWWAT	IOWA WATER MANAGEMENT, CORP.	34454	11/21/2011	12/19/2011	1,505.00
JAYBUS	JAYMAR BUSINESS FORMS INC	44758	12/12/2011	12/19/2011	175.71
JOHDEE	JOHN DEERE FINANCIAL	1916505	11/28/2011	12/19/2011	3.99
JOHDEE	JOHN DEERE FINANCIAL	1973745	10/22/2011	12/19/2011	14.79
JOHDEE	JOHN DEERE FINANCIAL	0060822	10/10/2011	12/19/2011	174.86
JOHDEE	JOHN DEERE FINANCIAL	0290255	10/31/2011	12/19/2011	139.75
JOHDEE	JOHN DEERE FINANCIAL	0284743	11/28/2011	12/19/2011	38.74
JWPEP	JW PEPPER & SON, INC.	11770470	11/30/2011	12/19/2011	60.99
JWPEP	JW PEPPER & SON, INC.	11771436	12/05/2011	12/19/2011	50.99
JWPEP	JW PEPPER & SON, INC.	11770765	12/01/2011	12/19/2011	284.99
KEBRAC2	KEBER, RACHEL	OCT2011 MILES	11/01/2011	12/19/2011	18.14
KEPMUS	KEPHART'S MUSIC CENTER INC	2074206	11/03/2011	12/19/2011	78.70
KEPMUS	KEPHART'S MUSIC CENTER INC	002015	11/15/2011	12/19/2011	122.00
KEPMUS	KEPHART'S MUSIC CENTER INC	2069747	11/03/2011	12/19/2011	27.65
KEPMUS	KEPHART'S MUSIC CENTER INC	2070811	11/03/2011	12/19/2011	111.41
KIDSVI	KIDSVILLE	PAYROLL NOV2011	12/01/2011	12/19/2011	4,144.76
KWITRI	KWIK TRIP/KWIK STAR STORES	00152842 NOV11	11/30/2011	12/19/2011	1,658.99
LOCNAN	LOCKETT, NANCY	8/23, 9/19 2011	12/08/2011	12/19/2011	592.40
LYNROO	LYNCH ROOFING & SIDING INC	11/21/11	11/21/2011	12/19/2011	350.00
MAR6	MARION INDEPENDENT SCHOOL	1112-1	12/01/2011	12/19/2011	1,323.69
MARBRO	MARTIN BROS DIST CO	4099474	11/30/2011	12/19/2011	313.99
MAXVAL2	MAXIMOVICH, VALERIE	DEC RECEIPTS	12/09/2011	12/19/2011	62.53
MEN	MENARDS	75994	11/20/2011	12/19/2011	251.86
MIDENE	MIDAMERICAN ENERGY CO.	5536075	11/22/2011	12/19/2011	439.86
NASCO	NASCO	392920	08/01/2011	12/19/2011	66.52
NASCO	NASCO	499530	10/06/2011	12/19/2011	19.64
NASCO	NASCO	46129	11/08/2011	12/19/2011	9.69
NEWYOU	NEWS-2-YOU, INC.	S04280	11/23/2011	12/19/2011	140.00
NSA	NSAN, INC.	21351	11/15/2011	12/19/2011	998.00
OBRCHA2	O'BRIEN, CHAD	PHYS 11/12	12/01/2011	12/19/2011	120.00
OFFDEP	OFFICE DEPOT, INC	586910928-001	11/15/2011	12/19/2011	25.02
OFFTOW	OFFICE TOWNE, INC.	85308	11/16/2011	12/19/2011	305.00
OFFTOW	OFFICE TOWNE, INC.	85258	11/11/2011	12/19/2011	47.99
OFFTOW	OFFICE TOWNE, INC.	85450	11/30/2011	12/19/2011	70.44

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
PAETEC	PAETEC	3501960	12/05/2011	12/19/2011	1,187.31
PELINC	PELLETS INC	89616	11/22/2011	12/19/2011	526.00
PITBOW	PITNEY BOWES	0509612-NV11	11/13/2011	12/19/2011	107.00
PITBOWSUP	PITNEY BOWES INC	5501788615	12/05/2011	12/19/2011	19.99
PIZRAN	PIZZA RANCH	0311011301	11/03/2011	12/19/2011	50.00
PLUSUP	PLUMB SUPPLY COMPANY	1833392	11/18/2011	12/19/2011	32.44
PLUSUP	PLUMB SUPPLY COMPANY	1847994	12/02/2011	12/19/2011	408.13
PRAFAR	PRAIRIE FARMS DAIRY INC	44135	10/06/2011	12/19/2011	3.51
REAREA	READING READING BOOKS LLC	5836	11/23/2011	12/19/2011	199.40
REICAS2	REINKOESTER, CASEY	OCT2011 MILES	12/01/2011	12/19/2011	51.36
ROCWO	ROCKLER WOODWORKING & HARDWARE	0355861	11/28/2011	12/19/2011	15.83
ROCWO	ROCKLER WOODWORKING & HARDWARE	0343605	11/21/2011	12/19/2011	299.59
ROCWO	ROCKLER WOODWORKING & HARDWARE	0317366	11/10/2011	12/19/2011	105.34
SCHFAI	SCHOLASTIC BOOK FAIRS	W2913040BF	11/29/2011	12/19/2011	2,006.06
SCHFAI	SCHOLASTIC BOOK FAIRS	W2913053BF	11/29/2011	12/19/2011	3,081.20
SCHADM	SCHOOL ADMINISTRATORS OF IOWA	SAM#2 11/12	11/25/2011	12/19/2011	2,030.00
SCHBUS	SCHOOL BUS SALES	IND56176	11/25/2011	12/19/2011	65.57
SIGMOR	SIGNS AND MORE	5387	10/31/2011	12/19/2011	160.00
SOFUNL	SOFTWARE UNLIMITED INC	0337NOV11	12/05/2011	12/19/2011	320.00
SORCON2	SORG, CONNIE	OVRPMT INSURANC	12/08/2011	12/19/2011	820.49
SOUSIG	SOURCE SIGN LLC	EMT1290	11/29/2011	12/19/2011	1,169.80
SPAROS	SPAHN & ROSE LUMBER CO INC	42013914	11/22/2011	12/19/2011	92.99
SPAROS	SPAHN & ROSE LUMBER CO INC	420141490	11/29/2011	12/19/2011	12.54
SPAROS	SPAHN & ROSE LUMBER CO INC	42013698	11/17/2011	12/19/2011	7.98
SPAROS	SPAHN & ROSE LUMBER CO INC	42014325	12/01/2011	12/19/2011	31.10
SPAROS	SPAHN & ROSE LUMBER CO INC	42014184	11/29/2011	12/19/2011	83.18
STJ	ST. JOHN ELEMENTARY SCHOOL	PAYROLL NOV2011	12/01/2011	12/19/2011	4,679.75
STJ	ST. JOHN ELEMENTARY SCHOOL	2011/2012 TXTBK	11/14/2011	12/19/2011	2,169.03
STA2	STAFF DEVELOPMENT FOR EDUCATORS	REG-1239576	11/10/2011	12/19/2011	199.00
STAEDU	STARFALL EDUCATION	C3473Z3E	11/21/2011	12/19/2011	270.00
TALJAZ	TALLCORN JAZZ FESTIVAL, UNI	2012 FESTIVAL	12/13/2011	12/19/2011	300.00
THENEW	THE NEWS	12649	11/25/2011	12/19/2011	409.33
THENEW	THE NEWS	12652	11/10/2011	12/19/2011	29.00
TREMCI	TREASURER - MCIA IA CHAPTER	NOV 3, 2011	11/03/2011	12/19/2011	50.00
USCEL	U.S. CELLULAR	495718344-047	12/02/2011	12/19/2011	648.82
UNIBOO	UNIVERSITY BOOK & SUPPLY	1HBO176576-15	09/07/2011	12/19/2011	122.25
VERTRU	VERN'S TRUE VALUE	10050 NOV2011	12/01/2011	12/19/2011	885.50
VERTRU	VERN'S TRUE VALUE	B101456	11/17/2011	12/19/2011	16.90
VISA	VISA CARD SERVICES	11/12 CONVENTIO	12/03/2011	12/19/2011	293.00
VISA	VISA CARD SERVICES	517	11/28/2011	12/19/2011	908.75



**Unpaid Invoices Report**  
DECEMBER 2011 BOARD BILLS

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
VISA	VISA CARD SERVICES	4564691397	12/03/2011	12/19/2011	57.80
VISA	VISA CARD SERVICES	NOV11 CRMNL RCD	12/03/2011	12/19/2011	30.00
VISA	VISA CARD SERVICES	4885825	12/01/2011	12/19/2011	579.98
VISA	VISA CARD SERVICES	11266375	12/03/2011	12/19/2011	284.80
VISA	VISA CARD SERVICES	103-3621540-584	11/29/2011	12/19/2011	62.93
WALCOM	WALMART COMMUNITY	005845	12/05/2011	12/19/2011	80.29
WALCOM	WALMART COMMUNITY	002046	12/02/2011	12/19/2011	4.27
WALCOM	WALMART COMMUNITY	001622	12/01/2011	12/19/2011	20.73
WALCOM	WALMART COMMUNITY	OVRPMT	12/01/2011	12/19/2011	(5.00)
WALCOM	WALMART COMMUNITY	021723	11/21/2011	12/19/2011	144.07
WALCOM	WALMART COMMUNITY	021334	11/21/2011	12/19/2011	59.35
WALCOM	WALMART COMMUNITY	005723	12/05/2011	12/19/2011	21.97
WALCOM	WALMART COMMUNITY	008351	12/08/2011	12/19/2011	92.51
WASMAN	WASTE MANAGEMENT OF WI-MN	6123322-0513-9	12/01/2011	12/19/2011	1,837.09
WASMAN	WASTE MANAGEMENT OF WI-MN	6123287-0513-4	12/01/2011	12/19/2011	194.91
WATCOM	WATERLOO COMMUNITY SCHOOLS	2NDSEM SE TUIT	12/08/2011	12/19/2011	777.20
WEBPAP	WEBER PAPER COMPANY	131991	12/05/2011	12/19/2011	138.70
ZIERHO2	ZIESER, RHONDA	NOV 2011 MILES	12/01/2011	12/19/2011	91.20

Amount Due On: 12/19/2011 96,630.20

Fund 10 OPERATING FUND 96,630.20

AUL	AUL	JAN2012	12/01/2011	12/19/2011	235.54
-----	-----	---------	------------	------------	--------

Amount Due On: 12/19/2011 235.54

Fund 22 MANAGEMENT FUND 235.54

Checking Account: 2

GOOTUC	GOODWIN TUCKER GROUP	IN7423 NOV2011	11/30/2011	12/19/2011	547.67
HAWFOO	HAWKEYE FOODSERVICE	002125 NOV2011	11/30/2011	12/19/2011	7,626.05
HAWFOO	HAWKEYE FOODSERVICE	002123 NOV2011	11/30/2011	12/19/2011	12,428.86
HAWFOO	HAWKEYE FOODSERVICE	002124 NOV2011	11/30/2011	12/19/2011	4,516.02
INTBRA	INTERSTATE BRANDS CORP.	110411 NOV2011	11/30/2011	12/19/2011	1,082.76
INTBRA	INTERSTATE BRANDS CORP.	110387 NOV2011	11/30/2011	12/19/2011	726.33
INTBRA	INTERSTATE BRANDS CORP.	109900 NOV2011	11/30/2011	12/19/2011	672.95
KIDSVI	KIDSVILLE	0012	11/30/2011	12/19/2011	337.50
MYECOX	MYERS-COX CO	203380 NOV2011	11/30/2011	12/19/2011	967.06
MYECOX	MYERS-COX CO	340597 NOV2011	11/30/2011	12/19/2011	886.44
MYECOX	MYERS-COX CO	346093 NOV2011	11/30/2011	12/19/2011	436.01
OFFTOW	OFFICE TOWNE, INC.	FOOSER NOV2011	12/01/2011	12/19/2011	120.96
PRAFAR	PRAIRIE FARMS DAIRY INC	1138 NOV2011	12/02/2011	12/19/2011	1,571.54
PRAFAR	PRAIRIE FARMS DAIRY INC	7471 NOV2011	12/02/2011	12/19/2011	2,376.00
PRAFAR	PRAIRIE FARMS DAIRY INC	3608 NOV2011	12/02/2011	12/19/2011	1,662.21
STOCIT	STONE CITY DISTRIBUTION	1131 NOV2011	12/06/2011	12/19/2011	940.80



**Unpaid Invoices Report**  
DECEMBER 2011 BOARD BILLS

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
Amount Due On: 12/19/2011					36,899.16
Fund 61 SCHOOL NUTRITION FUND					36,899.16
<u>Checking Account: 3</u>					
ANDRAN	ANDREWS, RANDY	GBB BENTON	11/15/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	GBB VINTON	11/10/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	GBB12/12/11	12/13/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	UNION GBB 11/29	11/29/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	MTVERN GBB11/29	11/29/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	BECKMANGBB 12/1	12/01/2011	12/19/2011	60.00
ANDRAN	ANDREWS, RANDY	BECKMANGBB 12/2	12/02/2011	12/19/2011	50.00
ANDRAN	ANDREWS, RANDY	GBB CPU	11/28/2011	12/19/2011	60.00
BECHIG	BECKMAN HIGH SCHOOL	9/3/11 VB TOURN	09/03/2011	12/19/2011	60.00
BEHGER2	BEHAN, GERALD	WDEL BBB	11/29/2011	12/19/2011	50.00
BENCOM	BENTON COMMUNITY SCHOOLS	5238	09/10/2011	12/19/2011	80.00
BILPIZ	BILL'S PIZZA & SMOKEHOUSE	871144	11/06/2011	12/19/2011	490.00
BILPIZ	BILL'S PIZZA & SMOKEHOUSE	873866	11/22/2011	12/19/2011	81.00
BILPIZ	BILL'S PIZZA & SMOKEHOUSE	634756	11/29/2011	12/19/2011	108.00
COOJAY	COOK, JAYSON	WREST 12/3/11	12/03/2011	12/19/2011	187.00
DESUNL	DESIGNS UNLIMITED	3802	11/09/2011	12/19/2011	117.00
DUDJAC	DUDLEY, JACOB	JH WREST 11/11	11/29/2011	12/19/2011	68.16
DUDJAC	DUDLEY, JACOB	JH WREST12/1/11	12/01/2011	12/19/2011	68.16
DUDJAC	DUDLEY, JACOB	JH WRST11/15/11	11/15/2011	12/19/2011	68.16
DUDJAC	DUDLEY, JACOB	JH WREST11/18	11/18/2011	12/19/2011	68.16
DUDJAC	DUDLEY, JACOB	JH WREST12/8/11	12/08/2011	12/19/2011	68.16
FRAMIL	FRATZKE, MILISSA	ACT PASS REFUND	11/17/2011	12/19/2011	150.00
GRA4	GRAPHIC EDGE	568472	12/01/2011	12/19/2011	1,928.64
HAM4	HAMPTON INN AMES	204894/204895	11/17/2011	12/19/2011	288.96
HAYDAN	HAYES, DANIEL	JH WREST12/8/11	12/08/2011	12/19/2011	72.48
HAYDAN	HAYES, DANIEL	JH WREST11/18	11/18/2011	12/19/2011	72.48
HAYDAN	HAYES, DANIEL	JH WREST12/1/11	12/01/2011	12/19/2011	72.48
HAYDAN	HAYES, DANIEL	JH WREST11/29	11/29/2011	12/19/2011	72.48
HOFCHR	HOFFERT, CHRIS	WDEL BBB 11/29	11/29/2011	12/19/2011	85.00
IOWSPO	IOWA SPORTS SUPPLY INC	85807	11/29/2011	12/19/2011	231.82
JOSTEN	JOSTENS INC	942179	11/10/2011	12/19/2011	6,801.94
KEPMUS	KEPHART'S MUSIC CENTER INC	2080200	11/30/2011	12/19/2011	75.95
KNIDOU	KNICKREHM, DOUG	GBB 11/22/11	11/22/2011	12/19/2011	85.00
KURKEND	KURT, KENDALL	10/11 YRBOOK	11/19/2011	12/19/2011	55.00
LENERI	LENOX, ERIC	VWREST 12/3/11	12/03/2011	12/19/2011	214.00
MAILAR	MAIS, LARRY	WREST 12/3/11	12/03/2011	12/19/2011	184.60
MAYAND	MAY, ANDREW	WREST 11/15/11	11/15/2011	12/19/2011	78.72

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
MICAME	MICROTEL AMES	687-528-298-1	11/19/2011	12/19/2011	564.48
MIL2	MILLENNIUM THERAPY	QTR 2 2011-2012	12/01/2011	12/19/2011	1,000.00
MITMIK	MITCHELL, MIKE	WREST 12/3/11	12/03/2011	12/19/2011	187.00
MUSTHE	MUSIC THEATRE INTERNATIONAL	928957	11/14/2011	12/19/2011	35.00
OAKCOD	OAKES, CODY	WDEL BBB 11/29	11/29/2011	12/19/2011	50.00
OLSERI	OLSON, ERIC	JHWREST 11/15	11/15/2011	12/19/2011	60.00
PACSUP	PACE SUPPLY	1233412	11/14/2011	12/19/2011	702.00
PEPCOL	PEPSI-COLA GEN BOT IN	29386304	10/31/2011	12/19/2011	(523.69)
PEPCOL	PEPSI-COLA GEN BOT IN	28933958	11/14/2011	12/19/2011	1,157.46
PEPCOL	PEPSI-COLA GEN BOT IN	27083902	12/05/2011	12/19/2011	728.10
RHTHE	R & H THEATRICALS	ID-099905	10/20/2011	12/19/2011	16.00
RATMIK	RATCHFORD, MICHAEL	GBB 12/5/11	12/05/2011	12/19/2011	60.00
RATMIK	RATCHFORD, MICHAEL	GBB 11/15/11	11/15/2011	12/19/2011	60.00
SAMDIR	SAM'S CLUB DIRECT	002100	11/25/2011	12/19/2011	796.68
SCHODAN	SCHOFIELD, DAN	GBB 12/2/11	12/02/2011	12/19/2011	85.00
SCHBOO	SCHOLASTIC BOOK CLUBS	1533808372	10/27/2011	12/19/2011	127.00
SCHSCO	SCHOLZ, SCOTT	GBB 12/2/11	12/02/2011	12/19/2011	85.00
SOUSCO	SOUKUP, SCOTT	JHWREST 12/8/11	12/08/2011	12/19/2011	64.32
SPICHU	SPIELMAN, CHUCK	GBB 11/22/11	11/22/2011	12/19/2011	85.00
STEDAV	STEPHAN, DAVID	GBB 11/22/11	11/22/2011	12/19/2011	85.00
TROTRO	TROTT TROPHIES	24244	11/16/2011	12/19/2011	12.30
TROTRO	TROTT TROPHIES	24262	11/28/2011	12/19/2011	4.00
TURTYL	TURNER, TYLER	BBB WDEL 11/29	11/29/2011	12/19/2011	85.00
VINHIG	VINTON-SHELLSBURG HIGH SCHOOL	XC INV 9/20/11	09/20/2011	12/19/2011	80.00
VISA	VISA CARD SERVICES	86673	11/08/2011	12/19/2011	122.08
VISA	VISA CARD SERVICES	29521-B4B4	12/03/2011	12/19/2011	400.00
VORRAN	VORLAND, RANDY	GBB 12/2/11	12/02/2011	12/19/2011	85.00
WALCOM	WALMART COMMUNITY	798341	11/29/2011	12/19/2011	207.00
WESATH	WEST DELAWARE HIGH SCHOOL	11/8/11 WAMAC	11/17/2011	12/19/2011	720.00
WESDUB	WESTERN DUBUQUE HIGH SCHOOL	XC 12/29/11	12/29/2011	12/19/2011	90.00
WILDAV2	WILSON, DAVID	11-23-2011	11/23/2011	12/19/2011	120.00
WILCHR	WILTGEN, CHRIS	BBB 11/29/11	11/29/2011	12/19/2011	85.00
Amount Due On:				12/19/2011	19,888.08
Fund 21 STUDENT ACTIVITY FUND					19,888.08
BLAFLO	BLAND'S FLOWER SHOP INC	000459	11/07/2011	12/19/2011	33.00
HAUWAT	HAUSERS WATER SYSTEM	769901-NOV11	11/30/2011	12/19/2011	16.00
MARFLO	MARY'S FLOWER PATCH	453044	12/01/2011	12/19/2011	17.00
Amount Due On:				12/19/2011	66.00
Fund 91 AGENCY POP FUND					66.00

## Unpaid Invoices Report

## DECEMBER 2011 BOARD BILLS

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Invoice Number</u>	<u>Invoice Date</u>	<u>Due Date</u>	<u>Amount</u>
HSRASS	HSR ASSOCIATES INC	20216	11/30/2011	12/19/2011	150,000.00
PIP2	PIPER JAFFRAY & CO.	SALEOFBOND 2011	11/11/2011	12/19/2011	24,230.00
PLUSUP	PLUMB SUPPLY COMPANY	1821758	11/08/2011	12/19/2011	7,584.00
				Amount Due On: 12/19/2011	181,814.00
Fund 33 LOCAL OPTION SALES AND					181,814.00
CDWGOV	CDW GOVERNMENT LLC	B156562	11/11/2011	12/19/2011	1,898.20
GISCON	GISSEL CONSTRUCTION	12/12/11	12/12/2011	12/19/2011	15,600.00
JOHSUP	JOHNSTONE SUPPLY	370168	11/22/2011	12/19/2011	1,219.42
MIRREC	MIRACLE RECREATION EQUIPMENT	718588	11/16/2011	12/19/2011	1,984.56
SCHBUS	SCHOOL BUS SALES	IN55586	11/29/2011	12/19/2011	1,850.00
SPAROS	SPAHN & ROSE LUMBER CO INC	4211 NOV2011	12/08/2011	12/19/2011	1,982.37
VIPS	VIPS	110846	12/05/2011	12/19/2011	3,660.58
				Amount Due On: 12/19/2011	28,195.13
Fund 36 PHYSICAL PLANT &					28,195.13
Total of All Funds					363,728.11

Independence Community School District  
12/13/2011 11:54 AM

**Expenditure Report by Facility/Object w/gaap**  
Regular; Processing Month 11/2011; Fund 10

Code	Account Description	Budget	FYTD Net GAAP	% of Budget	Balance at Budget
#					
10	<b>OPERATING FUND</b>				
100	Salaries	\$453,615.97	\$138,824.72	30.60%	\$314,791.25
200	Benefits	\$148,074.03	\$45,379.56	30.65%	\$102,694.47
300	Purchased Prof/Tech Svcs	\$100,501.75	\$44,655.17	44.43%	\$ 55,846.58
400	Purchased Property Svcs	\$45,449.26	\$20,699.80	45.54%	\$ 24,749.46
500	Other Purchased Svcs	\$726,103.11	\$139,427.32	19.20%	\$586,675.79
600	Supplies	\$34,844.61	\$26,409.31	75.79%	\$ 8,435.30
700	Property	\$91,292.77	\$80,239.25	87.89%	\$ 11,053.52
800	Debt Services	\$2,000.00	\$1,940.29	97.01%	\$ 59.71
900	AEA Flow-Through	\$591,985.00	\$52,095.28	8.80%	\$539,889.72
0000	<b>DISTRICTWIDE</b>	<b>\$2,193,866.50</b>	<b>\$549,670.70</b>	<b>25.05%</b>	<b>\$1,644,195.80</b>
100	Salaries	\$269,776.44	\$83,321.89	30.89%	\$186,454.55
200	Benefits	\$45,670.89	\$18,885.53	41.35%	\$ 26,785.36
300	Purchased Prof/Tech Svcs	\$4,292.98	\$3,577.00	83.32%	\$ 715.98
400	Purchased Property Svcs	\$22,435.25	\$21,517.97	95.91%	\$ 917.28
500	Other Purchased Svcs	\$5,390.02	\$1,068.74	19.83%	\$ 4,321.28
600	Supplies	\$94,082.97	\$37,377.80	39.73%	\$ 56,705.17
700	Property	\$1,412.76	\$0.00	0.00%	\$ 1,412.76
0010	<b>BUS GARAGE</b>	<b>\$443,061.31</b>	<b>\$165,748.93</b>	<b>37.41%</b>	<b>\$277,312.38</b>
100	Salaries	\$43,261.50	\$18,025.60	41.67%	\$ 25,235.90
200	Benefits	\$6,861.24	\$2,859.09	41.67%	\$ 4,002.15
300	Purchased Prof/Tech Svcs	\$14,101.72	\$2,664.80	18.90%	\$ 11,436.92
500	Other Purchased Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
600	Supplies	\$9,595.28	\$8,648.26	90.13%	\$ 947.02
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
0011	<b>CURRICULUM</b>	<b>\$73,819.74</b>	<b>\$32,197.75</b>	<b>43.62%</b>	<b>\$ 41,621.99</b>
100	Salaries	\$110,723.00	\$46,134.55	41.67%	\$ 64,588.45
200	Benefits	\$24,131.64	\$10,055.57	41.67%	\$ 14,076.07
300	Purchased Prof/Tech Svcs	\$26,658.17	\$20,865.44	78.27%	\$ 5,792.73
400	Purchased Property Svcs	\$1,587.47	\$0.00	0.00%	\$ 1,587.47
500	Other Purchased Svcs	\$5,725.48	\$1,840.25	32.14%	\$ 3,885.23
600	Supplies	\$45,396.94	\$40,133.00	88.40%	\$ 5,263.94
700	Property	\$3,410.47	\$5,285.97	154.99%	\$- 1,875.50
0012	<b>TECHNOLOGY</b>	<b>\$217,633.17</b>	<b>\$124,314.78</b>	<b>57.12%</b>	<b>\$ 93,318.39</b>
100	Salaries	\$25,900.00	\$10,759.87	41.54%	\$ 15,140.13
200	Benefits	\$4,041.36	\$1,826.30	45.19%	\$ 2,215.06
400	Purchased Property Svcs	\$13,777.18	\$5,954.97	43.22%	\$ 7,822.21
600	Supplies	\$62,135.39	\$58,514.33	94.17%	\$ 3,621.06
700	Property	\$406.00	\$379.00	93.35%	\$ 27.00
0019	<b>DISTRICT GROUNDS</b>	<b>\$106,259.93</b>	<b>\$77,434.47</b>	<b>72.87%</b>	<b>\$ 28,825.46</b>
100	Salaries	\$306,148.00	\$133,007.57	43.45%	\$173,140.43
200	Benefits	\$75,216.27	\$29,102.19	38.69%	\$ 46,114.08
300	Purchased Prof/Tech Svcs	\$75,466.02	\$16,496.11	21.86%	\$ 58,969.91
400	Purchased Property Svcs	\$12,500.79	\$5,610.13	44.88%	\$ 6,890.66
500	Other Purchased Svcs	\$32,517.17	\$13,673.77	42.05%	\$ 18,843.40
600	Supplies	\$25,294.32	\$12,651.38	50.02%	\$ 12,642.94
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
800	Debt Services	\$1,745.95	\$424.30	24.30%	\$ 1,321.65
0090	<b>ADMINISTRATION</b>	<b>\$528,888.52</b>	<b>\$210,965.45</b>	<b>39.89%</b>	<b>\$317,923.07</b>
100	Salaries	\$167,825.17	\$51,951.61	30.96%	\$115,873.56
200	Benefits	\$67,788.12	\$18,186.94	26.83%	\$ 49,601.18
300	Purchased Prof/Tech Svcs	\$10,217.93	\$3,984.81	39.00%	\$ 6,233.12
400	Purchased Property Svcs	\$3,399.87	\$1,906.23	56.07%	\$ 1,493.64
500	Other Purchased Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
600	Supplies	\$11,601.55	\$10,704.18	92.27%	\$ 897.37
700	Property	\$1,901.03	\$0.00	0.00%	\$ 1,901.03
800	Debt Services	\$0.00	\$0.00	0.00%	\$ 0.00
1110	<b>ECSE CENTER</b>	<b>\$262,733.67</b>	<b>\$86,733.77</b>	<b>33.01%</b>	<b>\$175,999.90</b>



300	Purchased Prof/Tech Svcs	\$72,620.00	\$8,211.50	11.31%	\$ 64,408.50
400	Purchased Property Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
500	Other Purchased Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
600	Supplies	\$4,275.00	\$3,062.49	71.64%	\$ 1,212.51
700	Property	\$1,375.00	\$1,373.29	99.88%	\$ 1.71
1120	<b>KIDSVILLE PRE-SCHOOL GRANT</b>	<b>\$78,270.00</b>	<b>\$12,647.28</b>	<b>16.16%</b>	<b>\$ 65,622.72</b>
300	Purchased Prof/Tech Svcs	\$76,066.00	\$10,868.71	14.29%	\$ 65,197.29
500	Other Purchased Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
600	Supplies	\$3,625.00	\$2,533.20	69.88%	\$ 1,091.80
700	Property	\$775.00	\$769.94	99.35%	\$ 5.06
1130	<b>ST. JOHNS PRE-SCHOOL GRANT</b>	<b>\$80,466.00</b>	<b>\$14,171.85</b>	<b>17.61%</b>	<b>\$ 66,294.15</b>
300	Purchased Prof/Tech Svcs	\$49,837.00	\$9,415.15	18.89%	\$ 40,421.85
500	Other Purchased Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
600	Supplies	\$2,625.00	\$2,165.31	82.49%	\$ 459.69
700	Property	\$500.00	\$499.95	99.99%	\$ 0.05
1140	<b>WEE CARE PRE-SCHOOL GRANT</b>	<b>\$52,962.00</b>	<b>\$12,080.41</b>	<b>22.81%</b>	<b>\$ 40,881.59</b>
100	Salaries	\$46,467.30	\$12,220.61	26.30%	\$ 34,246.69
200	Benefits	\$14,290.83	\$3,747.85	26.23%	\$ 10,542.98
300	Purchased Prof/Tech Svcs	\$453.21	\$368.67	81.35%	\$ 84.54
500	Other Purchased Svcs	\$35.60	\$0.00	0.00%	\$ 35.60
600	Supplies	\$4,996.76	\$4,553.05	91.12%	\$ 443.71
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
1150	<b>INDEE PRE-SCHOOL GRANT</b>	<b>\$66,243.70</b>	<b>\$20,890.18</b>	<b>31.54%</b>	<b>\$ 45,353.52</b>
100	Salaries	\$1,370,652.08	\$374,861.82	27.35%	\$995,790.26
200	Benefits	\$548,259.32	\$116,477.02	21.24%	\$431,782.30
300	Purchased Prof/Tech Svcs	\$15,966.03	\$7,060.82	44.22%	\$ 8,905.21
400	Purchased Property Svcs	\$13,030.55	\$3,535.29	27.13%	\$ 9,495.26
500	Other Purchased Svcs	\$30,332.97	\$13,681.02	45.10%	\$ 16,651.95
600	Supplies	\$77,153.44	\$30,625.69	39.69%	\$ 46,527.75
700	Property	\$2,121.99	\$1,446.02	68.14%	\$ 675.97
1418	<b>EAST ELEMENTARY</b>	<b>\$2,057,516.38</b>	<b>\$547,687.68</b>	<b>26.62%</b>	<b>\$1,509,828.70</b>
100	Salaries	\$1,794,721.43	\$477,648.06	26.61%	\$1,317,073.37
200	Benefits	\$594,699.05	\$153,024.96	25.73%	\$441,674.09
300	Purchased Prof/Tech Svcs	\$8,775.47	\$9,841.72	112.15%	- \$ 1,066.25
400	Purchased Property Svcs	\$15,645.21	\$3,205.39	20.49%	\$ 12,439.82
500	Other Purchased Svcs	\$167,825.48	\$20,440.09	12.18%	\$147,385.39
600	Supplies	\$128,640.08	\$37,425.50	29.09%	\$ 91,214.58
700	Property	\$15,215.92	\$540.19	3.55%	\$ 14,675.73
800	Debt Services	\$303.85	\$0.00	0.00%	\$ 303.85
1427	<b>WEST ELEMENTARY</b>	<b>\$2,725,826.49</b>	<b>\$702,125.91</b>	<b>25.76%</b>	<b>\$2,023,700.58</b>
100	Salaries	\$831,958.62	\$214,121.87	25.74%	\$617,836.75
200	Benefits	\$290,257.00	\$74,553.63	25.69%	\$215,703.37
300	Purchased Prof/Tech Svcs	\$482.19	\$0.00	0.00%	\$ 482.19
400	Purchased Property Svcs	\$321.65	\$0.00	0.00%	\$ 321.65
500	Other Purchased Svcs	\$124,833.67	\$6,940.09	5.56%	\$117,893.58
600	Supplies	\$31,406.51	\$7,008.81	22.32%	\$ 24,397.70
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
800	Debt Services	\$267.80	\$0.00	0.00%	\$ 267.80
2209	<b>MIDDLE SCHOOL</b>	<b>\$1,279,527.44</b>	<b>\$302,624.40</b>	<b>23.65%</b>	<b>\$976,903.04</b>
100	Salaries	\$2,460,406.12	\$667,744.84	27.14%	\$1,792,661.28
200	Benefits	\$760,734.25	\$199,304.10	26.20%	\$561,430.15
300	Purchased Prof/Tech Svcs	\$4,638.42	\$3,679.16	79.32%	\$ 959.26
400	Purchased Property Svcs	\$34,528.39	\$13,607.62	39.41%	\$ 20,920.77
500	Other Purchased Svcs	\$193,266.60	\$8,897.95	4.60%	\$184,368.65
600	Supplies	\$196,063.05	\$74,075.36	37.78%	\$121,987.69
700	Property	\$14,574.64	\$9,694.25	66.51%	\$ 4,880.39
800	Debt Services	\$5,567.15	\$1,347.00	24.20%	\$ 4,220.15
3109	<b>HIGH SCHOOL</b>	<b>\$3,669,778.62</b>	<b>\$978,350.28</b>	<b>26.66%</b>	<b>\$2,691,428.34</b>
100	Salaries	\$3,500.00	\$1,458.35	41.67%	\$ 2,041.65
200	Benefits	\$550.56	\$209.48	38.05%	\$ 341.08
300	Purchased Prof/Tech Svcs	\$710.70	\$0.00	0.00%	\$ 710.70
400	Purchased Property Svcs	\$0.00	\$0.00	0.00%	\$ 0.00
500	Other Purchased Svcs	\$397,569.83	\$111,182.77	27.97%	\$286,387.06
600	Supplies	\$0.00	\$0.00	0.00%	\$ 0.00
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
3209	<b>FOUR OAKS AT MHI</b>	<b>\$402,331.09</b>	<b>\$112,850.60</b>	<b>28.05%</b>	<b>\$289,480.49</b>



100	Salaries	\$ 0.00	\$1,210.00	0.00%	-\$ 1,210.00
200	Benefits	\$ 0.00	\$92.50	0.00%	-\$ 92.50
3299	SCHOOL ACTIVITIES	\$ 0.00	\$1,302.50	0.00%	-\$ 1,302.50
100	Salaries	\$123,912.54	\$31,717.16	25.60%	\$ 92,195.38
200	Benefits	\$48,741.15	\$13,087.52	26.85%	\$ 35,653.63
300	Purchased Prof/Tech Svcs	\$231.75	\$75.00	32.36%	\$ 156.75
400	Purchased Property Svcs	\$222.70	\$116.09	52.13%	\$ 106.61
500	Other Purchased Svcs	\$555.32	\$0.00	0.00%	\$ 555.32
600	Supplies	\$1,073.08	\$86.93	8.10%	\$ 986.15
700	Property	\$0.00	\$0.00	0.00%	\$ 0.00
3309	SUCCESS CENTER	\$174,736.54	\$45,082.70	25.80%	\$129,653.84
10	OPERATING FUND	\$14,413,921.10	\$3,996,879.64	27.73%	\$10,417,041.46
	Grand Total:	\$14,413,921.10	\$3,996,879.64	27.73%	\$10,417,041.46

## **Board Report for December**

### **Jennifer Sornson, Junior/Senior High School Principal**

Search – The Junior-Senior High held a lock down drill and a search of lockers and locker rooms was conducted on December 1. We put the building in lock down so that no students would be in the hallways. Teachers continued with their classroom activities while the search was being conducted. We were very fortunate to have four dogs and handlers. The search went very quickly. We searched one locker and nothing was discovered. This happened to be the one of the same lockers that we searched last year. This is too much of a coincident. Maintenance staff is going to remove this section of lockers during break and clean under and behind the section. The student and parents were notified that the locker was searched. The entire search was completed in less than 30 minutes. This is the third search we have conducted. We will set up another search for early spring. All staff knows exactly what to do so I will only tell them 10 minutes prior to the search. We will also search the student parking lots at the same time.

The entire Senior High staff met on December 7 about the creation of Advisor groups for all Senior High students for the 2012-2013 school year. The Advisor Committee has created three goals: connect students with teachers and other students, implement state mandated guidance curriculum and “I have a plan” Iowa, and reduction of referrals, discipline issues, and assist At-Risk students. The meeting with entire staff was productive. Many issues and concerns were raised. It was a great discussion.

The Character Education Committee wanted to plan a special event for all students to have positive interaction with staff and each other. On December 21(1:00 dismissal) all senior high students will travel to the Starlight Theater. We will be viewing “Gifted Hands.” It is the true story of Dr. Ben Carson. The movie depicts the personal decisions that Dr. Carson made during his adolescent years. The story demonstrates responsibility, fairness, and caring. After the viewing, students will have a reflective activity in small groups.

Mr. Arnold and I are using our Ipads to conduct our walk through observations. The form is emailed to staff and data is collected in filemaker. It is working great! The staff gets immediate feedback and this system saves a great deal of time.

We have had two more donations to the new Jr-Sr High building. High school students raised \$196 during homecoming week. Ericka Barloon (7<sup>th</sup> grade) made and sold headbands, donating \$92 to the new building. Students presented money to Rob Robinson and photos were in the Bulletin Journal

## **December Junior High Board Report**

The Junior High Students and Staff have been working very diligently to improve our reading skills. Our last professional development time was spent reviewing and learning about instructional strategies to help promote the reading goal. Each teacher is to implement a strategy in the next month that best fits their curricular area and then report back to the group on what worked well and what was a challenge's they faced. This cooperative effort by our staff will allow us to see a correlation between activities and methods that best fit our individual student needs.

The Junior High also completed our practice test on the new Iowa Assessments that we will take in February. Students took the practice Math test on the computer during their regularly scheduled math class. The feedback and results were immediate. Students commented that they liked the new format and appreciated the use of the computer in administering the test. However, the test in February will be a test booklet and bubble answer sheet, as in the past.

Some up coming events in the Junior High include our conclusion of the Olympic Game's in our advisors with a medal ceremony honoring the achievers. Different challenges have been posed to our students during this time and they have thoroughly enjoyed thinking out of the box during that time. We will also be having a culminating activity on Dec. 21<sup>st</sup> to reward the students for their hard work. And Junior High Girls Basketball and Junior High Wrestling will be coming to a close before the Holiday Break. The Junior High Boys Basketball teams will be starting up after the Holidays. Our participation in these activities has been great all year and the academic benefits of time management are invaluable lessons for our Junior High Students.



**Report to the Board of Education  
West Elementary  
December 19, 2011**

**Parent Teacher Conferences**

Our conferences were very well attended, averaging some 95%. Our book fair was open both days and had lots of visitors. Proceeds from the event totaled \$4,012.69. Our media center will receive \$2006.35 in Scholastic dollars to purchase books for the media center. We also had parents complete a survey on how they prefer to receive building information. The choices were notes home, email, or both. The results indicate that there really is no preference in how families want to receive information. We will continue to put information on the website and send notes home.

**Teacher's Night at McDonalds**

A team of teachers from East and West put on McDonalds attire on November 14 from 4-7:00 and went to work. We manned the registers, the drive through window, and the cookie stand and had a great time visiting with and serving families in our communities. At the end of the night we raised \$524! We will use the money for playground upgrades. We plan to do another Teacher's Night in the spring.

**Progress of Non-Proficient Students**

We have been monitoring closely the progress of our students who were not proficient on last year's ITBS test. These students have taken the STAR assessment each month. The table below illustrates their growth over time. The second column is the number of students at each grade level who were not proficient on last year's ITBS testing. The next column illustrates the number of students who scored below the national norm on the STAR reading assessment given in September. Column 4 represents the number of students who were still not making progress in reading in November. Column 5 is the number of students who were not proficient on last year's ITBS in math. Column 6 is the number of students who were below the national norm on the STAR math assessment in September and the last column represents the number still not making progress in November. These numbers represent students with and without Individual Education Plans (IEP) and those whose families are and are not economically disadvantaged.

Grade 2011- 12	Non- proficient 2011 ITBS- Reading	Number below norm on STAR Reading in September	Number still not making progress Nov. STAR- Reading	Non- proficient 2011 ITBS- Math	Number below norm on STAR Math in Sept.	Number still not making progress Nov. STAR Math
3		19	16		21	8
4	20	17	9	15	13	4
5	9	6	2	6	4	1
6	20	18	7	18	11	7

The special education team reviewed the data of their students and each teacher identified students on their rosters who were close to proficiency and set goals for helping them to reach that level.

General education students who continue to not make progress on STAR and were identified by their teacher as not making adequate progress in the classroom were discussed at the December building intervention team meeting. A plan was developed for each student to provide them more support in a very small group with one or two other students. Our hope was to be able to provide this level of instructional support on an individualized basis but we have discovered that our interventionists do not have time in their schedules to do that.

### **At Home Reading Program**

We continue to encourage students to read at home at least 4 days a week. I have been visiting each classroom to give incentives to students who are reading and meeting their classroom goals. One student's name from each classroom is drawn monthly to receive a free book from me. To be eligible for the drawing, students have to meet their monthly classroom reading goal. We are looking forward to our next building celebration, which is an arts and crafts afternoon on Dec. 20.

### **Kids of Character for December**

At the December Character Counts assembly, Mrs. Rouse recognized students who were designated as being responsible by their teachers and peers. They included: 3<sup>rd</sup> graders-Brooke Beatty, Cameron Ridder, Brodi Wilson, and Corbin Matthiesen; 4<sup>th</sup> graders-Kenzie Fischels, Connor Davison, Sophie Meador, Emma Hansen, and Peyton Lolwing; 5<sup>th</sup> graders-Avery Staker, Talexa Dilley, Ericka Carmona, and Megan Corkery; 6<sup>th</sup> graders-Karlie Michael, Trevor Volentine, Tucker Chorpening, Kelsey Gruber, and Julia Coonrad.

Sandy Merritt



**Board Meeting  
Principal's Report  
Mary Jean Blaisdell  
December 19, 2011**

1. **December inservice:**  
Was devoted to Learning Team work on the core curriculum in the area of math. We are making adjustments to our curriculum so that it is aligned with the Iowa Core Curriculum and the Common Core Curriculum.
2. **Respect and Protect Assembly:**  
We reviewed the Respect/Protect rules and read a book called the Playground Problem Solvers.
3. **STAR Student Assembly:**  
We recognized our 2<sup>nd</sup> batch of STAR students for the year. These students demonstrated exceptional TEAMWORK and were given STAR student certificates and a star medal. We played a video produced by Mrs. Meyer's Kindergarten class on how to show a good attitude.
4. **Fontana Adopt-an-Animal Assembly:**  
We raised \$362 so that Fontana could feed/maintain animal care at the reserve. Fontana gives so much to our students, our students and their families wanted to give something back.
5. **PK4:**  
We continue to learn about Creative Curriculum Gold and we are preparing for the 2012-13 Intent to Register day scheduled for January 11, 2012.
6. **Winter Vocal Music Concert**  
East K and 2<sup>nd</sup> grade, along with West 4<sup>th</sup> grade held a Winter Music Program on Thursday, December 15 at 6:30 at the High School.

Happy Holidays to you all!

**December Activities Report**  
Rob Arnold, Activities Director

Our winter sports are in full swing. Our Girls Basketball team is off to a great start winning three of their first four games. Our girls play extremely hard and tough basketball and they have worked themselves into great position for success. The WaMac West is a very challenging league with 2 top 10 rated girls basketball teams in the State. They are off to a great start and we wish them continued success. The girls are also planning on hosting a Pink Out Night on Jan. 6. They have Pink Uniforms that they purchase through their fall fundraising that can be used year after year. This is a great cause and will be a very special night.

The Boys Basketball team has also working hard. They have great numbers out this year with over 40 boys in grades 9-12 participating. The Varsity Team is off to a tough start but they are playing extremely hard. They have been very competitive at times and are working to find ways to win.

The Wrestling team is continuing to uphold the strong tradition they have created here at Independence. On December 3, we hosted the Independence Invitational Tournament with 10 teams participating on that Saturday. Our wrestlers did a great job with a second place finish in the tournament. I would to extend a huge thank-you to all who volunteered their time to make the event go so smoothly. It was a great reflection on our School and Community. Also a huge thank-you to Coach Doyle and his Assistants who were instrumental in the planning and set up of the Tournament. We have multiple wrestlers ranked and are looking forward to seeing how the season progresses.

Our weight room is also bustling with activity. All three winter sports are getting three days of lifting in each week. Our new racks should be here by Christmas which will allow us be much more efficient in the room. The kids are showing improvement and we are reaching a lot of students. Our Sunday lifting sessions have also had great attendance reaching athletes whether active in Winter Sports or not. We are also have a large contingent of young athletes utilizing the room in the mornings before school. All of these times are available due to or Weight Room Supervisors and Coaches really stepping up their presence. Weight lifting is going to be a critical aspect of our continued overall improvement.

Here are the Fundraising Requests still active. The ones in bold are new requests made this month.

<b>Name of Organization</b>	<b>Purpose</b>	<b>Disc. Of Sold</b>	<b>Dates</b>
West Elementary Book Club	Raise money to purchase books for club	After school Snacks	Year Long
West El.	Classroom Activities and Field Trips	Box Tops	Year Long
West El.	Classroom Activities and Field Trips	Milk Moola	Year Long
West El.	Field Trips	QSP magazine names	February
West	Percent of Spring Pictures	Parents choose pict. Group	May-12
Cheerleading	Uniforms State Wrestling	T Shirts Jackets	Home FB Games

<u>Organization</u>	<u>Purpose</u>	<u>Items Sold</u>	<u>Dates</u>
<b>Girls Tennis</b>	<b>Banquet Funds</b>	<b>Raffle for Collectable Basket</b>	<b>12/1/2011</b>
<b>Post Prom</b>	<b>Raise money for Post Prom</b>	<b>Bake Sale.</b>	<b>11/21/2011</b>

\* New Fundraising requests for this month are in Bold.



**Report to the Board of Education  
Curriculum and School Improvement  
December 19 2011**

**District Surveys**

The annual surveys are live this month, allowing us input from teachers, parents, and students. I will gather the information and provide information to the board at an upcoming board meeting.

**SIAC (School Improvement Advisory Committee)**

The committee has had 3 curricular recommendations from the Subject Area Committees (SAC) in the last two meetings.

The first was from the Language Arts SAC, asking to delete GLE LA3.08 *"The student will develop cursive writing and incorporate it in reading and writing."*

**Rationale:** Cursive writing is no longer necessary for our students to function in their world. The use of the computer and other electronic devices for communication have changed the way our students function. Many school districts around the country are no longer teaching cursive writing. In our district we will continue to model and practice cursive with our students but will no longer be assessing this skill for mastery.

The Math SAC proposed that we delete MA.04.08: *Students will gather and organize data to construct graphs and evaluate the data.*

**Rationale:** Graphing is something we utilize throughout other math units, within our daily math/mini math, and in other academic areas. All 4th grade teachers routinely model graphing of classroom goals, and students chart individual progress toward goals with graphs. We will continue to utilize graphing, but we feel removal of this GLE would allow us to focus on higher order thinking with the other GLEs we cover at the 4th grade level.

The Math SAC also presented for approval revised 6<sup>th</sup> grade GLEs to meet the expectations of the Iowa Common Core. These GLEs were included in last month's board packet and are included again in this month's packet.

All three were approved by SIAC and we are seeking board approval at the December board meeting.

We had a discussion of the Blueprint for Success from the state. The general consensus was that there are some positives in the plan and some items that need to be revamped. Funding the plan in its current state will be an issue.

We looked at SIACs two areas of focus this year, GLEs process and procedures and communication. The committee decided that we would discuss each as a full group and the GLE process and procedures would be first.

The curriculum process has not been a focus of discussion with parents in the recent years. Staff spent a good deal of time helping the communities understand the curriculum process and GLEs when they were developed but that discussion has not consistently continued to occur. We recommended that each building at their fall open house provide families with

information about the curriculum process and GLEs. There was discussion that we might consider changing the terminology of GLEs and components to standards and benchmarks to help parents better understand GLEs. There is concern about students' understanding of what is expected of them when they reach J/SH and that they sometimes don't give their best efforts because they can just come in for re-teaching later. The conversation will continue at our next meeting.

### **Subject Area Committee (SAC) Work**

The math and science SACs have both met within the last month. The math team has decided to use the Iowa Common Core language at the elementary level and will begin to study how we will transition to the new standards. As predicted, our district curriculum is generally aligned with the Iowa Common Core. The adjustment is in where concepts are taught and the level of understanding required for some concepts.

The Science SAC met at AEA to begin their work. Our science department is one of two districts that will have the first look at the Science Iowa Common Core Standards. Our team will be reviewing standards as they are created by the state and provide them input on the appropriateness of the content for that grade level. This is very high level work and provides our district the opportunity to participate in top level discussions and decisions with the Department of Education. Our team has received the first set of standards to be reviewed this month.

### **Helping the Communities Better Understand Student Achievement**

I am working with Eric Smith to create a set of graphs and narrative to help our stakeholders better understand how our students are achieving in comparison to the No Child Left Behind mandate. The intent is to create a visual that illustrates how the state targets are changing and that the majority of our students are making adequate progress in reading and math. When the document is finalized, I will present it to the board.

### **Response to Intervention Building Plan**

Each building leadership team has developed an implementation plan outlining how they will implement Response to Intervention in their building. Response to Intervention is a process for identifying students who are not making adequate progress, implementing instructional interventions to help students succeed, and monitoring their progress.

### **Mustang Foundation Dinner**

The third annual dinner will be held on January 21 at Heartland Acres. The dinner will be catered by Bill's Pizza and Smokehouse. A quick update-We have 138 dinner reservations, 8 dessert chefs, 8 silent auction items, and 4 live auction items.

Sandy Merritt





# Independence

## Community School District

---

Office of Stephen Noyes  
Technology Director

December 19, 2011

I have ordered the equipment for each board member to have a separate microphone. The equipment will arrive in time for the January Board meeting. It consists of a professional mixer and 8 wireless lavalier microphones.

Over Christmas, I will be updating PowerSchool and cleaning old data from the servers. I will also continue to make some improvements to the network.

Many students are having difficulty remembering their Google passwords. I am resetting passwords as requests come to me.

SchoolMessenger is far more flexible as a parent notification system as compared to OneCall Now. After the Holidays I will send out a new letter for parents to configure SchoolMessenger with their choice of phone numbers and email messages. The service is being under-utilized. We had some parents use the new services in the fall, but I am sure many more parents would like to use the additional flexibility.

I have delayed taking the old server off-line until the Christmas Holidays. Parents and community seem to like the new website. The Staff is still growing accustomed to new location of documents. As staff members finish-up their website, we are including the information into the Staff Directory on the website. The new calendar is working. I have not had any complaints about the calendar.

The AEA267 One-to-one seminar went very well. The sessions were helpful and gave us many ideas of what we need to do to have a successful one-to-one computer initiative. There are many things to think about and we will continue to develop our plan using the experience and expertise of other school districts.

I hope you have a safe and relaxing Christmas break.

Sincerely,

Stephen B. Noyes  
District Technology Director

**Dec. 12th, 2011****Nutrition/Food Services****Board Report**Farm to School

Although we are not able to be planting anything currently, we definitely are looking ahead to the future and planning for our garden in the spring. With the acre to two acres we will be able to use on the new land, we will have a lot of space to fill! Anybody willing to help volunteer in the garden is more than welcome! We are hoping to suffice most of the JSHS salad bar for the first couple weeks of school, as well as some of the regular menu items at East and West. This new land will be a great addition not only for Farm to School, but also the community.

Joe Olsen, my husband, and I attended a Farm to School dinner, held by the UNIECCC program. It was to celebrate the harvest from this past year and to look at ways to improve for next year. We had a fabulous meal prepared from mostly locally grown foods and created by UNI students. We were entertained by Brenda Ranum of Decorah and co-convenor of the Northeast Iowa Food & Fitness Initiative. This initiative is one of nine projects nationwide supported by the W.K. Kellogg Foundation Food & Community Program working to transform our food and fitness systems through policy and system change projects.

Equipment

A definite area in most of our kitchens that needs to be looked at closely in the coming year is equipment. In the past month alone, we have spent close to \$1000 in repairs on equipment in West and JSHS kitchens. For the JSHS kitchen we are trying to wait as long as we can until we are able to be into the new school with new/new to us equipment. At West, we have a steamer that seems to be more of a nuisance than a helper during lunch periods.

Personnel

We have hired a new staff member for the East kitchen, Melissa Appleby. She will be our Dishwasher/Food Service Assistant, replacing transfer, Melynda Tegler.

West kitchen also has a somewhat new face as well. Cheryl Close, who has been subbing since October due to a staff injury, has been hired on as the new Dishwasher/Food Service Assistant.

Wellness Policy

Jean, Sandy, and I met earlier this month to discuss the development of a more refined Wellness Policy for the school district. I will be looking into the NIFFI to give us some guidance on what has and hasn't worked in their policies. The Food Service Staff are happy to be a part of this process and look forward to the new things to come.

Respectfully Submitted,

Jessica Weber  
Food Service Director

Board Report  
Buildings and Grounds  
December 2011

**Buildings and Grounds:**

December 12<sup>th</sup> and no snow; this is what I call the perfect winter. It is also very good for our general fund budget. Our two pickups and skid loader are ready to go when we need them.

I have been getting information for a group at UNI. They are conducting an energy audit for our schools. This information which is square feet of building, age of building, number of occupants, number of meters etc. will give us ways of reducing our gas and electrical usage. This audit will also compare our buildings to other schools in Iowa to see how we compare in energy usage. All the information has been sent to them and we are awaiting their response.

Chad O'Brien and Wade Stahr have done an audit at the Junior-Senior High School for the machine shop. All the machines will have pictures taken and electrical needs noted. This information will be used at the new Junior-Senior High School for layout and electrical needs.

The buildings and equipment have been running pretty smooth, I'm sure the weather has helped.

I'm continually working on our 5 Year Maintenance Plan. Because of the closing of East and our projects completed at East and West, our buildings are in good condition. With yearly maintenance and updating, our buildings will only get better.

Thank you,  
Mike Donnelly, Director of Buildings and Grounds



## Board Report December 2011

### Transportation

Been Busy getting busses ready for winter. We just received our first shipment of blended fuel. I am hoping not to see any snow til the first of March., also have been working on quotes for new narrow band radio equipment.

Have been working with Graybill electronics on the number of radios that need to be upgraded, so far there are 11 bus radios needing replaced, and 1 portable that needs to be replaced.

Approximate cost for equipment is approaching \$5000.00

This does not include reprogramming, all the other radios that are not being replaced that are already compatible to narrow band, and the repeater.

Graybill will be sending someone to look at the antenna to make sure that it will be able to be used.

Once that is done they will be giving us a full quote.

If the board wishes I will also try to get two more bids just to compare to Graybill.

Although we have had prompt service from Graybill on other repairs and installations, they have been more than willing to research our older radios and equipment to verify what needs updating.

Would like to request permission to send bids out for one new 65 passenger conventional school bus in January with bids due back in February. With one of our busses being a 1997 with 212,000 miles, this bus also has a lot of rust with an estimate cost of repair of close to \$5000.00. In my opinion it would not be worth repairing. This particular bus would be replaced within the next year or two and we would only probably get \$750- 1000 trade in price.

We should start looking at the last year of the Jesup sharing agreement, from what I was told the contract renews the 1<sup>st</sup> of March and if we are not going to renew this we must give 30 day notice. We need to do some negotiation before the renewal date.

Burt Van Horn

Transportation Director



**Revised Math GLEs**  
**Reformatted June 2011 to follow Common Core**

**MA 06.01 Students will write expressions and equations that correspond to given situations, evaluate expressions, and use expressions and equations to solve problems.**

- 06.01.01 Write and evaluate numerical expressions involving exponents
- 06.01.02 Write, read, and evaluate expressions with variables while using mathematical terms
- 06.01.03 Evaluate expressions using order of operations
- 06.01.04 Apply the properties of operations to create equivalent expressions
- 06.01.05 Solve real-world and mathematical problems by writing and solving equations

**MA 06.02 Students will demonstrate understanding of and solve problems with decimals and apply to real-life.**

- 06.02.01 Show understanding of inequalities by comparing and ordering decimals through the millionths
- 06.02.02 Round decimal numbers to any place value
- 06.02.03 Add and subtract decimal numbers
- 06.02.04 Use mental math to multiply and divide decimals by multiples of ten
- 06.02.05 Multiply decimals
- 06.02.06 Divide decimals

**MA 06.03 Students will solve problems with fractions and mixed numbers in real-life.**

- 06.03.01 Use knowledge of prime and composite numbers, along with greatest common factor (GCF) to simplify fractions
- 06.03.02 Compare and order fractions and mixed numbers
- 06.03.03 Use least common multiples (LCM) to add and subtract fractions with unlike denominators, and continue to add and subtract fractions with like denominators

- 06.03.04 Multiply fractions and mixed numbers using visual models
- 06.03.05 Divide fractions and mixed numbers using visual models

**MA 06.04 Students will understand ratio concepts and use ratio reasoning to solve problems.**

- 06.04.01 Understand the concept of a ratio and use ratio terminology to describe relationship between two quantities
- 06.04.02 Understand and demonstrate unit rate
- 06.04.03 Make tables of equivalent ratios, find the missing values in the tables, and plot the pairs on a coordinate plane
- 06.04.04 Understand percent as a rate per 100
- 06.04.05 Use ratio reasoning to convert measurement units

**MA 06.05 Students will solve real-world mathematical problems using area, surface area, and volume.**

- 06.05.01 Draw and identify polygons using coordinates
- 06.05.02 Find and apply the area of triangles and quadrilaterals and other polygons
- 06.05.03 Determine the volume of a rectangular prism
- 06.05.04 Represent 3-D figures using nets and then use the nets to find surface area of these figures

**MA 06.06 Students will extend their understanding of the number system to include negative numbers and apply to real-world context.**

- 06.05.01 Use a number line to arrange positive and negative numbers and represent solutions of inequalities
- 06.06.02 Find and position pairs of integers on a coordinate plane
- 06.06.03 Compare integers using  $=$ ,  $<$ ,  $>$
- 06.06.04 Determine the absolute value of integers, and recognize that an integer and its inverse are opposites
- 06.06.05 Add whole number integers
- 06.06.06 Subtract whole number integers

06.06.07 Multiply and divide whole number integers

**MA 06.07 Students will develop an understanding of statistical variability and distributions.**

06.07.01 Understand and apply measure of central tendency and variability

06.07.02 Analyze line plots, histograms, and box and whisker plots

06.07.03 Display and summarize numerical data sets



# Independence Senior High School

**Guidance Office**  
514 Fifth Avenue SE  
Independence IA 50644  
(319) 332-0707  
Fax: (319) 334-6096

Bret Adams, Guidance Counselor   Holly Honey, Guidance Counselor   Jeanne Bachman, Guidance Secretary

---

## 2011 – 2012 Early Graduation Applicants

The seniors listed below have applied for early graduation. They will graduate in January 2012, at the end of the second term **if** they have earned the required fifty-four credits and their request is approved by the Board of Education.

Bret Adams  
Guidance Counselor

### January 2012 Grads

1. Ashley Clark
2. Brianna Lahey
3. Alex Schoenfield



## LICENSED EMPLOYEE EARLY RETIREMENT PLAN

Licensed employees who will complete their current contract with the Board may apply for licensed employee early retirement plan. No licensed employee will be required to retire at a specific age.

Application for licensed employee early retirement will be considered made when the licensed employee states in writing to the superintendent, no later than 4:30 ~~4:00~~ p.m. on ~~March 4, 2010~~ **February 3, 2012** of the current school year, that the employee wishes to retire at the end of the fiscal year. Applications made after the date set by the Board may be considered by the Board if special circumstances exist. It shall be within the sole discretion of the Board to determine whether special circumstances exist.

Board action to approve a licensed employee's application for retirement shall be final and such action constitutes resignation from employment and non-renewal of the employee's contract for the next school year.

Licensed employees who retire under this policy may also qualify for retirement benefits through the Iowa Public Employees Retirement System.

Licensed employees who have group insurance coverage through the school district may be allowed to continue coverage in the school district's group health insurance program, at their own expense, by meeting the requirements of the insurer.

Legal Reference: Iowa Code §279.46 (2003 **2011**).

Cross Reference: 401.14 Recognition for Service of Employees  
407.4 Licensed Employee Early Retirement Plan

Approved 11/1/2004

Reviewed 12/17/2007  
11/17/2008  
02/09/2009

Revised 01/14/2009  
07/27/2009  
11/16/2009  
02/22/2010

## LICENSED EMPLOYEE EARLY RETIREMENT PLAN

The Board of Education of the Independence Community School District agrees to provide a supplemental benefit for teachers, including counselors and media specialists, due to early retirement from the district. The purpose of the early retirement plan is to: ~~1) produce a financial advantage for those persons who are near personal decisions to retire;~~ ~~2) 1) enable staffing modifications without disrupting the careers of those who do not wish to leave the teaching profession;~~ ~~3) 2) facilitate a long-range cost savings to the school district;~~

Eligibility for the early retirement plan is based on the following criteria:

1. Is available to employees at least age 55, or will reach age 55 on or before June 30<sup>th</sup> of the current fiscal year.
2. Wish to retire voluntarily from service in the Independence Community School District.
3. Has been actively employed during the school year in which one requests retirement benefits.
4. Has completed a minimum of fifteen (15) years continuous full time service to the Independence Community School District by June 30<sup>th</sup> of the current fiscal year and are currently employed at the time the voluntary retirement request is made. A leave of absence may interrupt continuous service without affecting the continuous years of service rule. Professional and military leave will qualify toward continuous service.
- ~~5. There will not be an early retirement plan offered in the 2010-2011 school year.~~
- ~~6. 5.~~ Is not receiving payments from the district's long-term disability insurance program or any other wage replacement program.
- ~~7. 6.~~ Has not been discharged for cause or notified that their contract is under consideration of termination or reduction.
- ~~8. 7.~~ Receives approval for resignation and participation in this program by the Board of Education.

Approval of the accompanying request for resignation will be considered as final action of the employee's resignation and will constitute termination of his/her continuing contract at the completion of the current school year.

Legal Reference: Iowa Code 279.46; 509A.13 (~~2003~~ **2011**)

Cross Reference : 401.14 Recognition for Service of Employees  
413.3 Classified Employee Early Retirement Plan

Approved 7/18/2005

Reviewed \_\_\_\_\_

Revised 12/17/2007

11/17/2008

01/14/2009

02/09/2009

07/27/2009

11/16/2009

02/22/2010

## LICENSED EMPLOYEE EARLY RETIREMENT PLAN

An employee's application for early retirement benefits is not, in itself, a resignation of a contract with the Independence Community School District. However, acceptance by the Board of Education of an application for early retirement benefits will be considered a voluntary resignation and termination of the employee's continuing contract effective at the end of the current fiscal year. Should the Board not accept the application, the employee will remain a licensed employee of the Independence Community School District, unless the employee otherwise resigns, is discharged or is reduced from the staff.

A qualified retiree under this plan may choose to continue coverage under the district's hospitalization and major medical plan if eligible at time of retirement, at the rate determined by the carrier, by paying the monthly premium amount in full to the business manager's office prior to the date the district's premium payment is made to the insurance carrier. All insurance programs are subject to the policies of the insurance carriers.

An employee who elects to participate in this program will become a retired teacher and will be entitled to all rights and privileges of such a retiree under applicable laws and policies of the Independence Community School District.

### BENEFIT OPTION:

~~Employees participating in the early retirement plan may elect to receive early retirement plan benefits of \$20,000.00 (plus \$50.00 per day of sick leave accrued by June 30, 2010) times current FTE status will be paid into a 403(b) Retirement Plan in accordance with Internal Revenue Service guidelines and board determined plan.~~

***Employees participating in the early retirement plan may elect to receive early retirement plan benefits of fifty percent (50%) of their current base salary plus \$50.00 per day of sick leave accrued by June 30, 2011 (not to exceed 120 days). The employee will have the option to have the money deposited into either:***

***1. A 403(b) Retirement Plan in accordance with Internal Revenue Service guidelines and Board determined plan;***

***or***

***2. A Health Reimbursement Account (HRA) in accordance with Internal Revenue Service guidelines and Board determined plan to be used towards monthly health insurance premiums.***

In the event of the death of the employee prior to payment of the early retirement plan, payment shall be made to a designated beneficiary; or in the event no beneficiary is named, payment shall be made to the estate of the employee.

Miscellaneous terms:

The district is not providing tax advice, and the employee must consult the employee's own tax advisor for the actual taxability of retirement benefits.

***The Board reserves the right to determine how many and which employees will be granted benefits under this plan.***

## LICENSED EMPLOYEE EARLY RETIREMENT PLAN

The Board has complete discretion to offer or not offer a severance plan for licensed employees. The Board may discontinue the school district's severance plan at any time. In the event the severance policy is altered or ended, employees who separated from the district under its provisions will continue to receive the benefits authorized by the Board of Education prior to that time. ~~This policy will go into effect on July 1, 2009 and dissolve on June 30, 2010.~~



EARLY RETIREMENT PLAN ACKNOWLEDGEMENT OF RECEIPT

The undersigned licensed staff employee acknowledges receipt of the early retirement plan stated below:

- Early retirement plan policy #407.4
- Early retirement plan application form
- Early retirement plan beneficiary designation

The undersigned licensed staff employee acknowledges that the application and participation in the early retirement plan is entirely voluntary.

The undersigned licensed staff employee acknowledges that the school district recommends the employee contact legal counsel and the employee's personal accountant regarding participation in the early retirement plan.

---

Employee Signature

---

Date

---

Superintendent/or Designee Witness

---

Date

LICENSED EMPLOYEE EARLY RETIREMENT PLAN BENEFICIARY DESIGNATION

In the event of the death of the employee prior to payment of the benefits, but after the employee's retirement has begun, the payment will be paid to the designated beneficiary in one lump sum payment. In the event no beneficiary is designated, the payment will be paid to the employee's estate in one lump sum payment.

Pursuant to the provisions of board policy 407.4, I hereby designate my beneficiary to be:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Signature: \_\_\_\_\_

Witness Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## EARLY RETIREMENT PLAN APPLICATION FORM

The undersigned licensed staff employee is applying for early retirement pay pursuant to board policy #407.4, Licensed Employee Early Retirement Plan. Please complete the following information.

\_\_\_\_\_  
Full Legal Name of Licensed Employee      Date of Birth      Social Security Number

\_\_\_\_\_  
Current Job Title      Years of District Service  
By June 30<sup>th</sup>      Years of IPERS Service  
By June 30<sup>th</sup>

*Please check which option you choose to have your money deposited into:*

☐ *403(b) Retirement Plan in accordance with Internal Revenue Service guidelines and Board determined plan;*

☐ *Health Reimbursement Account (HRA) in accordance with Internal Revenue Service guidelines and Board determined plan to be used towards monthly health insurance premiums.*

Please attach a letter of resignation giving the effective date of retirement from the district.

The undersigned employee acknowledges that application and participation in the early retirement plan is entirely voluntary.

The undersigned employee acknowledges that the school district recommends that the employee contact legal counsel and the employee's own personal accountant regarding participation in the early retirement plan.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_  
Approved

\_\_\_\_\_  
Not Approved

\_\_\_\_\_  
Superintendent of Schools

\_\_\_\_\_  
Date

## CLASSIFIED EMPLOYEE EARLY RETIREMENT PLAN

Classified employees who will complete their current contract with the Board may apply for classified employee early retirement plan. No classified employee will be required to retire at any specific age.

Application for employee early retirement will be considered made when the classified employee states in writing to the superintendent, no later than ~~4:30~~ **4:00** p.m. on ~~March 4, 2010~~ **February 3, 2012** ~~of the current school year,~~ that the employee wishes to retire at the end of the fiscal year. Applications made after the date set by the Board may be considered by the Board if special circumstances exist. It shall be within the sole discretion of the Board to determine whether special circumstances exist.

Board action to approve a classified employee's application for retirement shall be final, and such action constitutes resignation from employment and termination of the employee's contract effective the day of the employee's retirement.

Classified employees who retire under this policy may also qualify for retirement benefits through the Iowa Public Employees Retirement System.

Classified employees who have group insurance coverage through the school district may be allowed to continue coverage in the school district's group health insurance program, at their own expense, by meeting the requirements of the insurer.

Legal Reference: ~~29 U.S.C. §§ 621 et seq. (1994).~~  
Iowa Code §§ 91A.2, .3, .5; 279.19A, .46 (~~2003~~ **2011**).

Cross Reference: 401.14 Recognition for Service of Employees  
413.3 Classified Employee Early Retirement Plan

Approved 11/1/2004

Reviewed 12/17/2007  
11/17/2008  
02/09/2009

Revised 01/14/2009  
07/27/2009  
11/16/2009  
02/22/2010



## CLASSIFIED EMPLOYEE EARLY RETIREMENT PLAN

The Board of Education of the Independence Community School District agrees to provide a supplemental benefit for classified employees, due to early retirement from the district. The purpose of the early retirement plan is to: ~~1) produce a financial advantage for those persons who are near personal decisions to retire;~~ ~~2) 1) enable staff modifications without disrupting the careers of those who do not wish to leave the education profession;~~ ~~3) 2) facilitate a long-range cost savings to the school district;~~

Eligibility for early retirement plan is based on the following criteria:

1. Is available to employees at least age 55, or will reach age 55 on or before June 30<sup>th</sup> of the current fiscal year.
2. Wish to retire voluntarily from service in the Independence Community School District.
3. Has been actively employed during the school year in which one requests retirement benefits.
4. Has completed a minimum of fifteen (15) years continuous full time service to the Independence Community School District by June 30<sup>th</sup> of the current fiscal year and are currently employed at the time the voluntary retirement request is made. A leave of absence may interrupt continuous service without affecting the continuous years of service rule. Professional and military leave will qualify toward continuous service.
- ~~5. There will not be an early retirement plan offered in the 2010-2011 school year.~~
- ~~6. 5.~~ Is not receiving payments from the district's long-term disability insurance program or any other wage replacement program.
- ~~7. 6.~~ Has not been discharged for cause or notified that their contract is under consideration of termination or reduction.
- ~~8. 7.~~ Receives approval for resignation and participation in this program by the Board of Education.

Approval of the accompanying request for resignation will be considered as final action of the employee's resignation and will constitute termination of his/her continuing contract at the completion of the current school year.

Legal Reference: Iowa Code 279.46; 509A.13 (2003 **2011**)

Cross Reference : 401.14 Recognition for Service of Employees  
407.3 Licensed Employee Early Retirement Plan

Approved 7/18/2005

Reviewed \_\_\_\_\_

Revised 12/17/2007

11/17/2008

01/14/2009

02/09/2009

07/27/2009

11/16/2009

02/22/2010

## CLASSIFIED EMPLOYEE EARLY RETIREMENT PLAN

An employee's application for early retirement benefits is not, in itself, a resignation of a contract with the Independence Community School District. However, acceptance by the Board of Education of an application for early retirement benefits will be considered a voluntary resignation and termination of the employee's continuing contract effective at the end of the current fiscal year. Should the Board not accept the application, the employee will remain a classified employee of the Independence Community School District, unless the employee otherwise resigns, is discharged or is reduced from the staff.

A recipient of this policy provision may choose to continue coverage under the district's hospitalization and major medical plan, if eligible at time of retirement, at the rate determined by the carrier, by paying the monthly premium amount in full to the business manager's office prior to the date the district's premium payment is made to the insurance carrier. All insurance programs are subject to the policies of the insurance carriers. Dependent's insurance will cease at the same time as the employee's.

### BENEFIT OPTION:

~~The early retirement plan benefit of each eligible employee approved by the Board of Education will be 40% of the employee's current salary in addition to \$30.00 per day of sick leave accrued by June 30, 2010. The employee's salary shall reflect only the hourly salary without consideration of overtime, extended contracts, supplemental pay, etc. It shall be set on the basis of the current school year or fiscal year. Early retirement benefit of \$\_\_\_\_\_ will be paid into a 403(b) Retirement Plan in accordance with Internal Revenue Service guidelines.~~

***Employees participating in the early retirement plan may elect to receive early retirement plan benefits of forty percent (40%) of their current contracted annual salary (not to include supplemental or extra hours) plus \$30.00 per day of sick leave accrued by June 30, 2011 (not to exceed 120 days). The employee will have the option to have the money deposited into either:***

***1. A 403(b) Retirement Plan in accordance with Internal Revenue Service guidelines and Board determined plan;***

***or***

***2. A Health Reimbursement Account (HRA) in accordance with Internal Revenue Service guidelines and Board determined plan to be used towards monthly health insurance premiums.***

In the event of the death of the employee prior to payment of the early retirement plan, payment shall be made to a designated beneficiary; or in the event no beneficiary is named, payment shall be made to the estate of the employee.

Miscellaneous terms:

The district is not providing tax advice, and the employee must consult the employee's own tax advisor for the actual taxability of retirement benefits.

***The Board reserves the right to determine how many and which employees will be granted benefits under this plan.***

#### CLASSIFIED EMPLOYEE EARLY RETIREMENT PLAN

The Board has complete discretion to offer or not offer a severance plan for classified employees. The Board may discontinue the school district's severance plan at any time. In the event the severance plan is altered or ended, employees who separated from the district under its provisions will continue to receive the benefits authorized by the Board of Education prior to that time. ~~This policy will go into effect on July 1, 2009 and dissolve on June 30, 2010.~~

EARLY RETIREMENT PLAN ACKNOWLEDGEMENT OF RECEIPT

The undersigned classified employee acknowledges receipt of the severance plan stated below:

- Early retirement plan policy #413.3
- Early retirement plan application form
- Early retirement plan beneficiary designation

The undersigned classified staff employee acknowledges that the application and participation in the early retirement plan is entirely voluntary.

The undersigned classified staff employee acknowledges that the school district recommends the employee contact legal counsel and the employee's personal accountant regarding participation in the early retirement plan.

---

Employee Signature

---

Date

---

Superintendent/or Designee Witness

---

Date



CLASSIFIED EMPLOYEE EARLY RETIREMENT PLAN BENEFICIARY DESIGNATION

In the event of the death of the employee prior to payment of the early retirement plan, but after the employee's retirement has begun, the payment will be paid to the designated beneficiary in one lump sum payment. In the event no beneficiary is designated, the payment will be paid to the employee's estate in one lump sum payment.

Pursuant to the provisions of board policy 413.3, I hereby designate my beneficiary to be:

Name: \_\_\_\_\_

Address: \_\_\_\_\_

City, State, Zip: \_\_\_\_\_

Signature: \_\_\_\_\_

Witness Signature: \_\_\_\_\_

Date: \_\_\_\_\_

## EARLY RETIREMENT PLAN APPLICATION FORM

The undersigned classified employee is applying for early retirement pay pursuant to board policy #413.3, Classified Employee Early Retirement Plan. Please complete the following information.

\_\_\_\_\_  
Full Legal Name of Classified Employee      Date of Birth      Social Security Number

\_\_\_\_\_  
Current Job Title      Years of District Service  
By June 30<sup>th</sup>      Years of IPERS Service  
By June 30<sup>th</sup>

*Please check which option you choose to have your money deposited into:*

- ☐ *403(b) Retirement Plan in accordance with Internal Revenue Service guidelines and Board determined plan;*
- ☐ *Health Reimbursement Account (HRA) in accordance with Internal Revenue Service guidelines and Board determined plan to be used towards monthly health insurance premiums.*

Please attach a letter of resignation giving the effective date of retirement from the district.

The undersigned employee acknowledges that application and participation in the early retirement plan is entirely voluntary.

The undersigned employee acknowledges that the school district recommends that the employee contact legal counsel and the employee's own personal accountant regarding participation in the early retirement plan.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Date

\_\_\_\_\_ Approved

\_\_\_\_\_ Not Approved

\_\_\_\_\_  
Superintendent of Schools

\_\_\_\_\_  
Date

## RECOMMENDED SOLVENCY RATIO

“Solvency Ratio” is an important indicator of the District’s overall financial condition. The calculation of solvency ratio is the unreserved fund balance divided by total general fund revenues. Most financial advisors for school districts recommend that districts maintain a solvency ratio from at least five percent to ten percent or more.

The district can improve its solvency ratio one of two ways, either through increasing revenues or by reducing expenditures. By reducing expenditures, the district functionally raises its unreserved fund balance by spending less. The district may also generate additional revenues through the use of the Cash Reserve Levy.

- 1) The Independence Community School District will strive to maintain a positive solvency ratio within the range of five to ten percent. In years when the District falls below that target range, the Board of Education will consider increasing revenues and/or spending cuts to improve the solvency ratio.

Approved \_\_\_\_\_

Reviewed \_\_\_\_\_

Revised \_\_\_\_\_