

BOARD REPORT

January 17, 2011

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



INDEPENDENCE COMMUNITY SCHOOL DISTRICT

1207 First Street West
Independence, Iowa 50644

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Jean Peterson
Superintendent

Lynnette Engel
Director of Finance
Board Secretary/Treasurer

January 14, 2011

To: All School Board Members

From: Jean Peterson, Superintendent

Voting Orders:

Dawnye Sturtz – DD #2 '11

Charlie McCardle – DD # 3 '11

John Christensen – DD # 3 '13

Kathryn Jensen – DD # 1 '11

Stacy Henderson – At-Large '13

Re: Working agenda for the public hearing and regular meeting on **Monday, January 17, 2011** beginning at **6:00 p.m.** at the **Brandon Community Center**, 802 Main Street, Brandon, Iowa

PUBLIC HEARING – 6:00 p.m.

1. PLEDGE OF ALLEGIANCE

A. Call to Order

2. INSTRUCTIONAL SUPPORT LEVY

Discussion

3. ADJOURNMENT

Motion

REGULAR MEETING – 6:30 p.m.

1. CALL TO ORDER

2. FRIEND OF EDUCATION

A. Cy and Charley's

We would like to recognize and honor Cy and Charley's for donating soccer balls to East and West Elementary.

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the work session on December 13, 2010, the public hearing on December 13, 2010, the special session on December 13, 2010 and the regular meeting on December 20, 2010.

Motion 3.A.

I am seeking approval of the minutes.

B. Approval of Agenda

Motion

I am seeking approval of the agenda.

Second Readings:

	POLICY #	POLICY NAME
1.	219.1	Association Membership
2.	219.2	Board of Directors' Member Development and Training
3.	219.3	Board of Directors' Member Compensation and Expenses
4.	219.4	New Board of Directors' Member Orientation
5.	219.5	Activity Passes for Board Members
6.	220	School Visitation by Board of Directors
7.	221	Gifts to Board of Directors
8.	222	Negotiations

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

First Readings:

	POLICY #	POLICY NAME
1.	300	Role of School District Administration
2.	301.1	Management
3.	302.1	Administration and Board of Education
4.	302.2	Administration and Employees
5.	302.3	Administration and Adjoining District Administration
6.	302.4	Administration and Area Education Agency

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

D. Transfers/Reassignments

Motion

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Melissa Kearns	West Elem 5.75 Sp Ed Assoc	West Elem 5.75 hr Sp Ed Class Assoc	01/10/2011

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

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

Motion

NAME	ASSIGNMENT	SALARY	DATE
Marie Alston	West Elem After School Program Support-Math	\$8.75/hr	01/03/2011

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

F. Resignations

Motion

NAME	ASSIGNMENT	DATE
Keith Donnelly	Assistant Softball Coach	01/07/2011
Amy Gustafson	8 th Grade Softball Coach	01/10/2011

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

G. Approval of Financial Reports

Motion 3.G.

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

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

- A. Comments from public
- B. Comments from Board
- C. Presentations

1. Teacher, Parent and Student Surveys – Sandy Merritt

5. REPORTS

A. Building Administrator Reports

5.A.

1. Sr High School
2. Jr High School
3. West Elementary
4. East Elementary/Early Childhood Center

B. Activities Director Report

5.B.

C. School Improvement/Curriculum Director Report

5.C.

D. Technology Report

5.D.

E. Food Service Report

5.E.

F. Transportation/Building & Grounds Report

5.F.

6. NEW BUSINESS

A. Multi Purpose Facility Plan

Motion 6.A.

I am seeking approval of the Multi Purpose Facility Plan.

B. Fund Raising Request(s)

Motion 6.B.

I am seeking approval of the following fund raising request(s).

GROUP	DESCRIPTION OF EVENT	PURPOSE	START UP COSTS	TARGET AMOUNT	DATE
East Elementary	Lifetouch Photos - receive a % of sales from spring photos	Raise money for book cart books needed every year to replace/expand take home collection		\$600	Spring 2011
East Elementary	Time Inc - Magazine subscriptions for out of town friends and family	Raise money for field trip to Gallagher-Bluedorn		\$1000	2/1/11 - 2/4/11
HS Cheerleaders	Cheerleader Clinic; \$10/child	Raise money for pom poms, warm ups and state wrestling		\$200	1/31, 2/3, 2/4, 2/9, 2/11
HS Musical	Sell/Collect donations for ad space in the Musical Programs	Raise money for the Musical		\$2000	1/10/11 - 3/10/11
HS Musical	Sell t-shirts for \$10	Shirts for the Musical cast		\$0	3/07/11 - 3/19/11
National Honor Soc	Sell daffodils	Raise money for cancer society		?	1/18/11 - 2/14/11
7th and 8th Grade Advisor Groups	Sell carnations for \$1.50 each	Raise funds to adopt an animal at Fontana & promote fun for students on Valentine's Day		\$25 - \$40	1/31/11 - 2/11/11
7th and 8th Grade Advisors	Bake Sale – sell pies, cookies, brownies before and after school for \$0.25 – \$5.00	Raise money for flood victims in Australia		\$50	01/18/11 – 01/21/11

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 five home sophomore/varsity football game in 2011 and a Family Activity Pass for 2011-2012 at the Foundation Banquet on January 22, 2011.

D. Licensing Agreement With Pel Industries, Inc. Motion 6.D.

I am seeking approval to enter into an agreement with Pel Industries, Inc.

E. Bid For General Food Purchases Motion 6.E.

I recommend we award the bid for general food purchases for January 1, 2011 through June 30, 2011 to Hawkeye Food Service Distribution as proposed by Kelly Crossley, Food Service Director.

F. Agreement For 403(b) Plan Administration Motion 6.F.

I am seeking approval for the Administrative Services Agreement between The State of Iowa, Department of Administrative Services and Independence Community School District.

G. New SIAC Members For 2010-2011 Motion 6.G.

The SIAC (School Improvement Advisory Council) is asking for the approval of Susan Johnson as a member of the council this year as well as Kevin Jimmerson who will be filling the vacated position of Ruth Duritsa.

H. Course Credits For Staff Motion

I am seeking approval for staff to get credit for courses offered through Professional Development during our Wednesday Early Dismissals when a portion of the time required for the credit is spent outside of the school day. This refers to renewal credits.

I. Review Board Goals Discussion 6.I.

7. CLOSED SESSION Motion

We need a motion to recess to a closed session as provided in Section 21.5(i) of the Iowa Code; *To evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.*

Roll Call Vote to Enter Closed Session

8. ADJOURNMENT Motion

UPCOMING MEETINGS –

Monday, February 21st Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Monday, March 21st Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Monday, April 18th Regular Meeting 6:30 p.m. - Rowley Community Center

Monday, May 23rd Regular Meeting 6:30 p.m. - Brandon Community Center

Monday, June 20th Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Monday, July 18th Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Monday, August 15th Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Monday, September 19th Regular Meeting 6:30 p.m. - Central Office Board Room, Independence

Independence Community School Board Minutes
Work Session
December 13, 2010

A work session of the Independence Community School Board was called to order at 5:35 p.m. by Chairperson Dawnye Sturtz in the Administration Office, Independence, Iowa.

Members Present: Chairperson Dawnye Sturtz, John Christensen (arrived at 5:43 p.m.), Charlie McCardle, Kathryn Jensen (arrived at 5:36), 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. Educational Issues

Senator Brian Schoenjahn discussed with the Board his views on what the Senate will address this year as well as issues they are facing.

ADJOURNMENT

Motion McCardle, second Christensen to adjourn the meeting at 6:32 p.m. All voted "aye". Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

Independence Community School Board Minutes
Public Hearing
December 13, 2010

A public hearing of the Independence Community School Board was called to order at 6:40 p.m. by Chairperson Dawnye Sturtz in the Administration Office, Independence, Iowa.

Members present: Chairperson Dawnye Sturtz, Vice-President Charlie McCardle, John Christensen, Stacy Henderson, Kathryn Jensen

Superintendent: Jean Peterson

Board Secretary/Treas Present: Lynnette Engel

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

Visitors Present: Interested Patrons

The Board allowed patrons to speak to the subject of the Sale of Old East Elementary Property to Affordable Leasing, Inc. There were eight citizens that addressed the Board.

Motion Jensen, second Christensen to adjourn the meeting at 7:10 p.m. All voted "aye".
Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

Independence Community School Board Minutes
Special Session
December 13, 2010

A special session of the Independence Community School Board was called to order at 7:11 p.m. by Chairperson Dawnye Sturtz at the Administration Building, Independence, Iowa.

Members Present: Chairperson Dawnye Sturtz, John Christensen,
Charlie McCardle, Kathryn Jensen,
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

A. Approval of Agenda – Motion Henderson, second Jensen to approve the agenda.
All voted "aye". Motion carried.

2. Old Business

A. Sale of the former East Elementary Property – Motion Jensen, second Christensen to accept the offer from Affordable Leasing for \$100,000 to purchase the property formally known as East Elementary and to allow the sale to be finalized by direction of the Resolution for the Sale of Real Estate. Roll call vote: Henderson – aye, Jensen – aye, McCardle – Nay, Sturtz – Nay, Christensen – aye. Motion carried 3-2. The full resolution may be viewed at the Administration Office.

3. New Business

A. Fund Raising Request – Motion Jensen, second McCardle to approve the following fund raising request with the change that they will be sold and delivered after school. All voted "aye". Motion carried.

GROUP	DESCRIPTION OF EVENT	PURPOSE	START UP COSTS	TARGET AMOUNT	DATE
Jr High 7th/8th Advisors	Sell candy canes for \$0.25 each or 5/\$1.00 which will be delivered to homerooms on 12/21/2010	Raise funds to support a local, needy organization and to provide an opportunity for Jr High students to treat their friends		\$75 - \$100	12/14/2010 through 12/20/2010

4. ADJOURNMENT

Motion Christensen, second Jensen to adjourn the meeting at 8:02 p.m. All voted "aye". Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

Independence Community School Board Minutes
Regular Meeting
December 20, 2010

A Regular meeting of the Independence Community School Board was called to order at 6:30 p.m. by Chairperson Dawnye Sturtz in the Administration Office, Independence, Iowa.

Members Present: Chairperson Dawnye Sturtz, Charlie McCardle,
Kathryn Jensen, Stacy Henderson, John Christensen

Superintendent Present: Jean Peterson

Board Sec/Treas. Present: Lynnette Engel

Press Present: Tari Robertson, "The News"
John Klotzbach, "Independence Bulletin Journal"

Visitors Present: Interested Patrons

1. FRIENDS OF EDUCATION

A. Dr. Blaisdell recognized Gina Trimble from the Independence Rotary Club for buying I Can Read CDs for all students in Kindergarten.

B. Chairperson Sturtz recognized the Independence Ladies Literary Club for donating \$150.00 to the 5th Grade Book Club.

C. Chairperson Sturtz recognized Glenda Wilson and James Boyland for donating \$100.00 to the 5th Grade Book Club.

D. Dr. Blaisdell recognized Kate Barloon for donating 600 books for students in grades K-5 for Christmas.

E. Dr. Blaisdell recognized the American Baptist Women's Ministries for their Christmas donation of \$100.00 to both East and West Elementary.

F. Mr. Donnelly recognized RC Ertl Toys and Operation Santa Claus for donating and distributing Ertl toy cars to all students at East and West Elementary. We would also like to thank Dunlap Motors for providing a truck to deliver the toys.

G. Chairperson Sturtz recognized ITA Representative Sonia Himlie who sought out donations for district staff in honor of National Education Week. We thank Sonia for her efforts in getting contributions from the following local businesses: Bill's Pizza & Smokehouse, Casey's Pizza and Subway. The District also thanked the local businesses for their generosity and support.

H. Mr. Donnelly recognized Bart Campbell from Lucky Lanes. He allowed students to come to the bowling alley many times to practice bowling and also allowed us to use his ramp.

2. SPOTLIGHT ON EDUCATION

A. Mr. Donnelly recognized Kyle Eilers and Xavier Fitz for qualifying for the 2010 Special Olympics State Bowling Competition. Xavier took home a gold medal in his division and Kyle took home a silver medal in his division. The Board also recognized their coaches Rachael Tegeler and Keith Donnelly for helping them prepare.

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

Motion McCardle, second Christensen to approve the following consent items 3-A, 3-B, 3-C, 3-D, 3-E, 3-F and 3-G. with the deletion of the closed session and the work session from the current agenda. All voted "Aye." Motion carried.

3-A APPROVAL OF MINUTES of the regular meeting on November 15, 2010, the special session on November 22, 2010, the special session on December 2, 2010 and the work session on December 2, 2010.

3-B APPROVAL OF AGENDA

3-C Approval of Board Policies (* changes noted)

Second Readings:

	POLICY #	POLICY NAME
1.	215 & 215.1R1	Public Participation in Board Meetings and General Complaints by Citizens
2.	216	Public Hearings
3.	217.1	Board of Directors and Superintendent
4.	217.2	Board of Directors and Employees
5.	217.3	Board of Directors and Adjoining District Board of Directors
6.	217.4	Board of Directors and Area Education Agency
7.	217.5	Board of Directors and Elected Officials

3-D Approval of Board Policies (*changes noted)

First Readings:

	POLICY #	POLICY NAME
1.	219.1	Association Membership
2.	219.2	Board of Directors' Member Development and Training
3.	219.3	Board of Directors' Member Compensation and Expenses
4.	219.4	New Board of Directors' Member Orientation
5.	219.5	Activity Passes for Board Members
6.	220	School Visitation by Board of Directors
7.	221	Gifts to Board of Directors
8.	222	Negotiations

3-E New Hires

NAME	ASSIGNMENT	SALARY	DATE
Paul Brown	7 th Grade Boys Basketball Coach	\$2,023	Winter, 2011

3-F Resignations

NAME	ASSIGNMENT	DATE
Erica Baedke	Assistant Girls Soccer Coach	12/02/2010
Trisha Gee	West Elem 5.0 hr Special Education Associate	12/22/2010

3-G APPROVAL OF FINANCIAL REPORTS:

1. Approval of Bills – Director Henderson reviewed the bills
2. Vendor report
3. Board report

4. ANNOUNCEMENTS AND COMMUNICATIONS

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.

Community Member Eric Smith approached the Board and expressed his concern and frustration with the One-Call system that the school utilizes to notify parents when things are happening at the school, such as late starts and no school.

Christensen commented on the status of the Mustang Foundation and the new multipurpose facility. Final blueprints are available through the Mustang Foundation.

They will be taking them for approval at their January 13th meeting and then presenting them to the Board of Education for approval at their January 17th meeting. He also attended the Holiday concert and felt it was excellent. "It was a blast to be there."

Sturtz shared a letter she received from the Independence Educational Support Personnel indicating the initiation of bargaining for the 2011-2012 school year.

Superintendent Peterson shared that Oelwein is looking into having a three district meeting and inviting Larry Sigel and Margaret Buckton to speak about school finances. This meeting is still in the works of getting set up.

5. Reports

Building Administrators, Activities Director, School Improvement/Curriculum Director, Technology Director, Food Service Director, and Transportation/Buildings and Grounds Director reported on their respective buildings or areas of assignment.

6. New Business

6-A Independence PK4 Program Fully Verified

On Friday, November 19, 2010, the Independence Preschool Program was officially verified by the Department of Education, meeting all standards at high levels. Dr. Mary Jean Blaisdell, Administrator, discussed the work that went into this verification as well as what that means for the program.

6-B 2010-2011 Early Graduation Applicants

Motion McCardle, second Henderson to approve the following early graduation applicants as long as they have earned the required fifty four (54) credit hours: Phelan Berry, Tina Fratzke, Alex Hansen, Ashley Hermsen, Dystany Johnson and Jennifer Williams. All voted "aye". Motion carried.

6-C Travel Request Form for Steve Noyes

Motion Jensen, second Henderson to approve for Steve Noyes to travel to Chicago, Illinois for PowerSchool training, scheduled for June 26-30, 2011. All voted "aye". Motion carried.

6-D Fund Raising Requests

Motion McCardle, second Christensen to approve the following fund raising requests:

GROUP	DESCRIPTION OF EVENT	PURPOSE	START UP COSTS	TARGET AMOUNT	DATE
ICSD Mentor Program	Sell pizza for \$2.50 per slice	Raise funds for activities for mentors and mentees in the mentoring program		\$500 - \$1,000	01/15/2011
HS Girls Basketball	Ask for \$20 donations from businesses & parents to advertise on poster	Raise money for warm ups, gym dots, supplies and posters		\$300	Beginning 12/21/2010

All voted "aye". Motion carried

6-E School Bus Bids

Motion Henderson, second Christensen to accept the school bus bid from School Bus Sales for a Bluebird bus in the amount of \$73,330.00. The other bids were as follows:
Thomas Bus Sales (Thomas bus) \$75,891.00
Hoglund Bus (International bus) \$72,986.00
All voted "aye". Motion carried.

6-F Changes in GLE's

Motion McCardle, second Jensen to approve the following changes in GLEs in 6th grade math and 7th grade language arts. The 7th grade proposal is to combine existing GLEs to make better use of time. It also provides an opportunity for more authentic application of concepts. The 6th grade proposal is to drop a GLE because it is covered as components in other GLEs. Problem solving and real life application is covered throughout the year and in multiple content areas. Both math and language arts SACs have approved the changes. There is no loss of content in either change. All voted "aye". Motion carried.

6-G Farm Lease

Motion Jensen, second Christensen to approve allowing the current tenants leasing rights to the farmland. All voted "aye". Motion carried.

6-H Technology Plan

Steve Noyes, District Technology Directory, presented to the board the makeup of the district technology plan. The plans included Channel 8, the district webpage, wireless internet access, computer replacement schedule and standardization of classroom technology.

6-I ICSD Hazard Mitigation Grant Program

Motion McCardle, second Christensen to approve the adoption of the ICSD Hazard Mitigation Grant Program Appointment Resolution and the Grant Application Memorandum of Understanding. Roll call vote: Henderson – aye, Jensen – aye, McCardle – aye, Sturtz – aye and Christensen – aye. Motion carried 5-0. A full copy of the resolution is available at the District Administration Office.

6-J Instructional Support Levy Resolution

Motion Christensen, second Jensen to approve the adoption of the Instructional Support Levy Resolution signaling intent to participate. Roll call vote: Henderson – aye, Jensen – aye, McCardle – aye, Sturtz – aye and Christensen – aye. Motion carried 5-0. A full copy of the resolution is available at the District Administration Office.

ADJOURNMENT

Motion Henderson, second McCardle to adjourn the meeting at 8:18 p.m. All voted “Aye”. Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

ASSOCIATION MEMBERSHIP

Participation in board member associations are beneficial to the board. The board shall maintain an active membership in the Iowa Association of School Boards and in organizations the board determines will be of benefit to the board and the school district.

Legal Reference: Iowa Code § 279.38 (2003).

Cross Reference: 219.2 Board of Directors' Member Development and Training
219.4 New Board of Directors' Member Orientation

Approved 11/1/2004

Reviewed 05/18/2006

Revised _____

BOARD OF DIRECTORS' MEMBER DEVELOPMENT AND TRAINING

The board may participate in conferences sponsored by educational associations and agencies in addition to its own in-service programs and work sessions.

The board shall work closely with the Iowa Association of School Boards' Academy of Board Learning Experiences and encourage the board members to participate in conferences to achieve the Better Boardsmanship Award.

Legal Reference: Iowa Code §§ 279.8, .38 (2003).

Cross Reference: 219.1 Association Membership
219.4 New Board of Directors' Member Orientation

Approved 11/1/2004

Reviewed 05/18/2006

Revised _____

BOARD OF DIRECTORS' MEMBER COMPENSATION AND EXPENSES

As an elected public official, the board member is a public servant who serves without compensation. Board members will be reimbursed for actual and necessary expenses incurred in the performance of their official duties.

Prior to reimbursement of actual and necessary expenses, the board member must submit a detailed receipt indicating the date, purpose and nature of the expense for each claim item. Failure to provide a detailed receipt will make the expense nonreimbursable. Personal expenses will be reimbursed by the board member to the school district no later than ten working days following the date of the expense. In exceptional circumstances, the board may allow a claim without proper receipt. Written documentation explaining the exceptional circumstances will be maintained as part of the school district's record of the claim.

It is the responsibility of the board secretary to compile the expenses of board members and bring them to the board for audit and approval in the same manner as other claims of the school district. It is the responsibility of the board to determine through the audit and approval process of the board whether the expenses incurred by a board member are actual and necessary expenses incurred in the performance of their official duties.

Legal Reference: Iowa Code §§ 68B; 277.27; 279.7A, .8, .32 (2003).

Cross Reference: 203 Board of Directors' Conflict of Interest
401.7 Employee Travel Compensation
401.10 Credit Cards

Approved 11/1/2004

Reviewed 06/26/2006

Revised _____

NEW BOARD OF DIRECTORS' MEMBER ORIENTATION

It is the responsibility of the board to educate new board members of the duties of their position. To acquaint new board members with the duties and role of the board of directors, each new board member may meet with the superintendent and the board secretary to become familiar with the responsibilities and the role of being a board member. New board members will have an opportunity to attend the IASB Academy of Board Learning Experiences Program.

It shall be the responsibility of the superintendent to ensure that new board members have an opportunity to attend an orientation conference and meet with the superintendent. It shall also be the responsibility of the superintendent to ensure that each new board member has necessary documents and board materials including a current board policy manual.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 219.1 Association Membership
219.2 Board of Directors' Member Development and Training

Approved 11/1/2004

Reviewed 06/26/2006

Revised _____

ACTIVITY PASSES FOR BOARD MEMBERS

In recognition of the great amount of time, energy, and talent as well as the interest of board members in the school district, past (if requested) board members shall receive lifetime single activity passes to school-sponsored activities. During their tenure on the board, members will receive a family activity pass.

It shall be the responsibility of the superintendent to ensure board members receive activity passes.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 219 Board of Directors' Member Services
401.13 Employee Activity Passes

Approved 11/1/2004

Reviewed 06/26/2006

Revised 10/26/2009

SCHOOL VISITATION BY BOARD OF DIRECTORS

Board members are always welcome to visit the school building to observe the operations of the school district. It is recommended that board members notify the building office when they are in the building for board-related business.

It shall be the responsibility of each board member to check in with the building office when they are in the building.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 904.3 Visitors to School District Buildings and Sites

Approved 11/1/2004

Reviewed 06/26/2006

Revised _____

GIFTS TO BOARD OF DIRECTORS

Board members may receive a gift on behalf of the school district. Board members shall not, either directly or indirectly, solicit, accept or receive a gift, series of gifts or an honorarium unless the donor does not meet the definition of "restricted donor" stated below or the gift or honorarium does not meet the definition of gift or honorarium stated below.

A "restricted donor" is defined as a person or other entity which:

- ☐ Is seeking to be or is a party to any one or any combination of sales, purchases, leases or contracts to, from or with the school district;
- ☐ Will be directly and substantially affected financially by the performance or nonperformance of the board member's official duty in a way that is greater than the effect on the public generally or on a substantial class of persons to which the person belongs as a member of a profession, occupation, industry or region; or
- ☐ Is a lobbyist or a client of a lobbyist with respect to matters within the school district's jurisdiction.

A "gift" is the giving of anything of value in return for which something of equal or greater value is not given or received. However, "gift" does not include any of the following:

- ☐ Contributions to a candidate or a candidate's committee;
- ☐ Information material relevant to a board member's official function, such as books, pamphlets, reports, documents, periodicals or other information that is recorded in a written, audio or visual format;
- ☐ Anything received from a person related within the fourth degree by kinship or marriage, unless the donor is acting as an agent or intermediary for another person not so related;
- ☐ An inheritance;
- ☐ Anything available or distributed to the general public free of charge without regard to the official status of the board recipient;
- ☐ Items received from a charitable, professional, educational or business organization to which the board member belongs as a dues paying member if the items are given to all members of the organization without regard to an individual member's status or positions held outside of the organization and if the dues paid are not inconsequential when compared to the items received;
- ☐ Actual expenses of a board member for food, beverages, travel and lodging for a meeting, which is given in return for participation in a panel or speaking engagement at the meeting when the expenses relate directly to the day or days on which the board member has participation or presentation responsibilities;
- ☐ Plaques or items of negligible resale value given as recognition for public service;

Approved 11/1/2004

Reviewed 06/26/2006

Revised _____

GIFTS TO BOARD OF DIRECTORS

Nonmonetary items with a value of less than three dollars that are received from any one donor during one calendar day;

Items or services solicited or given to a state, national or regional organization in which the state of Iowa or a school district is a member for purposes of a business or educational conference, seminar or other meeting or solicited by or given to state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees for purposes of a business or educational conference, seminar or other meeting;

Items or services received by members or representatives of members as part of a regularly scheduled event that is part of a business or educational conference, seminar or other meeting that is sponsored and directed by any state, national or regional government organization in which the state of Iowa or a political subdivision of the state of Iowa is a member or received at such an event by members or representatives of members of state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees;

Funeral flowers or memorials to a church or nonprofit organization;

Gifts which are given to a public official for the public official's wedding or twenty-fifth or fiftieth wedding anniversary;

Payment of salary or expenses by a board member's employer or the firm in which the board member is a member for the cost of attending a meeting of a subunit of an agency when the board member whose expenses are being paid serves on a board, commission, committee, council or other subunit of the agency and the board member is not entitled to receive compensation or reimbursement of expenses from the school district;

Gifts other than food, beverages, travel and lodging received by a board member which are received from a person who is a citizen of a country other than the United States and is given during a ceremonial presentation or as a result of a custom of the other country and is of personal value only to the board member; or

Actual registration costs for informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions. The costs of food, drink, lodging and travel are not "registration costs" under this paragraph. Meetings or sessions which a public official or public employee attends for personal or professional licensing purposes are not "informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions" under this paragraph.

An "honorarium" is anything of value that is accepted by, or on behalf of, a board member as consideration for an appearance, speech or article. An honorarium does not include any of the following:

Actual expenses of a board member for registration, food, beverages, travel or lodging for a meeting, which is given in return for participation in a panel or speaking engagement at a meeting when the expenses relate directly to the day or days on which the board member has participation or presentation responsibilities;

GIFTS TO BOARD OF DIRECTORS

- A nonmonetary gift or series of nonmonetary gifts donated within thirty days to a public body, an educational or charitable organization or the department of general services; or
- A payment made to a board member for services rendered as part of a private business, trade or profession in which the board member is engaged if the payment is commensurate with the actual services rendered and is not being made because of the person's status as a board member but, rather, because of some special expertise or other qualification.

It shall be the responsibility of each board member to know when it is appropriate to accept or reject gifts or honorariums.

Legal References: Iowa Code ch. 68B (2003).
1972 Op. Att'y Gen. 276.
1970 Op. Att'y Gen. 319.

Cross References: 203 Board of Directors' Conflict of Interest
217.5 Board of Directors and Elected Officials
402.4 Gifts to Employees
704.4 Gifts - Grants - Bequests

NEGOTIATIONS

The board shall select a chief spokesperson who shall have the authority to represent the board in the phases of collective bargaining including, but not limited to, reaching a tentative agreement. Only the board has the authority to ratify master labor agreements.

Upon appointment of the chief spokesperson, negotiations between the certified bargaining unit and its members shall be directed to the board's chief spokesperson. Individual board members shall not be contacted directly by members of or representatives for, the bargaining unit concerning issues relating to the negotiation process.

The board, in conjunction with its chief spokesperson, shall determine the composition of the board's bargaining team.

The board shall set the parameters and goals for the negotiations. Periodic strategy sessions shall be considered with the entire board to maintain open communications between the board and its chief spokesperson. Strategy sessions are exempt from the open meetings law.

Legal Reference: Burlington Community School District v. PERB, 268 N.W.2d 517 (Iowa 1978).
Iowa Code §§ 20.17; 21.9 (2003).
621 I.A.C. 6.
1982 Op. Att'y Gen. 162.

Cross Reference: 213 Closed Sessions
400 Role of and Guiding Principles for Employees

Approved 11/1/2004

Reviewed 07/17/2006

Revised _____

ROLE OF SCHOOL DISTRICT ADMINISTRATION

In this series of the board policy manual, the board defines the role and the employment of school district administrators. Policies in the 400 Series, "Employees," also apply to administrators unless a more specific policy exists in the 300 Series, "Administration."

School district administrators have been given a great opportunity and responsibility to manage the school district, to provide educational leadership, and to implement the educational philosophy of the school district. They are responsible for the day-to-day operations of the school district. In carrying out these operations, the administrators are guided by board policies, the law, the needs of the students, and the wishes of the citizens in the school district community.

It shall be the responsibility of the administrators to implement and enforce the policies of the board, to oversee employees, to monitor educational issues confronting the school district, and to inform the board about school district operations.

While the board holds the superintendent ultimately responsible for these duties, the principals are more directly responsible for educational results, for the administration of the school facilities and for the employees.

The board and the administration shall work together to share information and decisions under the management team concept.

Approved 11/1/2004

Reviewed 08/21/2006

Revised _____

MANAGEMENT

The board and the administrators shall work together in making decisions and setting goals for the school district. This effort is designed to obtain, share, and use information to solve problems, make decisions, and formulate school district policies and regulations.

It shall be the responsibility of each administrator to fully participate in the management of the school district by investigating, analyzing, and expressing their views on issues. Those board members or administrators with special expertise or knowledge of an issue may be called upon to provide information. Each board member and administrator shall support the decisions reached on the issues confronting the school district.

The board shall be responsible for making the final decision in matters pertaining to the school district.

It shall be the responsibility of the superintendent to develop guidelines for cooperative decision-making.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 301 Administrative Structure

Approved 11/1/2004

Reviewed 08/21/2006

Revised _____

ADMINISTRATION AND BOARD OF DIRECTORS

The superintendent, as the chief executive officer of the board, shall work with the board, particularly the board president, to keep the board informed of school district operations. The board shall maintain contact with other administrators through the superintendent.

The administrators and other administrative employees shall work with the board through the superintendent. The administrators, in working with the board, shall assist the board by gathering information, informing the board of school district operations, implementing board policy, making recommendations and answering requests of the board.

The superintendent, unless excused by the board president, and the principals, unless excused by the superintendent, shall attend each board meeting.

Legal Reference: Iowa Code §§ 279.8, .20, .21 (2003).
281 I.A.C. 12.4(4).

Cross Reference: 217 Board of Directors' Relationships
301 Administrative Structure
302 Administration Relationships

Approved 11/1/2004

Reviewed 08/21/2006

Revised _____

ADMINISTRATION AND EMPLOYEES

As managers of the school district, the administrators shall make employment recommendations, supervise employees, and evaluate employees' performance. Concerns or requests by employees shall first be reported to their direct supervisor for resolution. It shall be the responsibility of the administrators to resolve complaints and handle requests.

It shall be the responsibility of the administration to foster a positive attitude and to promote a cooperative effort among employees. It shall also be the responsibility of the administration to prevent misunderstandings within the school district and the community. It shall be the responsibility of each administrator to provide leadership to employees, and it shall be the responsibility of each school district employee to work cooperatively with the administrators to accomplish the educational philosophy of the school district.

Legal Reference: Iowa Code §§ 279.8, .20, .21, .23, .24 (2003).
281 I.A.C. 12.4.

Cross Reference: 301 Administrative Structure
302 Administration Relationships
401.8 Employee Involvement in Decision Making

Approved 11/1/2004

Reviewed 09/18/2006

Revised _____

ADMINISTRATION AND ADJOINING DISTRICT ADMINISTRATION

Efficiency and economics may be achieved by working with adjoining school districts in offering education programs, offering in-service activities or programs and sharing employees or students. The administration shall consider and explore opportunities to work with adjoining school districts to expand the opportunities for the students and employees in the school district.

Legal Reference: Iowa Code §§ 28E; 257.11; 279.8; 280.13A, .15 (2003).

Cross Reference: 301 Administrative Structure
302 Administration Relationships
410.2 Shared Licensed Employees
606.1 Shared Students

Approved 11/1/2004

Reviewed 09/18/2006

Revised _____

ADMINISTRATION AND AREA EDUCATION AGENCY

The administration shall utilize the resources of the Area Education Agency 267 (AEA) by choosing to participate in programs which meet the needs of the school district. This includes utilizing educational materials and staff resources.

The administration may also utilize the AEA to facilitate regional programming and cooperation as well as to purchase supplies.

It shall be the responsibility of the superintendent to coordinate activities with the AEA.

Legal Reference: Iowa Code §§ 28E; 273; 279.8 (2003).

Cross Reference: 217.4 Board of Directors and Area Education Agency

Approved 11/1/2004

Reviewed 09/18/2006

Revised _____

Fund: 10 OPERATING FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
ADVANCED SYSTEMS INC	SUPPLIES	126.96
AEA 267	REG FEES	20.00
AHLERS AND COONEY, P.C.	SERVICES	2,490.83
AREA AMBULANCE SERVICE	SERVICE	245.00
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	101,722.44
AUDITOR, STATE OF IOWA	FILING FEE	625.00
BDI	SUPPLIES	139.64
BELIN-BLANK CENTER	REG FEES	60.00
BERTELLI, MICHELLE	REIMBURSEMENT	245.28
BEYER, JAYME	REIMBURSEMENT	56.88
BONEFAS, ANGIE	REIMBURSEMENT	47.00
BROLSMA, MARCIA	SERVICE	20.00
BUSINESS SYSTEMS INC.	SUPPLIES	365.06
BYO PLAYGROUND INC.	SUPPLIES	105.70
CASTLE, IOWA STATE UNIVERSITY	SERVICE	150.00
CEDAR RAPIDS COMMUNITY SCHOOLS	REIM/TUIT/FEES	130.72
CITY LAUNDERING CO	SERVICE	50.00
COMPANION CORPORATION	SUPPLIES	599.00
CONSOLIDATED ENERGY COMPANY	DIESEL	5,358.05
COULTER, ASHLEY	REIMBURSEMENT	11.52
COURIER COMMUNICATIONS	ADVERTISING/SUBSCRIPTIONS	237.42
CY & CHARLEY'S INC	REPAIRS/MAINT	473.32
DECKER EQUIPMENT	SUPPLIES	192.18
DECORAH COMMUNITY SCHOOL DISTRICT	TUITION	2,400.46
DELTA	SUPPLIES	391.71
DEMCO	SUPPLIES	43.99
DENNY'S SERVICE & REPAIR	REPAIRS	70.00
DON'S TRUCK SALES INC	SERVICE	3,621.59
EBSCO SUBSCRIPTION SERVICE	PERIODICALS	120.40
ELECTRICAL ENGINEERING & EQUIP	IMPROVEMENT	2,718.15
ESCHEN TARPY NAPA	SUPPLIES	617.88
EXCEPTIONAL PERSONS, INC	SERVICE	57.90
FAREWAY STORES INC	SUPPLIES	288.75
FASTENAL COMPANY	SUPPLIES	154.39
FOUR OAKS	INSTRUCTION	630.00
FOUR OAKS-RESIDENTIAL	INSTRUCTION	4,706.40
GAGE EXTERMINATING	SERVICES	237.00
GOPHER SPORT	SUPPLIES	846.95
GREENLEY LUMBER INC	SUPPLIES	39.79
GRIFFITH, JEANETTE	REIMBURSEMENT	454.61
GUARDSMAN LAMINATING INC.	SUPPLIES	102.68
H. W. WILSON COMPANY	SUPPLIES	192.00
HAASCO LTD	SERVICES	25.00
HADDOCK CORPORATION	EQUIPMENT	8,398.00
HAWKEYE COMMUNITY COLLEGE	SERVICES	325.00
HAWKEYE FIRE & SAFETY	SUPPLIES	218.25
HEARTLAND PAPER COMPANY	SUPPLIES	452.72
HEWLETT-PACKARD	EQUIPMENT	1,676.00

Fund: 10 OPERATING FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
HOLIDAY INN-AIRPORT CONFERENCE	LODGING	99.08
HYDE TELECOM	SERVICE	75.00
I.C.S. NUTRITION FUND	SUPPLIES	46.75
IASB	DUES/FEES	1,110.00
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT	4,357.27
INDEPENDENCE LIGHT & POWER	UTILITIES	16,812.86
INDEPENDENCE ROTARY CLUB	MEMBERSHIP	109.50
IOWA COMMUNICATIONS NETWORK	SERVICE	598.97
IOWA HIGH SCHOOL SPEECH ASSOC.	DUES/FEES/SUPPLIES	110.88
J & D BODY SHOP	PARTS/REPAIRS/SERVICE	200.00
JAZZ SUMMIT ENTRY FORM	ENTRY FEE	450.00
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB	59,035.48
JOHNSON, JULIE	REIMBURSEMENT	73.68
JOHNSTONE SUPPLY	SUPPLIES	809.58
KEY EQUIPMENT FINANCE	LEASE AGREEMENT	448.95
KIDSVILLE	REIMBURSEMENT	4,651.18
KWIK TRIP/KWIK STAR STORES	GASOLINE	1,493.61
LASTA CO.	SUPPLIES	99.50
LEARNING A-Z	SUPPLIES	89.92
LUTHER COLLEGE	REGISTRATION	163.00
MARION INDEPENDENT SCHOOL DISTRICT	TUITION	432.60
MARTIN BROS DIST CO	SUPPLIES	342.41
MARTIN, CHRIS	REFUND	17.57
MAXIMOVICH, VALERIE	REIMBURSEMENT	49.94
MCGRAW-HILL COMPANIES	SUPPLIES	2,572.89
MIDAMERICAN ENERGY CO.	NATURAL GAS	578.47
MISSISSIPPI BEND AEA	SERVICE	60.00
NASCO	SUPPLIES	793.32
NOLTE, CORNMAN, & JOHNSON PC	SERVICES	5,700.00
NORTHEAST IOWA BANDMASTERS	DUES	400.00
NSAN, INC.	SERVICE	990.00
OFFICE DEPOT, INC	SUPPLIES	373.98
OFFICE TOWNE, INC.	SUPPLIES	237.31
O'LOUGHLIN, PATRICIA	REIMBURSEMENT	64.00
O'REILLY AUTOMOTIVE, INC.	SUPPLIES	39.84
ORIENTAL TRADING CO	SUPPLIES	50.92
PAETEC	UTILITIES	1,182.84
PASKER, KERRY	REIMBURSEMENT	326.00
PETERS, JAMES	REIMBURSEMENT	106.99
PHONAK HEARING SYSTEMS	SUPPLIES	215.99
PINICON FORD INC	SERVICE	52.11
PITNEY BOWES	LEASE	107.00
PIZZA RANCH	SUPPLIES	181.47
PLUMB SUPPLY COMPANY	IMPROVEMENT	529.35
POSTMASTER-INDEE	POSTAGE	57.50
PRINT EXPRESS-MILLER PRINTERIE	SERVICES	270.00
PURCHASE POWER	POSTAGE	3,000.00
PYRAMID SCHOOL PRODUCTS	SUPPLIES	441.10

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
RAWLINS, MEGAN	REIMBURSEMENT	13.44
REALLY GOOD STUFF	SUPPLIES	104.94
RITE PRICE OFFICE SUPPLY INC	SUPPLIES	138.58
ROBERTS DAIRY COMPANY	DAIRY	17.22
SCHOLASTIC BOOK FAIRS	BOOKS	4,785.27
SCHOLASTIC INC	SUPPLIES	342.26
SCHOOL BUS SALES	VEHICLE/SUPPLIES	317.80
SOFTWARE UNLIMITED INC	SVC/SUPPLES/TRNG	20.00
SPAHN & ROSE LUMBER CO INC	SUPPLIES	421.34
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT	6,768.12
SUPERIOR CLEANING SERVICES LTD	SERVICE	3,775.00
SUPERIOR WELDING INC	SUPPLIES	45.77
SWISHER & COHRT	SERVICES	435.00
TALLCORN JAZZ FESTIVAL, UNI SCHOOL	DUES/FEES/REG	300.00
TEGTMEIER PIANO TUNING	SERVICES	83.50
THE NEWS	ADS/LEGALS	516.70
THOMAS ELECTRIC MOTOR SERV INC	SERVICE	63.00
TOWNSEND PRESS	SUPPLIES	132.13
TROTT TROPHIES	SUPPLIES	12.00
U.S. CELLULAR	TELEPHONE	683.25
UNIVERSITY BOOK & SUPPLY	SUPPLIES	1,677.50
VERN'S TRUE VALUE	SUPPLIES	816.67
VINTON-SHELLSBURG COMM.SCHOOLS	TUIT/FEES/REIMB	6,416.90
VIPS	SUPPLIES	348.00
VISA CARD SERVICES	SUPPLIES	2,055.18
WALMART COMMUNITY	SUPPLIES	616.32
WASTE MANAGEMENT OF WI-MN	SERVICE	3,643.59
WAVERLY-SHELL ROCK SCHOOL	REG/FEES	1,674.99
WBC MECHANICAL, INC.	SERVICE	839.13
WEBER PAPER COMPANY	SUPPLIES	156.00
WILSON'S WOODSHOP & SHARPENING	SUPPLIES/REPAIRS	272.00
ZIESER, RHONDA	REIMBURSEMENT	86.40

Vendors Listed: 128

Total: 289,848.43

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
ABCTEACH	SUPPLIES	39.99
ANDREWS, RANDY	OFFICIAL	160.00
ASPI SOLUBTIONS, INC.	SUPPLIES	200.00
BROWN, PAUL	OFFICIAL	120.00
BUSHKOFISKY, LYLE	OFFICIAL	80.00
CORBIN, TAMI	REFUND	60.00
CUSHION, CAIN	OFFICIAL	221.60
CUSICK, DAVE	OFFICIAL	80.00
DABROSKI, DOUG	OFFICIAL	80.00
DRYML, TIMOTHY	OFFICIAL	155.00
DUDLEY, JACOB	OFFICIAL	154.40
EWALD, GARY	OFFICIAL	80.00
FANK, POLLY	REIMBURSEMENT	242.41
FRESE, JEFF	OFFICIAL	80.00
FRIENDS OF FONTANA PARK	SUPPLIES	551.50
GATES, GREGORY	OFFICIAL	365.00
HAMPTON INN AMES	LODGING	887.04
HARDER, TERRY	OFFICIAL	165.00
HAYES, DANIEL	OFFICIAL	247.44
HELMUICH, RICK	OFFICIAL	165.00
HICKSON, VICKIE	REFUND	10.00
INDEPENDENCE MUSTANG BOOSTER CLUB	REIMBURSEMENT	1,074.46
IOWA SPORTS SUPPLY INC	SUPPLIES	261.92
IOWA WRESTLING COACHES & OFFICIALS	DUES/FEES	40.00
JOHNSON, JOHN	OFFICIAL	74.80
JOSTENS INC	SUPPLIES	6,979.00
KEPHART'S MUSIC CENTER INC	SUPPLIES	184.82
KESSLERS TEAM SPORTS, INC.	SUPPLIES	1,937.30
KRAMER, RANDY	OFFICIAL	80.00
LENOX, ERIC	OFFICIAL	165.00
LUENSMAN, ROGER	OFFICIAL	155.00
MAAS, LENNY	OFFICIAL	89.20
MAY, ANDREW	OFFICIAL	78.72
MEINECKE, CHRIS	OFFICIAL	80.00
NEELEY, BRUCE	OFFICIAL	155.00
OBERBROECKLING, CHRIS	OFFICIAL	80.00
OLSEN, JOE	REIMBURSEMENT	8.69
PEPSI-COLA GEN BOT IN	SUPPLIES	2,362.46
PIZZA RANCH	SUPPLIES	687.90
QSP INC	SERVICE	269.40
R & H THEATRICALS	SUPPLIES	1,453.50
RATCHFORD, MICHAEL	OFFICIAL	180.00
RAUSA, DAVE	SUPPLIES	311.00
RIDELL/ALL AMERICAN SPORTS COMPANY	SUPPLIES	1,338.97
SAM'S CLUB DIRECT	SUPPLIES	940.51
SCHULZ, DARLA	REFUND	55.00
STARFALL EDUCATION	DUES/FEES	270.00
THEATRICAL RIGHTS	SUPPLIES	20.00

Fund: 21 STUDENT ACTIVITY FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
TROTT TROPHIES	SUPPLIES	4.74
VANDYKE, JD	OFFICIAL	80.00
VISA CARD SERVICES	SUPPLIES	12.98
WALMART COMMUNITY	SUPPLIES	60.00
WAVERLY-SHELL ROCK H.S.	SUPPLIES	40.62
WEDEMEIER, KEVIN	OFFICIAL	80.00
ZUMBACH, DAN	OFFICIAL	165.00
Vendors Listed: 55	Total:	23,920.37

Fund: 22 MANAGEMENT FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
AUL SPECIAL PAY TRUST	EMPLOYEE INVESTMENTS	1,476.66
SMITH - D & L INSURANCE	SERVICES	2,550.00
Vendors Listed: 2	Total:	<u>4,026.66</u>

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12/01/2010 - 12/31/2010

User ID: ARF

Fund: 23 PHYSICAL PLANT & EQUIPMENT

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	EQUIPMENT	20,600.00
TIMECLOCK PLUS	EQUIPMENT	31,930.28
Vendors Listed:	2	Total: 52,530.28

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12/01/2010 - 12/31/2010

User ID: ARF

Fund: 33 LOCAL OPTION SALES AND SERVICES TAX

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
CY & CHARLEY'S INC	REPAIRS/MAINT	569.00
ELECTRICAL ENGINEERING & EQUIP	IMPROVEMENT	3,027.44
GISSEL CONSTRUCTION	IMPROVEMENTS	1,854.00
PLUMB SUPPLY COMPANY	IMPROVEMENT	588.60
RIVER RIDGE GOLF COURSE	IMPROVEMENT	2,500.00
RJS MOTORSPORTS & WELDING	IMPROVEMENT	1,641.11
Vendors Listed: 6	Total:	10,180.15

Fund: 61 SCHOOL NUTRITION FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
ACOUSTIC FARMS	SUPPLIES	255.00
BERRYHILL, JACQUELINE	REFUND	6.75
CROSSLEY, KELLY	REIMBURSEMENT	34.69
CY & CHARLEY'S INC	REPAIRS/MAINT	79.00
FAREWAY STORES INC	SUPPLIES	18.42
HAWKEYE FOODSERVICE	SUPPLIES	796.64
INTERSTATE BRANDS CORP.	BREAD	1,032.90
KIDSVILLE	REIMBURSEMENT	208.80
MARTIN BROS DIST CO	SUPPLIES	15,589.87
OFFICE TOWNE, INC.	SUPPLIES	69.98
ORCHARD, DEANER	SUPPLIES	100.00
ROBERTS DAIRY COMPANY	DAIRY	5,412.33
TAYLOR INDUSTRIES, INC	REPAIRS/SUPPLIES	218.00
VISA CARD SERVICES	SUPPLIES	112.00
Vendors Listed: 14	Total:	23,934.38

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
BLAND'S FLOWER SHOP INC	FLOWERS	40.00
HAUSERS WATER SYSTEM	SUPPLIES	16.00
Vendors Listed:	2	Total: <u>56.00</u>

<u>Vendor Name</u>	<u>Vendor Description</u>	
Checking	1	
Checking Account: 1	Fund: 10	OPERATING FUND
ADVANCED SYSTEMS INC	SUPPLIES	
	Vendor Total:	98.91
AGVANTAGE FS INC	SERVICE	
	Vendor Total:	306.89
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	
	Vendor Total:	34.49
ARNOLD MOTOR SUPPLY	SUPPLIES	
	Vendor Total:	113.17
AVID	SUPPLIES	
	Vendor Total:	298.35
BUCHANAN COUNTY ABSTRACT CO.	SERVICE	
	Vendor Total:	365.00
BUCHANAN COUNTY SOFT WATER	SUPPLIES	
	Vendor Total:	269.50
BUSINESS SYSTEMS INC.	SUPPLIES	
	Vendor Total:	424.32
CEDAR FALLS COMMUNITY SCHOOLS	OE TUITION	
	Vendor Total:	1,442.00
CENTER POINT-URBANA COMMUNITY SCHOOL	OE TUITION	
	Vendor Total:	34,608.00
CENTURY LAUNDRY DISTRIBUTING	REPAIRS	
	Vendor Total:	256.85
CITY LAUNDERING CO	SERVICE	
	Vendor Total:	75.00
CLEAR CREEK AMANA HIGH SCHOOL	FEES	
	Vendor Total:	128.00
CONSOLIDATED ENERGY COMPANY	DIESEL	
	Vendor Total:	5,419.08
CORWIN PRESS	SUPPLIES	
	Vendor Total:	80.80
COULTER, ASHLEY	REIMBURSEMENT	
	Vendor Total:	9.60
CRISIS PREVENTION INSTITUTE INC	SUPPLIES	
	Vendor Total:	641.92
CRYSTAL BROOK DIRECT	SUPPLIES	
	Vendor Total:	152.70
CY & CHARLEY'S INC	REPAIRS/MAINT	
	Vendor Total:	2,632.76
DEPARTMENT OF EDUCATION	INSPECTION FEES	
	Vendor Total:	28.00
DUBUQUE COMMUNITY SCHOOLS	TUITION	
	Vendor Total:	1,405.24
DUNLAP MOTORS INC	SERVICE	
	Vendor Total:	188.71
EAST BUCHANAN COMMUNITY SCHOOL	REIMB/FEES/TUIT	
	Vendor Total:	25,956.00
ELECTRICAL ENGINEERING & EQUIP	IMPROVEMENT	
	Vendor Total:	474.56
ENHANCED VISION	SUPPLIES	

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	38.00
ESCHEN TARPY NAPA	SUPPLIES		
		Vendor Total:	171.16
EXCEPTIONAL PERSONS, INC	SERVICE		
		Vendor Total:	53.70
FAREWAY STORES INC	SUPPLIES		
		Vendor Total:	176.93
FASTENAL COMPANY	SUPPLIES		
		Vendor Total:	185.87
FOUR OAKS-RESIDENTAL	INSTRUCTION		
		Vendor Total:	4,706.40
GAGE EXTERMINATING	SERVICES		
		Vendor Total:	224.00
GOPHER SPORT	SUPPLIES		
		Vendor Total:	272.60
GRAYBILL COMMUNICATIONS	SUPPLIES		
		Vendor Total:	55.43
GREENLEY LUMBER INC	SUPPLIES		
		Vendor Total:	181.00
HARDWARE HANK	SUPPLIES		
		Vendor Total:	31.74
HAWKEYE ACCESSIBILITIES	SERVICE		
		Vendor Total:	1,510.00
HAWKEYE ALARM SIGNAL COMPANY	SERVICES		
		Vendor Total:	740.00
HEARTLAND PAPER COMPANY	SUPPLIES		
		Vendor Total:	302.73
IASB	DUES/FEES		
		Vendor Total:	550.00
IASBO	DUES/FEES		
		Vendor Total:	75.00
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT		
		Vendor Total:	3,964.36
INDEPENDENCE CHAMBER OF COMMERCE	DUES/FEES		
		Vendor Total:	100.00
INDEPENDENCE LIGHT & POWER	UTILITIES		
		Vendor Total:	17,553.64
IOWA COMMUNICATIONS NETWORK	SERVICE		
		Vendor Total:	598.97
IOWA READING ASSOCIATION	REG FEES		
		Vendor Total:	900.00
IOWA WATER MANAGEMENT, CORP.	SERVICE		
		Vendor Total:	1,730.00
J & D BODY SHOP	PARTS/REPAIRS/SERVIC E		
		Vendor Total:	200.00
JASON OHRT SNOW REMOVAL	SNOW REMOVAL		
		Vendor Total:	2,377.50
JAYMAR BUSINESS FORMS INC	SUPPLIES		
		Vendor Total:	186.51
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB		
		Vendor Total:	36,915.20

<u>Vendor Name</u>	<u>Vendor Description</u>		
JW PEPPER & SON, INC.	SUPPLIES	Vendor Total:	673.86
KEPHART'S MUSIC CENTER INC	SUPPLIES	Vendor Total:	62.38
KEY EQUIPMENT FINANCE	LEASE AGREEMENT	Vendor Total:	448.95
KIDSVILLE	REIMBURSEMENT	Vendor Total:	4,977.67
KWIK TRIP/KWIK STAR STORES	GASOLINE	Vendor Total:	1,893.57
LANG, LISA	REIMBURSEMENT	Vendor Total:	10.00
MARION INDEPENDENT SCHOOL DISTRICT	TUITION	Vendor Total:	432.60
MARK MERFELD SNOW PLOWING	SNOW REMOVAL	Vendor Total:	898.75
MARSHALLTOWN HIGH SCHOOL	REG FEES	Vendor Total:	5.00
MARTIN BROS DIST CO	SUPPLIES	Vendor Total:	109.06
MENARDS	SUPPLIES	Vendor Total:	13.34
MIDAMERICAN ENERGY CO.	NATURAL GAS	Vendor Total:	3,642.24
MLRC	SUPPLIES	Vendor Total:	101.95
MODEL ME KIDS, LLC	SUPPLIES	Vendor Total:	447.75
NORTH LINN COMMUNITY SCHOOL	OE TUITION	Vendor Total:	5,768.00
NORTHERN AUTO PARTS	SUPPLIES	Vendor Total:	256.62
OELWEIN COMMUNITY SCHOOLS	TUIT/FEES/REIMB	Vendor Total:	5,768.00
OFFICE DEPOT, INC	SUPPLIES	Vendor Total:	216.14
OFFICE TOWNE, INC.	SUPPLIES	Vendor Total:	87.98
O'REILLY AUTOMOTIVE, INC.	SUPPLIES	Vendor Total:	11.98
PINEAPPLE APPEAL, INC.	SUPPLIES	Vendor Total:	614.59
PIONEER VALLEY EDUCATIONAL PRESS, INC.	SUPPLIES	Vendor Total:	66.00
PITNEY BOWES	LEASE	Vendor Total:	107.00
PRINT EXPRESS-MILLER PRINTERIE	SERVICES	Vendor Total:	413.50
RAWLINS, MEGAN	REIMBURSEMENT	Vendor Total:	10.08
REALLY GOOD STUFF	SUPPLIES		

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	325.19
RITE PRICE OFFICE SUPPLY INC	SUPPLIES		
		Vendor Total:	144.61
ROBERTS DAIRY COMPANY	DAIRY		
		Vendor Total:	2.98
ROCKLER WOODWORKING & HARDWARE	SUPPLIES		
		Vendor Total:	209.57
SCHOOL BUS SALES	VEHICLE/SUPPLIES		
		Vendor Total:	484.00
SIOUX CENTRAL COMM SCHOOL DISTRICT SERVICES			
		Vendor Total:	4,913.70
SOCIAL STUDIES SCHOOL SERVICE	SUPPLIES		
		Vendor Total:	313.38
SOFTWARE UNLIMITED INC	SVC/SUPPLES/TRNG		
		Vendor Total:	300.00
SPAHN & ROSE LUMBER CO INC	SUPPLIES		
		Vendor Total:	109.53
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT		
		Vendor Total:	4,585.47
SUMMIT LEARNING	SUPPLIES		
		Vendor Total:	265.98
SUPERIOR CLEANING SERVICES LTD	SERVICE		
		Vendor Total:	3,775.00
TEGELER, RACHAEL	REIMBURSEMENT		
		Vendor Total:	20.00
THE NEWS	ADS/LEGALS		
		Vendor Total:	461.52
THOMAS, PAT	REIMBURSEMENT		
		Vendor Total:	32.64
U.S. CELLULAR	TELEPHONE		
		Vendor Total:	675.46
UNION COMMUNITY SCHOOLS	TUIT/FEES/REIMB		
		Vendor Total:	2,884.00
VERN'S TRUE VALUE	SUPPLIES		
		Vendor Total:	2,220.28
VINTON-SHELLSBURG COMM.SCHOOLS	TUIT/FEES/REIMB		
		Vendor Total:	6,416.90
WASTE MANAGEMENT OF WI-MN	SERVICE		
		Vendor Total:	1,866.23
WATERLOO COMMUNITY SCHOOLS	OE TUITION		
		Vendor Total:	1,442.00
WBC MECHANICAL, INC.	SERVICE		
		Vendor Total:	141.40
WEBER PAPER COMPANY	SUPPLIES		
		Vendor Total:	504.14
WEST MUSIC CO INC	SUP/SRV		
		Vendor Total:	1,970.90
ZIESER, RHONDA	REIMBURSEMENT		
		Vendor Total:	72.00
		Fund Total:	210,384.48
		Checking Account Total:	210,384.48

<u>Vendor Name</u>	<u>Vendor Description</u>	
<u>Checking</u>	2	
Checking Account: 2	Fund: 61	SCHOOL NUTRITION FUND
FAREWAY STORES INC	SUPPLIES	
	Vendor Total:	11.56
GOODWIN TUCKER GROUP	REPAIRS/MAINT	
	Vendor Total:	721.68
HAWKEYE FOODSERVICE	SUPPLIES	
	Vendor Total:	137.68
INTERSTATE BRANDS CORP.	BREAD	
	Vendor Total:	911.05
KIDSVILLE	REIMBURSEMENT	
	Vendor Total:	170.40
MARTIN BROS DIST CO	SUPPLIES	
	Vendor Total:	18,553.13
OFFICE TOWNE, INC.	SUPPLIES	
	Vendor Total:	92.99
ROBERTS DAIRY COMPANY	DAIRY	
	Vendor Total:	3,538.58
	Fund Total:	24,137.07
	Checking Account Total:	24,137.07

<u>Checking</u>	3	
Checking Account: 3	Fund: 21	STUDENT ACTIVITY FUND
ANDREWS, RANDY	OFFICIAL	
	Vendor Total:	200.00
BARNES, JIM	OFFICIAL	
	Vendor Total:	80.00
BECK, ANDREW	OFFICIAL	
	Vendor Total:	80.00
CAMP EWALU	SERVICES	
	Vendor Total:	3,851.00
DUDLEY, JACOB	OFFICIAL	
	Vendor Total:	67.20
FRESE, JEFF	OFFICIAL	
	Vendor Total:	80.00
HOBART SALES & SERVICE	SUPPLIES	
	Vendor Total:	814.95
I.C.S. NUTRITION FUND	SUPPLIES	
	Vendor Total:	107.90
ICDA	DUES/FEES	
	Vendor Total:	25.00
IOWA GIRLS' HS ATHLETIC UNION	SUPPLIES	
	Vendor Total:	17.50
JOHNSON, ERIK	OFFICIAL	
	Vendor Total:	80.00
JOSTENS INC	SUPPLIES	
	Vendor Total:	4,410.00
KESSLERS TEAM SPORTS, INC.	SUPPLIES	
	Vendor Total:	704.50
KNICKEHM, DOUG	OFFICIAL	
	Vendor Total:	80.00
MARA, JOSH	OFFICIAL	
	Vendor Total:	80.00

<u>Vendor Name</u>	<u>Vendor Description</u>		
MERRITT, SANDRA	REIMBURSEMENT	Vendor Total:	167.32
MINNTEX CITRUS INC	SUPPLIES	Vendor Total:	3,850.70
OBERBROECKLING, CHRIS	OFFICIAL	Vendor Total:	80.00
ORIENTAL TRADING CO	SUPPLIES	Vendor Total:	56.90
PARAGON INTERNATIONAL	SUPPLIES	Vendor Total:	95.56
PORTER, CHARLES	OFFICIAL	Vendor Total:	80.00
PRINT EXPRESS-MILLER PRINTERIE	SERVICES	Vendor Total:	24.50
SADLER, GREGORY	OFFICIAL	Vendor Total:	90.00
SAM'S CLUB DIRECT	SUPPLIES	Vendor Total:	398.84
SCHARES, CURTIS	OFFICIAL	Vendor Total:	90.00
SCHUELLER, ROGER	OFFICIAL	Vendor Total:	80.00
SEDLACEK, AMANDA	REIMBURSEMENT	Vendor Total:	516.84
SIGNS AND MORE	SUPPLIES	Vendor Total:	142.25
STEEGE, NATE	OFFICIAL	Vendor Total:	90.00
STEPHEN, DAVID	OFFICIAL	Vendor Total:	80.00
TREASURER STATE OF IOWA	SALES TAX	Vendor Total:	146.00
VAN HOECK, RON	OFFICIAL	Vendor Total:	80.00
WALLACE, STEVE	OFFICIAL	Vendor Total:	80.00
WILSON PHOTOGRAPHY	SUPPLIES	Vendor Total:	133.00
		Fund Total:	16,959.96
Checking Account: 3	Fund: 91 AGENCY POP FUND		
BLAND'S FLOWER SHOP INC	FLOWERS	Vendor Total:	118.00
HAUSERS WATER SYSTEM	SUPPLIES	Vendor Total:	6.00
NIEVES, DAVID	SUPPLIES	Vendor Total:	10.00
		Fund Total:	134.00
		Checking Account Total:	17,093.96

<u>Checking</u>	4	
Checking Account: 4	Fund: 23 PHYSICAL PLANT & EQUIPMENT	
AHLERS AND COONEY, P.C.	SERVICES	

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	643.28
DOORS INC.	IMPROVEMENTS		
		Vendor Total:	1,701.83
ELECTRICAL ENGINEERING & EQUIP	IMPROVEMENT		
		Vendor Total:	1,293.30
PINICON FORD INC	SERVICE		
		Vendor Total:	5,500.00
SCHOOL BUS SALES	VEHICLE/SUPPLIES		
		Vendor Total:	74,030.00
		Fund Total:	83,168.41
Checking Account: 4	Fund: 33 LOCAL OPTION SALES AND SERVICES TAX		
BG BRECKE INC	IMPROVEMENTS		
		Vendor Total:	11,799.30
BOB'S WELDING & REPAIR	IMPROVEMENTS		
		Vendor Total:	1,840.38
GISSEL CONSTRUCTION	IMPROVEMENTS		
		Vendor Total:	4,437.00
MCGRAW'S CARPETS	IMPROVEMENT		
		Vendor Total:	1,451.25
OHL CONSTRUCTION, INC.	IMPROVEMENT		
		Vendor Total:	2,691.26
PLUMB SUPPLY COMPANY	IMPROVEMENT		
		Vendor Total:	1,448.51
POINT OF BEGINNING INC.	SERVICE		
		Vendor Total:	4,500.00
		Fund Total:	28,167.70
		Checking Account Total:	111,336.11

Board Report for January
Jennifer Sornson, Junior/Senior High School Principal

I have been selected to serve on the Independence Area Chamber of Commerce Board. My first meeting was January 12. This is a new endeavor for me so I am sure I will learn a great deal.

Senator Chuck Grassley will be visiting the high school on Monday, January 17 at 10:00. He will meet with members of the student council in the library.

NAEP testing – I had a meeting with the NAEP coordinator on January 13. All 8th grade parents will receive a letter in to explain the process. Our 8th graders will be tested on February 16. Reminder our 8th graders will take one 90-minute test in reading, math, or science.

ITED testing has been set for Grades 9-11. Test will take place February 22-24.

Term 2 was extended one day to January 12 due to our one snow day in December. Of course this pushed back the end day of Term 3. We will make further adjustments if we have more snow days. We always try to balance the terms.

The Building Leadership Team for the Jr-Sr High have been problem solving many issues; technology, communication, 2011-2012 calendar, conferences and instructional time. I am now gathering input on new years schedule.

JUNIOR HIGH JANUARY BOARD REPORT

The ITBS & NWEA/MAP Committee has completed the “prep” package and the 7th & 8th grade faculty are currently implementing it through ADVISOR and CORE classes. Tests will be administered over 2 days with the daily schedule being adjusted to place student emphasis and focus on testing. With the need to share faculty between grades 7-12, it has been quite a juggling act to meet all of the variables involved. Thank you to all the committee members and faculty for working together to come up with what looks to be a very good plan.

7th & 8th grade students attended an assembly, “Think First Iowa”, prior to the Holiday Break. It’s presented many angles to help students make good decisions inside and outside of school. A car accident victim in his early 20’s spoke to the students about his life before and after his accident. It was very moving, educational and beneficial for all of our students.

Physical Education teaching stations are very much at a premium for our 7-12 students. I want to compliment the physical education staff; Pam Frisch & Dave Morkel, for their ingenuity, professionalism and willingness to deal with this problem. Modifying and adjusting their units of instruction has helped with this situation. With the upcoming completion of the West Elementary weight room, we are hoping this facility can be used to provide quality units of instruction and meet some of the facility needs we are experiencing.

The Activity Spending/Fund Raising Committee is looking at possibilities to improve the amount of money raised by our 1 time a year fund raising efforts previously done through the magazine sales. We have discussed at length the idea of putting together a student generated “Cook Book” that would be made up of recipes students obtain and enter into a data base, printing the recipes, putting the “cook Book” together with the use of volunteers and later being sold to the public. More to come.....

February 16 our 8th grade students will take the National Assessment of Educational Progress (NAEP). Students will take a 90-minute test and be randomly selected on one of three subject areas; math, reading or science.

**Report to the Board of Education
West Elementary
January, 2011**

Mid Year Assessments

Teachers will be assessing students reading and math levels this month. Data will be used to determine progress and groupings for instruction. Data will also be put into our SINA (Schools In Need Of Assistance) action plan.

SINA Action Plan

Part of our action plan was to utilize more hands on materials and manipulatives to supplement instruction. We have ordered a good supply of resources and various manipulatives to help students better understand and practice using math concepts. We will store materials on shelves on the upper level of the media center so that everyone has easy access to them.

We will begin our math professional development with Jeff Struck from AEA 267 this month. Jeff will work with the staff on higher order questioning and working with manipulatives. He will do a follow up in the spring, offer 3 days of training in the summer, and then continue during the 2011-12 school year.

Math Intervention

We have completed our first cycle of instruction. Teachers have been monitoring the progress of all students who are below grade level. Each grade level team had a half day last week to discuss student data and determine groups for the second round of instruction.

Poetry Contest

Several of our students entered the Eastern Iowa Reading Council poetry contest. We are excited to share that several of them did very well. Holly Cooksley (4th grade) took 1st place winner and will be moving on to state. 2nd place winners include: McKenna Kirchhoff and Sophie Michael (4th graders), Tia Whited and Avri Ruffcorn (6th graders).

SAM (School Administrative Manager) Project

Casey, Jami, and I recently attended the state SAM conference. Jami attended with us because she is involved in a lot of the data collection. It provided us a great opportunity to network with other teams and to learn how we can improve our team. There are 45 teams in the state and the project is receiving lots of press and positive research across the country. We are definitely on the cutting edge with our participation in the project.

As you may be aware, the purpose of the project is to allow the principal more time to focus on instruction. This is achieved by taking the general management of the building and behavioral issues off the principal's plate and giving them to the SAM. The national goal for the project is that the principal spend 50% of his/her time in instructional activities. I am very excited to report my last 3 months of instructional time data: 51% in October, 43.3% in November, and 45% in December! I am able to be in every classroom twice a month, providing support to our teachers and students. Being able to focus my attention on instruction is very important for our building and district. I could not do this without the invaluable support from Casey and Jami protecting my time and taking over management details. I really believe in the SAMs project and appreciate the board's commitment to it!

Sandy Merritt

East Elementary/ECC
1/17/11 Board Report
Mary Jean Blaisdell

1. Inservice
January 19: Angela Maiers will visit us all day and provide inservice on putting together all the pieces of LA
2. 4 Year Old Preschool
Our second Preschool Family Night Out is planned for January 25.
Early Registration was held on January 12.
3. Winter Assessments begin at the beginning of February. Data will be shared with parents at conference time.
4. Kindergarten Registration is February 24 at East Elementary from 1:00-7:30
Kindergarten Roundup is March 17-18. Kindergarten numbers will not be known more clearly till later this school year. Although we have more students in preschool this year than last and I expect that will positively affect our numbers in Kindergarten, we also have more out of district students this year than last that we don't yet know where they will attend. In addition, there are PK5, special education and St. John's numbers that can all affect our numbers. Stay tuned!
5. East teachers are working on their individual web pages and we hope to have those up and running by Feb 1. Please check out the Principal's Page for the Best of East Video we are working on as well.

ACTIVITIES DIRECTOR JANUARY BOARD REPORT

All winter sports teams are experiencing success, showing improvement as the season progresses and are a vital part of our educational mission. I want to sincerely compliment all 3 winter sport head coaches; Rod Conrad, Michael Doyle and Dave Martin for their efforts and the progress their programs are making.

STRENGTH TRAINING. There has been a great deal of progress in this area in the past month. Volunteer coaches have helped to clean, organize and paint the new weight room at West Elementary. A very special THANK YOU goes out to Charlie, Cindy and Andy McCardle for their efforts and help in priming the 4 walls prior to the painting finished on Saturday, January 8. Thank you to Bill Duffy, Jamey Hurley, Jason Lang, Travis Meiborg & Brian Reidy for their efforts on "PAINT DAY"! I provided breakfast and the room was painted in short order in a manner that says, "It was a good job well done"!

Next up is to put down the flooring, organize the existing weight equipment and order a few pieces of equipment that will be used extensively once we get the program up and running. This room, in combination with the high school weight room, should greatly improve the strength training facilities we have for our student-athletes. Discussions in the very near future will be held regarding the implementation of a program that will meet the most of the needs of our Physical Education curriculum and athletic teams.

SPIRIT CLUB. A special THANK YOU to the BOOSTER CLUB, Scott Meador, Bill Duffy and Trish O'Loughlin as we all worked to put together a SPIRIT WEEK to promote our sports teams and get more students/people in the stands. Friday January 14, Tuesday January 18 and Thursday January 20 are the nights involved. Students can buy a \$5 promotional T-SHIRT, be admitted free if wearing the t-shirt and register to win food coupons and an IPOD touch. We are also using other contests to improve attendance with youth basketball recognition nights, Just For KIX halftime performances and youth cheerleading halftime performances. To date, attendance and community involvement is improving!

BOOSTER CLUB. A special thank you to the BOOSTER CLUB for providing the SPIRIT CLUB with the financial resources necessary to promote our SPIRIT WEEK activities.

ALUMNI. Brian Eddy is in the beginning stages of putting together an ALUMNI ATHLETIC CLUB. He is hoping to have a web site to post all the Mustang sports records; team and individual, as well as upcoming events and schedules. More to come.....

**Report to the Board of Education
Curriculum and School Improvement
January, 2011**

SAC work

The 7-12 Language Arts SAC worked in December to continue their work on alignment with Iowa Core. Staff reviewed GLEs to determine how they align with Iowa Core and the national Common Core. There was a very close alignment.

We have now aligned math, language arts, science, and health curriculums and in all cases have found that our curriculums are closely aligned to the Iowa Core.

Foundation Dinner Update

We now have about 192 tickets sold for the dinner on January 22. Our goal of 200 will be easily met and we will probably have to turn people away! We have 25 dessert chefs and several donations for the auctions. The committee is very pleased with the support we are receiving in the community.

Surveys

Our teachers, students, and parents were asked to complete our annual surveys in November. Results have been tabulated and are included in this board report. It is important that we get input from all three groups to help us move forward as a district. Teachers feel proud to work for Independence, support the proposal to build a new high school, and believe their principal is actively involved in building professional development. They continue to feel that they don't have influence with professional development, that there is little teacher leadership, and that they don't have enough time to collaborate as learning teams. They do

The parent survey indicates that they believe our curriculum provides a good variety of content that interests students, teachers keep them informed of student progress, and our buildings are clean, safe, and well maintained. There is concern that students are not prepared for college and they do not access PowerSchool on a routine basis.

Students told us that they feel safe at school, that content presented them is relevant to their lives, their teachers tell them how they are doing, they can get help from teachers when they need it, that there is at least 1 adult in school who knows them and cares about them. There were no percentages below 70%. Their biggest concerns are being able to have time to talk to the principal, the school not recognizing students for their successes, and teachers telling them what is expected of them.

Iowa Core Curriculum

The Iowa Department of Education has completed their comparison of Iowa Core to the national Common Core and confirms that there is strong alignment. Common Core is only available for language arts and math at the current time. At our last district leadership webinar we learned of an alignment tool that is available through the state. I will be attending a meeting at the end of the month to learn more about this tool.

Sandy Merritt



Independence

Community School District

Office of Stephen Noyes
Technology Director

January 17, 2011

Ryan has spent most of his time at the Junior/Senior High School. This building is mostly caught-up and now we have more 'normal' issues coming up. Ryan has been able to fix many issues quickly and as they happen at the Junior/Senior High School. I am working my way around East, West and ECC. I expect computer software updates, LCD, Mimios, and Elmos to be caught up by the January Board meeting.

The Winter Project Easier reports (State reports) are due on January 31, 2011. The winter reports are not nearly as complicated as the fall reports and we will have no problem making the deadline. We are preparing for the summer reports, they take more time and ask more information.

The 65 laptops from the Microsoft Settlement have arrived. Twenty will go to the High School and fifteen each to the Junior High, East and West. The Early Childhood and the Success Center's allocation were not large enough to purchase laptops.

I have contacted several companies to replace OneCall. There are many choices and everyone wants to sell us the service. We need better integration with PowerSchool and the ability to send email. We will be making the decision this spring so we can convert data to the new system over the summer.

The District website continues to be a priority. We hope to contract with a company in February to make our May deadline. Calendar programs continue to be the major hold-up. Many calendar programs are very complicated or will not meet our needs.

The District Ticket system is working. I will also be using the database to improve the inventory and begin to prepare for the staff computer purchases in the spring.

We are looking into the possibilities of giving students valid Independence email addresses. This would allow teachers to create class lists of students for better communication. Students will be able to enjoy the benefits of Google: including calendars, shared documents and access to their documents from any network computer in the world. Many students already have emails, but having Independence email addresses will make management of the emails easier and consistent over time.

Stephen B. Noyes
District Technology Director

Farm to School

This is a slow time for local food. Jessi Dorsey and I will soon begin the process of determining our needs for next year and getting our local food bids ready to go out in the Spring.

Equipment/Budget

We are looking into putting the stove from the old East Elementary building into West Elementary, which does not have one right now. It looks like it would cost about \$8,000.00 to get the gas line moved to where we would need it and to upgrade the hood to get it to code. As this is not essential at the moment, we'll put it on hold until next school year.

Free and Reduced

Our district's Free and Reduced numbers, as of 1/1/11, are: 366 Free students, 127 Reduced students, and 812 full Paid students. Our district percentage is 37.78%. Please remember, my Free and Reduced numbers have to be based on students who potentially are eating school meals, not necessarily those students who might be "enrolled" but may be home schooled, or only coming over for band or sports from another school. This number does not include the preschool program, only those special needs students at ECC.

Personnel

My Foodservice Secretary is still gone due to shoulder surgery and will not be back until the middle of February.

Technology

Nothing new to report.

Other/Misc.

We sent out food bids in November and received them back on Dec. 17, 2010. We received bids from Reinhart and Hawkeye. I am recommending that we go with Hawkeye.

My state nutrition audit will be conducted on Jan. 10-12th, 2011. A person from the USDA and my state consultant will both be here to look at our Food Service operations. This audit is done for schools every 4 years and this is my first one. Wish us luck! ☺

Respectfully Submitted,
Kelly Crossley, Food Service Director

January Board Report 2011
Buildings, Grounds, Transportation

Buildings:

High School: Waterloo Boiler came in and Fixed high school Boiler over Christmas vacation. It is up and running and inspector is coming January 18th to certify that it is in good condition to run.

West: The weight room at West has been finished all but the water fountain. We have the 6x6 timeout room built over Christmas vacation.

There were four windows put in West elementary into classroom that used to be the old boys locker room over Christmas vacation. We are going to need to add insulation between the gym and the first new classroom built in the boys locker room because of noise carrying over from gym into classroom.

East: We added a cleaning station for mops, buckets and cleaning up all chemicals. We also added a chemical dispenser that meters out all our cleaning solutions.

Old East: Teachers went over to old East and have picked out furniture and extras that are left over. Mark and Rick have been delivering it to the schools. The left over stuff that no one wants will be sold at auction, and some of the furniture will be put in storage.

Other ongoing projects: Changing light fixtures, and ballasts in West and high school. New automatic flushers in girls bathroom at West. The new exit lights and emergency lights have either been replaced or fixed in all schools.

Grounds: The snow plow crew has been keeping up with snow removal.

Bussing: Our new bus should be delivered the week of January 24th. Our bus routes have been running smoothly in both Independence and Jesup.

Thank You,

Mike Donnelly

**INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST**

PTO?

DATE OF REQUEST: 9-7-10BUILDING: EastNAME OF GROUP: Lifetouch PhotosDATE(S) OF ^{Sale} SALE: Spring 2011PURPOSE OF FUNDRAISER: To raise money for book cart books
needed every year to replace/expand take home collectionDESCRIPTION OF ITEMS TO BE SOLD: student - spring photosCOST OF ITEMS TO BE SOLD: Varies w/ purchaseWHEN WILL YOUR GROUP BE SELLING ITEMS: Spring 2011WILL THE ITEMS BE SOLD IN THE SCHOOL, COMMUNITY OR BOTH: by parentsIN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: —DATE FOR PROGRESS REPORT ON FUNDRAISER: Spring 2011
(THIS REPORT MAY BE WAIVED)ESTIMATED PROFIT FROM FUNDRAISER: \$600

SIGNATURES: _____ GROUP SPONSOR

Mary Blawie _____ BUILDING PRINCIPALWendy Johnson _____ ACTIVITIES DIRECTORLynette Croft _____ DIRECTOR OF FINANCE

ACTUAL FUNDS RAISED: \$ _____

**INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST**

DATE OF REQUEST: 1-4-10

BUILDING: East

NAME OF GROUP: Time Inc

DATE(S) OF SALE: Feb 1-4

PURPOSE OF FUNDRAISER: To raise \$ for field trip to
Gallagher - Bluedorn

DESCRIPTION OF ITEMS TO BE ~~SOLD~~: magazine subscriptions for
out of town ~~also~~ friends / family only.

COST OF ITEMS TO BE SOLD: Varies w/ purchase

WHEN WILL YOUR GROUP BE ~~SELLING~~ ITEMS: Feb 1-4

WILL THE ITEMS BE SOLD IN THE SCHOOL, COMMUNITY OR BOTH: packets completed w/
out of town addresses

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED:

DATE FOR PROGRESS REPORT ON FUNDRAISER: Fall 2011
(THIS REPORT MAY BE WAIVED)

ESTIMATED PROFIT FROM FUNDRAISER: \$1000

SIGNATURES: _____ GROUP SPONSOR

MG Blaisdell BUILDING PRINCIPAL

Ken Adams ACTIVITIES DIRECTOR

Wynne Engel DIRECTOR OF FINANCE

ACTUAL FUNDS RAISED: \$ _____

ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 11-29-10

BUILDING: High School

NAME OF GROUP: Cheerleaders

DATE(S) OF SALE: 1/31/11, 2/3/11, 2/4/11, 2/9/11, 2/11/11

PURPOSE OF FUNDRAISER: Raise money for pom
poms and warm-ups & State
Wrestling

DESCRIPTION OF ITEM TO BE SOLD: Cheer/Chant/dance
clinic & performance

COST OF ITEM TO BE SOLD: \$10/Child for clinic

WHEN WILL YOUR GROUP BE SELLING ITEMS: _____

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH Both

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED

Selling tattoos & purses

DATE FOR PROGRESS REPORT ON FUNDRAISER: _____
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: \$200

SIGNATURES: MURICA MAROBENS Group Sponsor

Jennifer Johnson Building Principal

Chris Hahn Activities Director

Lyndie Seraph Administration Office

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 1/5/11

BUILDING: High School

NAME OF GROUP: Musical

DATE(S) OF SALE: Jan 10 - March 10

PURPOSE OF FUNDRAISER: Raise Money for the Musical

DESCRIPTION OF ITEM TO BE SOLD: Ad space in the
Musical Program

COST OF ITEM TO BE SOLD: donations

WHEN WILL YOUR GROUP BE SELLING ITEMS: Jan 10 - March 10

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH: Community

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: _____
T-shirts

DATE FOR PROGRESS REPORT ON FUNDRAISER: ?
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: \$2000

SIGNATURES: Roger Bush Group Sponsor

J. Johnson Building Principal

Cheryl Galt Activities Director

Lynette Erp Administration Office

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 1/5/11

BUILDING: High School

NAME OF GROUP: Musical

DATE(S) OF SALE: March 7 - March 19

PURPOSE OF FUNDRAISER: Shirts for the Musical Cast

DESCRIPTION OF ITEM TO BE SOLD: T-shirts

COST OF ITEM TO BE SOLD: \$10

WHEN WILL YOUR GROUP BE SELLING ITEMS: they won't

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH: School

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: _____

Program Ads

DATE FOR PROGRESS REPORT ON FUNDRAISER: ?
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: None

SIGNATURES: Roger Balu Group Sponsor

J. Somers Building Principal

Steve Galt Activities Director

Janet Dwyer Administration Office

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 1-10-2011

BUILDING: H26H SCHOOL

NAME OF GROUP: NATIONAL HONOR SOCIETY

DATE(S) OF SALE: present to Feb. 11th

PURPOSE OF FUNDRAISER: to raise \$ for career society

DESCRIPTION OF ITEM TO BE SOLD: Daffodil Sales

COST OF ITEM TO BE SOLD: Varies

WHEN WILL YOUR GROUP BE SELLING ITEMS: now until Feb. 11th

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH: Both

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: none right now

DATE FOR PROGRESS REPORT ON FUNDRAISER: ?
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: ?

SIGNATURES: [Signature] Group Sponsor TRISH O'LOUGHLIN
[Signature] Building Principal
[Signature] Activities Director
[Signature] Administration Office

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 1/10/2011

BUILDING: Jr/Sr High

NAME OF GROUP: 7/8 Advisor groups

DATE(S) OF SALE: Jan. 31 - Feb 11

PURPOSE OF FUNDRAISER: to raise funds to adopt an animal @ Fontana + to promote fun for students @ Valentine's Day

DESCRIPTION OF ITEM TO BE SOLD: Carnations

COST OF ITEM TO BE SOLD: \$ 1.50 each

WHEN WILL YOUR GROUP BE SELLING ITEMS: At the end of the School day

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH: only School

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: none

DATE FOR PROGRESS REPORT ON FUNDRAISER: _____
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: \$ 25 - \$40.

SIGNATURES: Sarah Chandler Group Sponsor
J. Johnson Building Principal
Alan Miller Activities Director
Lyndee Engel Administration Office

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
ACTIVITY FUND
FUNDRAISING REQUEST

DATE: 1/12/2011

BUILDING: 7th + 8th grade Advisors

NAME OF GROUP: Jr. High School

DATE(S) OF SALE: Jan. 18th - 21st

PURPOSE OF FUNDRAISER: Raise money for flood victims in Australia

DESCRIPTION OF ITEM TO BE SOLD: Bake sale - pies, cookies, brownies, etc.

COST OF ITEM TO BE SOLD: Varies based on items = 0.25¢ - \$5.00

WHEN WILL YOUR GROUP BE SELLING ITEMS: before school + after school

WILL THE ITEM BE SOLD IN THE SCHOOL, COMMUNITY, OR BOTH: School

IN WHAT OTHER FUNDRAISING PROJECTS IS YOUR GROUP INVOLVED: _____

DATE FOR PROGRESS REPORT ON FUNDRAISER: \$ 50
(This report may be waived)

ESTIMATED PROFIT FROM FUNDRAISER: _____

SIGNATURES: [Signature]

Group Sponsor

[Signature]

Building Principal

[Signature]

Activities Director

[Signature]

Administration Office



G.D.

LICENSING AGREEMENT

Independence Comm School District
1207 1st St W
Independence, IA 50644

Devin Embray:

Pel is a manufacturer of apparel, headwear, and other merchandise. The purpose of this letter is to request your school district's participation in Pel's production of licensed merchandise for your member schools. Pel will donate an 8% royalty on the net sales price of merchandise bearing a school name and/or logo(s) of any school in your district. By accepting this offer, you are granting to Pel a non-exclusive license to print a school name and/or logo(s) on merchandise, including without limitation shirts, hats, and other apparel and headwear ("licensed merchandise"), and to sell such merchandise to its retail customers, who may sell such licensed merchandise to their customers. Pel will continue to provide a donation to each school on an ongoing basis for all future sales of licensed merchandise, until such time as either you or Pel terminates this licensing agreement, with such termination becoming effective upon written advance notice of ninety days.

Pel takes great pride in the quality of the products it sells. Pel commits itself to providing only high-quality merchandise bearing your school name and/or logo(s). You may, at any time, request a representative sample of the products sold for inspection.

By accepting this offer, you represent that you have the authority to enter into this licensing agreement on behalf of your school. This agreement shall be binding upon the respective successors, heirs, and assigns of each party. No waiver by either party of a breach shall be construed as the waiver of any subsequent breach. This agreement contains the entire understanding between the parties concerning its subject matter, and no modification is binding unless in writing and signed by the party to be bound.

We are very pleased to have the opportunity to work with your school in promoting school spirit and general community pride. If you have any questions, please do not hesitate to contact me.

Best regards,

Chris Dubbell

Chris Dubbell
Pel Industries, Inc.

Agreed by:

Signature: _____

Printed Name: _____

Title: _____

Date: _____

Nutrition Fund, Bid for General Food Purchases, Jan. 1, 2011-June 30, 2011

I issued a formal bid for our general food purchases on Nov. 17, 2010 to Martin Brothers, Hawkeye, and Reinhart. The bids were due back to me in a sealed envelope by 3:00 PM on Dec. 17th and we had a formal bid opening at 3:30 on that same day. In the letter that I sent with the bid specifications, I stated clearly that the bids were to be returned in the same form in which they had been sent, either handwritten on the Excel spreadsheet, or printed out on the same spreadsheet, which was sent to them in an e-mail.

Martin Brothers called me the week of Dec. 13th with a few questions. They decided not to return a bid to us because it was a bid asking for set prices per case through the end of the school year. I was told that they don't return bids unless it is on a fixed fee per case basis. (I took a 2-day long class on how to properly handle food bids, but this is the first general food bid I've done, so I contacted several other Food Service Directors to see what they usually do with theirs. I received a variety of answers, but the general consensus was that I was on target with my bid requests.) Reinhart returned their bid to me on Thursday, Dec. 16th, in an open folder. I did not look at it until the bid opening on Friday. I received Hawkeye's sealed bid in the mail on Friday morning, Dec. 17th.

Lori Flaherty and I were the only ones who attended the bid opening. Reinhart's bid was incomplete and done in their own format, different from the one given to them to use. They told me that this is how they return bids, with only items that they think we would be purchasing the most of. The items they bid only totaled 1 ½ pages with 54 items, where the actual bid request was 16 pages long and approximately 330 items.

Hawkeye's bid had every item we requested as well as the cost per item listed on the spreadsheet. Their prices were close to or less than what we had been paying with Martin Brother's. Hawkeye has two delivery days each week to Independence, rather than one, which can be very good if we need something in a pinch.

I am recommending that we award the food bid to Hawkeye Food Service Distribution. They serve many schools in our area and I am confident they will do a good job for us.

Respectfully Submitted,

Kelly Crossley, Food Service Director



ADMINISTRATIVE SERVICES AGREEMENT

BETWEEN

THE STATE OF IOWA, DEPARTMENT OF
ADMINISTRATIVE SERVICES

AND

Independence Community School District



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AGREEMENT FOR 403(b) PLAN ADMINISTRATION

This Agreement is between the State of Iowa, through the Iowa Department of Administrative Services, and Independence. The parties agree as follows:

SECTION 1. IDENTITY OF THE PARTIES

1.1 The State of Iowa, through the Department of Administrative Services ("the State"), is authorized pursuant to Iowa Code section 8A.438 to enter into this Agreement. The State's address for purposes of this Agreement is Hoover State Office Building, 1305 E Walnut, Level A., Des Moines, IA 50319.

1.2 Independence Community School District ("the Employer") is authorized pursuant to Iowa Code section 294.16 to enter into this Agreement. The Employer's address is 1207 1st Street W, Independence, Iowa.

SECTION 2. PURPOSE

The parties have entered into this Agreement for the purpose of providing the State's 403(b) plan (RIC 403b) to the Employer's eligible employees.

SECTION 3. DURATION OF AGREEMENT

The effective date of this Agreement shall be January 1, 2011. The Agreement shall remain in effect until terminated by either party.

SECTION 4. DEFINITIONS

The following words shall be defined as set forth below:

4.1 Internal Revenue Code, Code, and IRC shall mean the Internal Revenue Code of 1986, as amended from time to time

4.2 Plan shall mean the State of Iowa's Retirement Investors' Club 403(b) Plan (RIC 403b).

SECTION 5. STATE SERVICES

5.1 Plan. The State shall make its Plan available to all of the Employer's eligible employees. The Employer shall define who is eligible for the Plan. All current RIC 403b investment providers and products will be made available to the Employer.

5.2 Administration. The State shall administer the Plan on behalf of the Employer's employees in the same manner as for State employees. The State, either directly or through a third party, shall:



- 5.2.1 maintain records for the participating employees;
- 5.2.2 send funds and data to providers;
- 5.2.3 approve employee requests for exchanges, transfers, rollovers, and distributions, and provide employees all requisite tax notices concerning said request;
- 5.2.4 determine whether domestic relations orders are acceptable and shall instruct providers regarding processing approved qualified domestic relations orders;
- 5.2.5 approve requests for hardship distributions;
- 5.2.6 approve requests for loans and monitor loan limits and repayments;
- 5.2.7 make plan documents, summary plan documents, and forms available to the Employer; and
- 5.2.8 provide general customer service to employees.

5.3 Optional Services. The Employer may request that the State provide additional services, including customized forms, a customized website, customized educational materials, on-site seminars, and contribution monitoring. Requests shall be in writing by an authorized representative of the Employer. All requests for optional services shall be subject to additional fees as determined by the State. Said fees shall be agreed to by the parties prior to the performance of the optional services.

SECTION 6. EMPLOYER ACKNOWLEDGEMENTS AND RESPONSIBILITIES

6.1 Acknowledgements. The Employer acknowledges the following:

- 6.1.1 the State bids the Plan to providers periodically, so providers and products may change;
- 6.1.2 the State shall make all final decisions concerning IRC requirements; and
- 6.1.3 the Plan may change due to state or federal legislation or regulations.

6.2 Responsibilities. The Employer shall:

- 6.2.1 remit payment timely to the State as agreed to in Exhibit 1 or for optional services requested under section 5.3 above;
- 6.2.2 send required information and money to the State or a third party administrator in a timely manner and in the required format;
- 6.2.3 be responsible for calculating an employee's annual maximum contribution limit and ensuring all employee elective deferrals remain within the applicable limits;
- 6.2.4 adhere to the Plan's regulations and requirements, including payroll effective dates;
- 6.2.5 inform new employees of the Plan upon hire;
- 6.2.6 allow the State to review any materials the Employer prepares which mention the Plan, including any employee handbooks or marketing materials;
- 6.2.7 provide the State, upon request, with required information about the Employer's current and past investment providers;
- 6.2.8 work with the State to establish a communication plan for the Employer's employees; and
- 6.2.9 inform the State of any changes to its eligibility rules, matching amounts, or other items that may impact the State's administration of the Plan.



EXHIBIT 1: FEES

1. The Employer agrees to pay the State fees as described herein:

Annual Fees

RIC Basic Fee	\$350
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2. The parties agree that the fees may be renegotiated yearly.
3. Annual fees and optional fees shall be paid within 30 days of receipt of the State's invoice.
4. Fees for any additional requested services shall be agreed to by the parties prior to the provision of the services and shall be based on the State's actual expenses in providing the services.



SECTION 7. TERMS

7.1 Termination. Either party may terminate this Agreement upon 30 days written notice. Upon termination, the State shall agree to provide any and all information requested by the Employer, or the Employer's designee, concerning the Employer's past participation in the State's Plan.

7.2 Severability. If any provision of this Agreement is determined by a court of competent jurisdiction to be invalid or unenforceable, such determination shall not affect the validity or enforceability of any other part or provision of this Agreement.


7.3 Counterparts. The parties agree that this Agreement has been or may be executed in several counterparts, each of which shall be deemed an original and all such counterparts shall together constitute one and the same instrument.

7.4 Delay or Impossibility of Performance. Neither party shall be in default under this Agreement if performance is delayed or made impossible by circumstances or causes beyond its reasonable control, including, without limitation, an act of God, flood, fire, governmental action, war, violence, terrorism, failure to cooperate by any third party, or similar events. In each such case, the delay or impossibility must be beyond the reasonable control and without the fault or negligence of the party.

SECTION 8. EXECUTION

IN WITNESS WHEREOF, in consideration of the mutual covenants set forth above and for other goods and valuable consideration, the receipt, adequacy and legal sufficiency of which are hereby acknowledged, the parties have entered into the above Agreement and have caused their duly authorized representatives to execute this Agreement.

State of Iowa
Department of Administrative Services


Edward Holland
Risk & Benefits Management Administrator

01/05/2011
Date

Name

Date

(title)

Proposed Action

The SIAC (School Improvement Advisory Council) is asking for the approval of Susan Johnson as a member of the council this year as well as Kevin Jimmerson who will be filling the vacated position of Ruth Duritsa.

Board Goal Statement: The Independence Community School District's Board of Education will promote efforts to increase student achievement by supporting district initiatives and will strive to provide opportunities, resources, and a highly qualified staff to all students. The Board will work to enhance a climate of positive communication while managing the schools in an efficient and cost effective manner.

Action	Step	Measure	Target
1. Include a focus on student achievement at all board meetings	<ol style="list-style-type: none"> Administrative reports will include items related to student achievement/grades/scores and classroom activities Student spotlights on academics as well as athletics will be included at each board meeting Continue a focus on extra-curricular events at board meetings Begin including teacher and/or student presentations at board meetings 	<ul style="list-style-type: none"> Board Packet Board minutes District Newsletter Local Newspaper Board feedback 	<ol style="list-style-type: none"> 100% of board meetings will have a focus on student achievement By end of school year all buildings will be spotlighted <ol style="list-style-type: none"> Each board meeting for no more than 5 minutes Short updates by each building by the end of the school year By the end of the school year all buildings will have a representative showcase classroom activities <ol style="list-style-type: none"> Each board meeting for no more than 5 minutes
2. Develop an understanding of the curriculum/school improvement process	<ol style="list-style-type: none"> Review curriculum/school improvement process Attend a SIAC/CCC meeting Receive minutes and an overview from SIAC/CCC 	<ul style="list-style-type: none"> Minutes from work session Minutes from SIAC/CCC E-mail list 	<ol style="list-style-type: none"> All board members receive on-going information sessions Each board member will attend a SIAC/CCC meeting by the end of the school year All board members will receive the minutes and a summary from each meeting
3. Enhance methods of positive communication	<ol style="list-style-type: none"> Schedule presentations from facilities assessment committee Meet with city council or other community groups Board members share out at board meetings Press release FAQ's for other things i.e. High School Project 	<ul style="list-style-type: none"> Board minutes Community feedback through architect and Board Attendance at community forums Local Newspaper More Q&A E-mail Options – Registration One Call Now – Registration 	<ol style="list-style-type: none"> Make a recommendation on high school facility Share with city councils or community groups by end of each school year Each Board meeting have a Board member share out on item of interest or committee/community work they are involved in/with

Board Goal Statement: The Independence Community School District's Board of Education will promote efforts to increase student achievement by supporting district initiatives and will strive to provide opportunities, resources, and a highly qualified staff to all students. The Board will work to enhance a climate of positive communication while managing the schools in an efficient and cost effective manner.

Action	Step	Measure	Target
4. Responsibly manage fiscal resources	<ol style="list-style-type: none"> 1. Support development of long range technology plan 2. Support and provide technology hardware funding as per plan 3. Support and provide funding for necessary instructional supplies 4. Support and provide funding for infrastructure needs/ improvements 5. Utilize and follow established budget process 	<ul style="list-style-type: none"> • Technology report • Board minutes • Financial reports • Budget 	<ol style="list-style-type: none"> 1. Review technology annually 2. Meet the needs of on-cycle curricular area as requested 3. Meet the needs of facilities in the district 4. Balanced budget with an acceptable solvency ratio
5. Investigate a comprehensive sports weight and conditioning program	<ol style="list-style-type: none"> 1. Meet with appropriate stakeholders to assess needs of/for a program 2. Determine facility needs 3. Work with Physical Education department to incorporate program's concepts into curriculum 	<ul style="list-style-type: none"> • Meeting minutes • AD and coaches' feedback • Facility needs assessment • PE Curriculum document 	<ol style="list-style-type: none"> 1. 100% participation of coaches district-wide. Become part of evaluation tool. 2. Support the Activities Director 3. Begin conversations regarding program ideas being integrated into existing curriculum. 4. Continue financial support for BFS program equipment 5. Continue promoting good sportsmanship at all levels among all groups
6. Investigate and create ways to increase BOE Effectiveness	<ol style="list-style-type: none"> 1. Maintain contact with legislators to share needs of our district 2. Investigate ideas, create and implement public relation materials for attendees of meetings 3. Follow operating principles as adopted by Board 	<ul style="list-style-type: none"> • P.R. materials created • Board share out • Developed communication protocol 	<ol style="list-style-type: none"> 1. 100% of Board members will communicate with a legislator by the end of the school year. 2. Compile a list of ideas and implement one or two of these ideas at a Board meeting by the end of the school year 3. Review board policy at a Board meeting on operating principles 4. Explore options to go live production on cable or audio.