

BOARD REPORT

June 18, 2012

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



INDEPENDENCE COMMUNITY SCHOOL DISTRICT

1207 First Street West
Independence, Iowa 50644

PH: (319) 334-7400

FAX: (319) 334-7404

Jean Peterson
Superintendent

Lynnette Engel
Director of Finance
Board Secretary/Treasurer

June 15, 2012

To: All School Board Members
From: Jean Peterson, Superintendent

Brian C. Eddy – DD #1 '15
Stacy Henderson – At-Large '13
John Christensen – DD #3 '13
Rusty Donnelly – DD #3 '15
Eric B. Smith – DD #2 '15

Re: Working agenda for the regular meeting and work session on **Monday, June 18, 2012** beginning at **6:00 p.m.** at the **School Administration Office**, 1207 First Street West, Independence, Iowa

1. PLEDGE OF ALLEGIANCE

A. Call to Order

2. FRIEND OF EDUCATION

A. Lloyd Davis

We would like to thank Lloyd Davis for his help in organizing the end of the year celebration for the last three years.

B. Walmart

We would like to thank Walmart for donating ice cream for the end of the year celebration.

C. Kwik Star

We would like to thank Kwik Star for donating ice cream for the end of the year celebration.

D. Buchanan County Dairy Council

We would like thank the Buchanan County Dairy Council for donating money for ice cream for East Elementary students for the end of the year celebration.

E. Fundraiser for the New Junior-Senior High School

We would like to thank children from the community who sold lemonade and cupcakes in order to donate the proceeds to the Junior-Senior High School. The children that participated were Grace Bohlken, Megann Bohlken, Brooke Eddy, Rachel Eddy, Ryan Eddy, Ryan Thompson, Tia Whited and Will Whited.

3. SPOTLIGHT ON EDUCATION

A. Girls Tennis

We would like to recognize and honor Jenna Wilkinson for qualifying for the Girls State Tennis Tournament. Jenna placed 8th.

Special thanks to Coaches Sarah Crawford and Amanda Whitaker.

B. Girls Golf

We would like to recognize and honor Mackenzie Black for qualifying for the Girls 3A State Golf Tournament. Mackenzie placed 2nd.

Special thanks to Coach Joel Dinger.

C. Girls and Boys Track

We would like to recognize and honor the following members of the Girls Track Team for qualifying for the 2012 State Meet:

- *Sherokee Eder, Mickey Geertsema, Chloe Kaiser and Quinci Morris finished 22nd in the 4x200 Meter Relay*
- *Chloe Kaiser, Stephanie McMillan, Quinci Morris and Kelsey Zieser finished 17th in the 4x400 Meter Relay*
- *Devan Cummings, Chloe Kaiser, Stephanie McMillan and Kelsey Zieser finished 11th in the Distance Medley Relay*
- *Stephanie McMillan finished 10th in the High Jump*
- *Quinci Morris finished 21st in the 200 Meter Dash*
- *Karlie Niedert finished 22nd in the 400 Meter Dash*
- *Kelsey Zieser finished 13th in the 800 Meter Run*

Special thanks to Coaches Jason Lang and Bill Stamper.

We would like to recognize and honor the following members of the Boys Track Team for qualifying for the 2012 State Meet:

- *Alec Gates finished 11th in the 400 Meter Low Hurdles*
- *Mitch McMartin finished 10th in the Long Jump*

Special thanks to Coach Gary Waters.

4. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the regular meeting on May 21, 2012, the special session on June 4, 2012 and the work session on June 4, 2012.

Motion 4.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.	414.1*	Classified Employee Vacations-Holidays-Personal Leave
2.	414.2*	Classified Employee Personal Illness Leave
3.	414.3*, 414.3E1, 414.3E2, 414.3R1* and 414.3R2	Classified Employee Family and Medical Leave, Classified Employee Family and Medical Leave Notice to Employees, Classified Employee Family and Medical Leave Request Form, Classified Employee Family and Medical Leave Regulation and Classified Employee Family and Medical Leave Definitions
4.	414.4*	Classified Employee Bereavement Leave
5.	414.5	Classified Employee Political Leave
6.	414.6*	Classified Employee Jury Duty Leave
7.	414.7*	Classified Employee Military Service Leave
8.	414.10	Classified Employee Professional Purposes Leave Delete Policy
9.	415	Classified Employee Substitutes
10.	603.3*	Multicultural and Nonsexist Education
11.	605.6*, 605.6E1 and 605.6R1	Internet – Appropriate Use, Internet Access Forms and Internet – Appropriate Use Regulation

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

First Readings:

	POLICY #	POLICY NAME
1.	106*, 106E1, 106E2 and 106.R1*	Anti-Bullying/Harassment Policy, Anti-Bullying/Harassment Complaint Form, Anti-Bullying/Harassment Witness Disclosure Form and Anti-Bullying/Harassment Investigation Procedures (I am requesting the Board waive the second reading of this policy.)
2.	705.1*	Purchasing – Bidding (I am requesting the Board waive the second reading of this policy.)
3.	801.6*	Bids and Awards for Construction Contracts (I am requesting the Board waive the second reading of this policy.)
4.	904.3* and 904.3E1	Visitors To School District Buildings & Sites and Volunteer Interest Information (I am requesting the Board waive the second reading of this policy.)

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

D. New Hires (pending acceptable background checks)

Motion

NAME	ASSIGNMENT	SALARY	DATE
Shalon Frye	Junior-Senior High School Guidance Counselor	\$54,183	08/01/2012
Carol Kieler	ECC 5.5 hr Special Education Associate	\$9.00/hour	08/20/2012
Brandon Krusey	Head Boys Track Coach (Grades 9-12)	\$4,104	07/01/2012
Jennifer Larson	5th Grade Teacher	\$34,866	08/14/2012
Brian Loughren	.5 FTE Assistant Wrestling Coach (Grades 9-12)	\$1,505	07/01/2012

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

E. Resignations

Motion

NAME	ASSIGNMENT	DATE
James Heinz	Junior-Senior High School Science Teacher	06/04/2012

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

- | | |
|--|-----------------|
| F. Approval of Financial Reports | Motion 4.F. |
| 1. Approval of Bills – Director Smith will have reviewed the bills | |
| 2. Vendor Report | |
| 3. Board Report | |
| 4. Budget Report | |
| 5. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS | |
| A. Comments from the public | |
| B. Comments from the Board/Superintendent | |
| C. Presentations | |
| 1. West Elementary – Summer Enrichment Camp – Patrick Abildtrup | |
| 2. High School – Graduate Survey Results – Jennifer Sornson | |
| 3. Volunteer Mentor Program – Val Maximovich | |
| 6. REPORTS | |
| A. Building Administrator Reports | 6.A. |
| 1. Senior High School | |
| 2. Junior High School | |
| 3. West Elementary | |
| 4. East Elementary/Early Childhood Center | |
| B. Activities Director Report | 6.B. |
| C. School Improvement/Curriculum Director Report | 6.C. |
| D. Technology Report | 6.D. |
| E. Food Service Report | 6.E. |
| F. Buildings & Grounds Report | 6.F. |
| G. Transportation Report | 6.G. |
| 7. OLD BUSINESS | |
| A. New Junior-Senior High School Facility | Discussion |
| B. 2013 IASB Legislative Action Priorities | Discussion 7.B. |
| 8. NEW BUSINESS | |
| A. Approve Additional 2012 Buchanan County Success Center Graduate | Motion 8.A. |
| B. Approve 2012-2013 Staff Handbooks | Motion 8.B. |
| C. Approve 2012-2013 Student Handbooks | Motion 8.C. |
| D. Approve K-12 Counseling Curriculum | Motion 8.D. |
| E. Approve Purchase of K-5 Math Curriculum | Motion 8.E. |
| F. Approve SAI Mentoring and Induction Program Agreement | Motion 8.F. |

G. Approve Revised Cooperative Agreement for Pre-Service Clinical Placement with UNI Motion 8.G.

H. Approve Mid-American Energy Gas Contract for 2012-2013 Motion 8.H.

I. Approve Resolution of Election for Voted Physical Plant and Equipment Levy Motion 8.I.

Roll Call Vote

J. Approve 2012-2013 Early Start Calendar Waiver Request Motion 8.J.

9. ADJOURNMENT Motion

WORK SESSION

1. CALL TO ORDER

2. BOARD GOALS Discussion

3. ADJOURNMENT Motion

UPCOMING MEETINGS –

Monday, July 16th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, August 20th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, September 17th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Independence Community School Board Minutes
Regular Meeting
May 21, 2012

A regular meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chairperson Brian C. Eddy at the Brandon Community Center, Brandon, Iowa.

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

Superintendent Present: Jean Peterson

Board Sec. /Treas. Present: Lynnette Engel

Press Present: John Klotzbach, "Independence Bulletin Journal"

Visitors Present: Interested Patrons

1. Friend of Education

1-A Independence Lions Club and Iowa KIDSight

Mary Jean Blaisdell recognized and thanked the Independence Lions Club and Iowa KidSight for their joint effort to offer vision screenings for the young children in the Independence Community School District.

2. Spotlight on Education

2-A Future Problem Solving

Mrs. Sornson recognized and honored the 6th Grade Future Problem Solving Team for qualifying for the Future Problem Solving State Bowl. The team included Alma Cashen, Kelsey Gruber, Karlie Michael and Jayeden Rice. Special thanks to Jackie Berryhill for sponsoring the students.

Mrs. Sornson also recognized Stephanie McMillan, Molly Gustafson, Cecily Corkery and Denver Studebaker for qualifying for the Future Problem Solving State Bowl. Special thanks to Megan Rawlins for sponsoring the students.

2-B Battle of the Books

Mrs. Sornson recognized and honored Rachel Wheelock, Sarah Lake, Abigail Goedken, Meg Harper, Molly Gustafson and Stephanie McMillan for qualifying for the Iowa High School State Battle of the Books Competition. Special thanks to Megan Rawlins for sponsoring the students.

3. Consideration of Action on Consent Items:

Motion Christensen, second Henderson to approve the following consent items 3-A (with a correction to the minutes on the Public Hearing of April 10, 2012 to show Members Present as Eric Smith and Stacy Henderson and with a correction to the minutes on the Regular

Meeting of April 16, 2012 to show Motion Christensen, second Smith to approve agenda item 3H termination of contract for Casey Reinkoester.), 3-B), 3-C, 3-D, 3-E, 3-F and 3 G. Christensen, Henderson, Smith & Donnelly voted "aye". Motion carried. Brian Eddy abstained from the vote.

3-A Approval of Minutes

Approval of the minutes of the public hearing on April 10, 2012, the special session on April 10, 2012, the regular meeting on April 16, 2012, the special session on April 26, 2012, the work session on April 26, 2012, the special session on May 1, 2012 and the special session on May 11, 2012.

3-B Approval of Agenda

3-C Approval of Board Policies (all policies may be reviewed in the Admin. Building)

Second Readings:

	POLICY #	POLICY NAME
1.	411.6*	Classified Employee Transfers
2.	411.7*	Classified Employee Evaluation
3.	412.1*	Classified Employee Compensation
4.	412.2*	Classified Employee Wage and Overtime Compensation
5.	412.3*	Classified Employee Group Insurance Benefits
6.	412.4*	Classified Employee Tax Shelter Programs
7.	413.1	Classified Employee Resignation
8.	413.4	Classified Employee Suspension
9.	413.5	Classified Employee Dismissal
10.	413.6*	Classified Employee Reduction in Force

First Readings:

	POLICY #	POLICY NAME
1.	414.1*	Classified Employee Vacations-Holidays-Personal Leave
2.	414.2*	Classified Employee Personal Illness Leave
3.	414.3*, 414.3E1, 414.3E2, 414.3R1* and 414.3R2	Classified Employee Family and Medical Leave, Classified Employee Family and Medical Leave Notice to Employees, Classified Employee Family and Medical Leave Request Form, Classified Employee Family and Medical Leave Regulation and Classified Employee Family and Medical Leave Definitions
4.	414.4*	Classified Employee Bereavement Leave
5.	414.5	Classified Employee Political Leave
6.	414.6*	Classified Employee Jury Duty Leave
7.	414.7*	Classified Employee Military Service Leave
8.	414.10	Classified Employee Professional Purposes Leave Delete Policy
9.	415	Classified Employee Substitutes
10.	603.3*	Multicultural and Nonsexist Education
11.	605.6*, 605.6E1 and 605.6R1	Internet – Appropriate Use, Internet Access Forms and Internet – Appropriate Use Regulation
12.	106*, 106E1, 106E2 and 106.R1	Anti-Bullying/Harassment Policy, Anti-Bullying/Harassment Complaint Form, Anti-Bullying/Harassment Witness Disclosure Form and Anti-Bullying/Harassment Investigation Procedures

3-D. Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Brandi Davis	Kindergarten Teacher	1st Grade Teacher	8/15/2012
Heather Gilroy	ECC Special Education Teacher	ECC 4 Year Old Preschool Teacher	08/15/2012
Holly Honey	Guidance Counselor, Grades 9-12 (JSH & BCSC)	Guidance Counselor, Grades K-2 & 9-12 (BCSC)	08/13/2012
Brian Loughren	Junior High Football Coach (7th)	Assistant Football Coach (Gr 9-12)	7/01/2012
Robin Van Raden	2nd Grade Teacher	1st Grade Teacher	08/15/2012
Greg Moen	Guidance Counselor, Grades 5-8	Guidance Counselor, Grades 3-6	08/08/2012
Pam Wendel	JSH Lunch POS Op/Food Service	West Elem Food Service Secretary	08/06/2012
Kelsie Wittrock	4th Grade Teacher	3rd Grade Teacher	08/15/2012

3-E New Hires

NAME	ASSIGNMENT	SALARY	DATE
Cindi Barenz	Summer School Accelerated Reader Program Assoc	\$9.30/hour	06/26/2012
Erin Blasberg	Summer Enrichment Camp – West Elementary	\$22.11/hour	06/25/2012
Katie Flaucher	Junior High Softball Coach	\$1,413	05/14/2012
Penni Gaul	Summer School Teacher, PK-2	\$33.02/hour	06/26/2012
Jim Heinz	Summer School Teacher, Grades 7-8	\$27.32/hour	06/04/2012
Scott Jennerjohn	Junior High Band Instructor	\$34,711	08/14/2012
Scott Jennerjohn	Assistant Band Director	\$3,135	07/01/2012
Scott Jennerjohn	Assistant Summer Band	\$1,140	07/01/2012
Tori Joblinski	Summer Enrichment Camp – West Elementary	\$11.30/hour	07/09/2012
Carol Kieler	Summer School Associate, Grades PK-2	\$8.75/hour	06/26/2012
Sue Knott	Summer School Teacher, 2nd Grade At Risk	\$36.73/hour	06/26/2012
Marlyce Kotouc	Summer School Associate, Grades PK-2	\$9.30/hour	06/26/2012
Deana Miller	Summer School Associate, Grades PK-2	\$9.30/hour	06/26/2012
Austin Pink	Assistant Baseball Coach (Grades 9-12)	\$2,260	05/14/2012
Lisa Preuss	Summer School Associate, Grades 9-12 (BCSC)	\$11.42/hour	06/04/2012
Lisa Preuss	Summer School Associate, 2nd Grade At Risk	\$11.42/hour	06/26/2012
Amanda Sedlacek	Summer School Teacher, Grades 9-12 (BCSC)	\$21.25/hour	06/04/2012
Cory Sornson	Summer School Teacher, Grades 3-6	\$18.98/hour	06/26/2012
Diane Shonka	Summer School Associate, Grades 7-8	\$9.05/hour	06/04/2012

3-F Resignations

NAME	ASSIGNMENT	DATE
Brad Arnold	Assistant Baseball Coach (Grades 9-12)	05/02/2012
Sonia Himlie	ECC 4 Year Old Preschool Teacher	05/25/2012
Darrel Wenzel	Assistant Boys Basketball Coach (Grades 9-12)	04/27/2012

3-G Approval of Financial Reports

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

4. ANNOUNCEMENTS, COMMUNICATIONS AND PRESENTATIONS

This time is reserved for patrons and Board members to speak to items not on the agenda and to request to speak to any items on the current agenda. Mr. Henderson commented that the grounds and particularly the football field are looking great this Spring. Mr. Smith attended the National Honor Society ceremony and the Building Trades' Open House. He felt both events were very successful and congratulated Trish O'Loughlin for her dedication to these students. Mr. Donnelly attended the mentor picnic and enjoyed the students and their mentors. Mr. Christensen attended the band booster spaghetti dinner. He was impressed with the current talent as well as the great talent coming up. Mr. Eddy informed the Board of the two webcams that will be installed on our construction site. He also reminded us to thank the volunteers that have worked so hard on our new project. Superintendent Peterson publicly thanked all the staff for a successful year with lots of positives.

Presentations:

1. Mary Jean Blaisdell presented the video shown to East Elementary students as part of their STARS Assembly for good behavior.
2. Mr. Arnold presented information on Bullying and how the Junior High will be responding next year.
3. Mr. Waters and student Alisha Thompson provided a presentation on Roof Water Runoff Mitigation (Rain Gardens) as possible ideas to use with the new facility.
4. Mrs. Berryhill and Mrs. Rawlins talked to the Board about the District's Talented and Gifted Program.
5. Mrs. Merritt discussed with the Board the District's Special Education Delivery Plan.
6. Mrs. Sornson, Mr. Arnold, Mrs. Merritt and Ms. Blaisdell presented to the Board the forms and results of classroom observations.

5. REPORTS

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

6. OLD BUSINESS

6-A New Junior-Senior High School Facility

Brad Simonson from HSR Associates, Inc. informed the Board that construction was on schedule. Jim Tempke from HST Associates discussed their recommendation to upsize the boilers and chillers in the new JR/SR High School.

6-B Approve Change Orders for the New Junior-Senior High School Facility

Motion Henderson, second Smith to approve the change order to upsize the boilers and chillers in the new Junior-Senior High Facility. All voted "aye". Motion carried.

Recess was taken from 8:31-8:36

7. NEW BUSINESS

7-A Approve 2012 Independence Junior-Senior High School Graduates

Motion Smith, second Donnelly to approve the 2012 Independence Junior-Senior High School Graduates. All voted "aye". Motion carried.

7-B Approve 2012 Buchanan County Success Center Graduates

Motion Donnelly, second Christensen to approve the 2012 Buchanan County Success Center Graduates. All voted "aye". Motion carried.

7-C Approve 2012-2013 Milk Bid Recommendation

Motion Smith, second Henderson to approve the 2012-2013 Milk Bid as recommended by Food Service Director Jessica Weber. All voted "aye". Motion carried.

7-D Approve 2012-2013 Bread Bid Recommendation

Motion Christensen, second Donnelly to approve the 2012-2013 bread bid as recommended by Food Service Director Jessica Weber. All voted "aye". Motion carried.

7-E Approve 2012-2013 General Food Purchases Bid Recommendation

Motion Smith, second Henderson to approve the 2012-2013 general food purchase bid as recommended by Food Service Director Jessica Weber. All voted "aye". Motion carried.

7-F Approve Jessica Weber's Farm to School Travel Request

Motion Christensen, second Smith to approve Jessica Weber's Farm to School travel request. All voted "aye". Motion carried.

7-G Approve Agreement for Food Services Operations Between Kidsville and ICSD for the 2012-2013 School Year

Motion Smith, second Christensen to approve the agreement for food services operations between Kidsville and ICSD for the 2012-2013 school year. All voted "aye". Motion carried.

7-H Approve Green Cleaning Resolution

Motion Christensen, second Smith to approve the green cleaning opt-out Resolution. Roll call vote: Henderson – aye, Smith –aye, Christensen – aye, Donnelly – aye and Eddy – aye. Motion carried 5-0.

7-I Approve Contracted Services Agreement with Tri-County for 2012-2013

Motion Smith, second Donnelly to approve the contracted services agreement with Tri-County for 2012-2013. All voted "aye". Motion carried.

7-J Approve Camp Ewalu Contract for the Fall of 2012

Motion Smith, second Christensen to approve Camp Ewalu contract for the Fall of 2012. All voted "aye". Motion carried.

7—K Approve Revised District Developed Special Education Delivery Plan

Motion Henderson, second Christensen to approve the revised district developed Special Education Delivery Plan. All voted “aye”. Motion carried.

7-L Approve Respect and Protect Goals for 2012-2013

Motion Christensen, second Henderson to approve the Respect and Protect goals for 2012-2013. All voted “aye”. Motion carried.

7-M Student Achievement Goals for 2012-2013

Motion Christensen, second Donnelly to approve the Student Achievement goals for 2012-2013. All voted “aye”. Motion carried.

7-N Approve SIAC Recommendation to Change the Terminology Used in our Curriculum Data Base

Motion Henderson, second Smith to approve the SIAC recommendation to change the terminology used in the curriculum data base. All voted “aye”. Motion carried.

7-O Approve Audit Proposal with Nolte, Cornman & Johnson, P.C. for Three Years ending June 30, 2014.

Motion Smith, second Henderson to approve the audit proposal from Nolte, Cornman & Johnson, P.C. for three years ending June 30, 2014. All voted “aye”. Motion carried.

7-P 2013 IASB Legislative Action Priorities

Discussion was held regarding the Board’s 2013 IASB legislative action priorities. Superintendent Peterson asked the Board to review the options as they will be discussed and voted on at a future meeting.

ADJOURNMENT

Motion Christensen, second Henderson to adjourn the meeting at 9:00 p.m. All voted “aye.” Motion carried.

Brian C. Eddy
Chairperson

Lynnette Engel
Board Sec. /Treas.

Independence Community School Board Minutes
Special Meeting
June 4, 2012

A special meeting of the Independence Community School Board was called to order at 4:30 p.m. by Chairperson Brian C. Eddy in the Administration Building, at 1207 First Street West, Independence, Iowa.

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

Superintendent Present: Jean Peterson

Board Secretary/Treasurer: Lynnette Engel

1. Consideration of Action on Consent Items

Motion Smith, second Henderson to approve the following consent items: 1-A (with the removal of 4-A) and 1-B. All voted "aye." Motion carried.

1-A Approve Agenda

1-B New Hires

NAME	ASSIGNMENT	SALARY	DATE
Debra Donlea	Director of Curriculum/Student Services	\$55,000	08/01/2012
Debra Donlea	Four Oaks Administrator	\$3,500	08/01/2012

2. Announcements, Communications and Presentations

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

2A. No one from the public spoke.

2B. Superintendent Peterson commented on how nice both graduation ceremonies were.

3. New Business

3-A Closed Session

Motion Christensen, second Henderson to enter into 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: Henderson – aye, Smith – aye, Donnelly – aye, Christensen – aye, Eddy – aye. Motion carried 5-0.

Went into closed session at 4:41 p.m.

Came out of closed session at 6:10 p.m.

3-B Superintendent's Contract

Motion Smith, second Christensen to approve the Superintendent's contract for an additional three years, from July 1, 2012 through June 30, 2015, at a salary of \$122,500 for the first year. All voted "aye". Motion carried.

ADJOURNMENT

Motion Christensen, second Smith to adjourn the meeting at 6:12 p.m. All voted "aye". Motion carried.

Brian C. Eddy
Chairperson

Lynnette Engel
Secretary/Treasurer

Independence Community School Board Minutes
Work Session
June 4, 2012

A work session of the Independence Community School Board was called to order at 6:13 p.m. by Chairperson Brian C. Eddy at the Administration Building, Independence, Iowa.

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

Members Absent: Stacy Henderson

Superintendent Present: Jean Peterson

Board Sec./Treas. Lynnette Engel

1. Board Goals -

The Board received copies of the current goals they have created and were asked to review them and be ready to work on action steps for these goals at the June board meeting. The goals and action steps will be finalized prior to the start of the new school year.

2. ADJOURNMENT – Motion Smith, second Donnelly to adjourn the meeting at 6:19 p.m. All voted “Aye”. Motion carried.

Brian C. Eddy
Chairperson

Lynnette Engel
Board Sec./Treas

CLASSIFIED EMPLOYEE VACATIONS - HOLIDAYS - PERSONAL LEAVE

The Board shall determine the amount of vacation, holidays and personal leave that will be allowed on an annual basis for classified employees *through the negotiation process*.

It shall be the responsibility of the superintendent to make a recommendation to the Board annually on vacation and personal leave for classified employees.

Classified employees will be paid only for the hours they would have been scheduled for the day. ~~Vacation shall not be accrued from year to year without a prior arrangement with the superintendent.~~ *Vacation days may be carried over from one year to the next, but the days carried over must be used before December 31st. Any vacation days carried over to the following year and not used by December 31st shall be considered lost.* Classified employees, whether full-time or part-time, shall have time off in concert with the school calendar.

The requirements stated in the Classified Employee Handbook *Master Contract* regarding employee vacations, holidays and personal leave shall be followed.

Legal Reference: Iowa Code §§ 1C.1-.2; 4.1(34); 20.9 (2003).

Cross Reference: 409.1 Licensed Employee Vacations - Holidays - Personal Leave
601.1 School Calendar

Approved 11/1/2004

Reviewed _____

Revised 08/18/2008

CLASSIFIED EMPLOYEE PERSONAL ILLNESS LEAVE

Classified employees shall be granted fifteen days of sick leave in their first year of employment. "Day" is defined as one work day regardless of full-time or part-time status of the employee. A new employee shall report for work at least one full work day prior to receiving sick leave benefits. A returning employee will be granted the appropriate number of days at the beginning of each fiscal year. Sick leave may be accumulated up to a maximum of ~~120~~ **115** days for classified employees.

Should the personal illness occur after or extend beyond the accumulated sick leave, the employee may apply for disability benefits under the group insurance plan. If the employee does not qualify for disability benefits, the employee may request *to the Superintendent* a leave of absence without pay.

Evidence may be required regarding the mental or physical health of the employee including, but not limited to, confirmation of the following: the employee's illness, the need for the illness leave, the employee's ability to return to work, and the employee's capability to perform the duties of the employee's position. It shall be within the discretion of the Board and the superintendent to determine the type and amount of evidence necessary. When an illness leave will be greater than three consecutive days, the employee shall comply with board policy regarding family and medical leave.

If an employee is eligible to receive workers' compensation benefits, the employee shall contact the Board secretary to implement these benefits.

The requirements stated in the Classified Employee ~~Handbook~~ **Master Contract** regarding personal illness leave shall be followed.

Legal Reference: Whitney v. Rural Ind. School District, 232 Iowa 61, 4 N.W.2d 394 (1942).
 26 U.S.C. §§ 2601 *et seq.* (1994)
 29 C.F.R. Pt. 825 (2002).
 Iowa Code §§ 20; 85.33, .34, .38(3); 279.40 (2003).
 1980 Op. Att'y Gen. 605.
 1972 Op. Att'y Gen. 177, 353.
 1952 Op. Att'y Gen. 91.

Cross Reference: 403.2 Employee Injury on the Job
 414.3 Classified Employee Family and Medical Leave

Approved 11/1/2004

Reviewed _____

Revised 08/18/2008

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE

Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, year is defined as fiscal year. Requests for family and medical leave shall be made to the superintendent.

Employees are required to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. It shall be the responsibility of the superintendent to develop administrative rules to implement this policy.

The requirements stated in the Classified ~~Employee Handbook~~ **Master Contract** regarding family and medical leave of such employees will be followed.

Legal Reference: Whitney v. Rural Ind. School. District, 232 Iowa 61, 4 N.W.2d 394 (1942).
26 U.S.C. §§ 2601 *et seq.* (2006)
29 C.F.R. Pt. 825 (2006).
Iowa Code §§ 20; 85.33, .34, .38(3); 216; 279.40 (2009).
1980 Op. Att'y Gen. 605.
1972 Op. Att'y Gen. 177, 353.
1952 Op. Att'y Gen. 91.

Cross Reference: 409.3 Licensed Employee Family and Medical Leave
414.2 Classified Employee Personal Illness Leave

Approved 11/1/2004

Reviewed _____

Revised 09/21/2009

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE NOTICE TO EMPLOYEES

YOUR RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT OF 1993

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to eligible employees for the following reasons:

- For incapacity due to pregnancy, prenatal medical care or child birth;
- To care for the employee's child after birth, or placement for adoption or foster care;
- To care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- For a serious health condition that makes the employee unable to perform the employee's job.

MILITARY FAMILY LEAVE ENTITLEMENTS

Eligible employees with a spouse, son, daughter, or parent on active duty or call to active duty status in the National Guard or Reserves in support of a contingency operation may use their 12-week leave entitlement to address certain qualifying exigencies.

Qualifying exigencies may include attending certain military events, arranging for alternative childcare, addressing certain financial and legal arrangements, attending certain counseling sessions, and attending post-deployment reintegration briefings.

FMLA also includes a special leave entitlement that permits eligible employees to take up to 26 weeks of leave to care for a covered servicemember during a single 12-month period. A covered servicemember is a current member of the Armed Forces, including a member of the National Guard or Reserves, who has a serious injury or illness incurred in the line of duty on active duty that may render the servicemember medically unfit to perform his or her duties for which the servicemember is undergoing medical treatment, recuperation, or therapy; or is in outpatient status; or is on the temporary disability retired list.

BENEFITS AND PROTECTION

During FMLA leave, the employer must maintain the employee's health coverage under any "group health plan" on the same terms as if the employee had continued to work. Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

Use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

JOB ELIGIBILITY REQUIREMENTS

Employees are eligible if they have worked for a covered employer for at least one year, for 1,250 hours over the previous 12 months, and if at least 50 employees are employed by the employer within 75 miles.

DEFINITION OF SERIOUS HEALTH CONDITION

A serious health condition is an illness, injury, impairment, or physical or mental condition that involves either an overnight stay in a medical care facility, or continuing treatment by a health care provider for a condition that either prevents the employee from performing the functions of the employee's job, or prevents the qualified family member from participating in school or other daily activities.

Subject to certain conditions, the continuing treatment requirement may be met by a period of incapacity of more than 3 consecutive calendar days combined with at least two visits to a health care provider or one visit and a regimen of continuing treatment, or incapacity due to pregnancy, or incapacity due to a chronic condition. Other conditions may meet the definition of continuing treatment.

USE OF LEAVE

An employee does not need to use this leave entitlement in one block. Leave can be taken intermittently or on a reduced leave schedule

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when medically necessary. Employees must make reasonable efforts to schedule leave for planned medical treatment so as not to unduly disrupt the employer's operations. Leave due to qualifying exigencies may also be taken.

SUBSTITUTION OF PAID LEAVE FOR UNPAID LEAVE

Employees may choose or employers may require use of accrued paid leave while taking FMLA leave. In order to use paid leave for FMLA leave, employees must comply with the employer's normal paid leave policies.

EMPLOYEE RESPONSIBILITIES

Employees must provide 30 days advance notice of the need to take FMLA leave when the need is foreseeable. When 30 days notice is not possible, the employee must provide notice as soon as practicable and generally must comply with an employer's normal call-in procedures.

Employees must provide sufficient information for the employer to determine if the leave may qualify for FMLA protection and the anticipated timing and duration of the leave. Sufficient information may include that the employee is unable to perform job functions, the family member is unable to perform daily activities, the need for hospitalization or continuing treatment by a health care provider, or circumstances supporting the need for military family leave. Employees also must inform the employer if the requested leave is for a reason for which FMLA leave was previously taken or certified. Employees also may be required to provide a certification and periodic recertification supporting the need for leave.

EMPLOYER RESPONSIBILITIES

Covered employers must inform employees requesting leave whether they are eligible under FMLA. If they are, the notice must specify any additional information required as well as the employees' rights and responsibilities. If they are not eligible, the employer must provide a reason for the ineligibility.

Covered employers must inform employees if leave will be designated as FMLA-protected and the amount of leave counted against the employee's leave entitlement. If the employer determines that the leave is not FMLA-protected, the employer must notify the employee.

UNLAWFUL ACTS BY EMPLOYERS

FMLA makes it unlawful for any employer to:

- Interfere with, restrain, or deny the exercise of any right provided under FMLA;
- Discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

ENFORCEMENT

An employee may file a complaint with the U.S. Department of Labor or may bring a private lawsuit against an employer.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

NOTE: FMLA section 109 (29 U.S.C. § 2619) requires FMLA covered employers to post the text of this notice. Regulations 29 C.F.R. § 825.300(a) may require additional disclosures.

If you have access to the Internet visit FLMA's website: <http://www.dol.gov/esa/whd/fmla>.

To locate your nearest Wage-Hour Office, phone our toll-free information at 1-866-487-9243 or to the Web site at: <http://www.wagehour.dol.gov>.

For a listing of records that must be kept by employers to comply with FMLA visit the U.S. Dept. of Labor's website: http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_82_5/29CFR825.500.htm

US Dept. of Labor – Revised July, 2009

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REQUEST FORM

Date: _____

I, _____, request family and medical leave for the following reason: (check all that apply)

- ☐ for the birth of my child;
☐ for the placement of a child for adoption or foster care;
☐ to care for my child who has a serious health condition;
☐ to care for my parent who has a serious health condition;
☐ to care for my spouse who has a serious health condition;
☐ because I am seriously ill and unable to perform the essential functions of my position;
☐ because of a qualifying exigency arising out of the fact that my ___ spouse; ___ son or daughter; ___ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves; or
☐ because I am the ___ spouse; ___ son or daughter; ___ parent; ___ next of kin of a covered service member with a serious injury or illness.

I acknowledge my obligation to provide medical certification of my serious health condition or that of a family member in order to be eligible for family and medical leave within 15 days of the request for certification.

I acknowledge receipt of information regarding my obligations under the family and medical leave policy of the school district.

I request that my family and medical leave begin on _____ and I request leave as follows:
(check one)

☐ continuous

I anticipate that I will be able to return to work on _____.

☐ intermittent leave for the:

- ☐ birth of my child or adoption or foster care placement subject to agreement by the district
☐ serious health condition of myself, parent, or child when medically necessary
☐ because of a qualifying exigency arising out of the fact that my ___ spouse; ___ son or daughter; ___ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves
☐ because I am the ___ spouse; ___ son or daughter; ___ parent; ___ next of kin of a covered service member with a serious injury or illness

Details of the needed intermittent leave:

I anticipate returning to work at my regular schedule on _____.

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_____ reduced work schedule for the:

- _____ birth of my child or adoption or foster care placement subject to agreement by the school district
- _____ serious health condition of myself, parent, or child when medically necessary
- _____ because of a qualifying exigency arising out of the fact that my _____ spouse; _____ son or daughter; _____ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves
- _____ because I am the _____ spouse; _____ son or daughter; _____ parent; _____ next of kin of a covered service member with a serious injury or illness

Details of needed reduction in work schedule as follows:

I anticipate returning to work at my regular schedule on _____.

I realize I may be moved to an alternative position during the period of the family and medical intermittent or reduced work schedule leave. I also realize that with foreseeable intermittent or reduced work schedule leave, subject to the requirements of my health care provider, I may be required to schedule the leave to minimize interruptions to school district operations.

While on family and medical leave, I agree to pay my regular contributions to employer sponsored benefit plans. My contributions shall be deducted from moneys owed me during the leave period. If no monies are owed me, I shall reimburse the school district by personal check or cash for my contributions. I understand that I may be dropped from the employer-sponsored benefit plans for failure to pay my contribution.

I agree to reimburse the school district for any payment of my contributions with deductions from future monies owed to me or the school district may seek reimbursement of payments of my contributions in court.

I acknowledge that the above information is true to the best of my knowledge.

Signed _____

Date _____

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REGULATION

A. School district notice.

1. The school district will post the notice in Exhibit 414.3E1 regarding family and medical leave.
2. Information on the Family and Medical Leave Act and the board policy on family and medical leave, including leave provisions and employee obligations will be provided annually. The information will be in the employee handbook.
3. When an employee requests family and medical leave, the school district will provide the employee with information listing the employee's obligations and requirements. Such information will include:
 - a. a statement clarifying whether the leave qualifies as family and medical leave and will, therefore, be credited to the employee's annual 12-week entitlement or 26 week entitlement depending on the purpose of the leave;
 - b. a reminder that employees requesting family and medical leave for their serious health condition or for that of an immediate family member must furnish medical certification of the serious health condition and the consequences for failing to do so or proof of call to active duty in the case of military family and medical leave;
 - c. an explanation of the employee's right to substitute paid leave for family and medical leave including a description of when the school district requires substitution of paid leave and the conditions related to the substitution; and
 - d. a statement notifying employees that they must pay and must make arrangements for paying any premium or other payments to maintain health or other benefits.

B. Employees are eligible for family and medical leave if three criteria are met.

1. The school district has more than 50 employees on the payroll at the time leave is requested;
2. The employee has worked for the school district for at least twelve months or 52 weeks (the months and weeks need not be consecutive); and
3. The employee has worked at least 1,250 hours within the previous year. Full-time professional employees who are exempt from the wage and hour law may be presumed to have worked the minimum hour requirement.

If the employee requesting leave is unable to meet the above criteria, then the employee is not eligible for family and medical leave.

C. Employee requesting leave -- two types of leave.

1. Foreseeable family and medical leave.
 - a. Definition - leave is foreseeable for the birth or placement of an adopted or foster child with the employee or for planned medical treatment.
 - b. Employee must give at least thirty days notice for foreseeable leave. Failure to give the notice may result in the leave beginning thirty days after notice was received.

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- c. Employees must consult with the school district prior to scheduling planned medical treatment leave to minimize disruption to the school district. The scheduling is subject to the approval of the health care provider.
- 2. Unforeseeable family and medical leave.
 - a. Definition - leave is unforeseeable in such situations as emergency medical treatment or premature birth.
 - b. Employee must give notice as soon as possible but no later than ~~one to~~ two work days after learning that leave will be necessary.
 - c. A spouse or family member may give the notice if the employee is unable to personally give notice.
- D. Eligible family and medical leave determination. The school district may require the employee giving notice of the need for leave to provide reasonable documentation or a statement of family relationship.
 - 1. Six purposes.
 - a. The birth of a son or daughter of the employee and in order to care for that son or daughter prior to the first anniversary of the child's birth;
 - b. The placement of a son or daughter with the employee for adoption or foster care and in order to care for that son or daughter prior to the first anniversary of the child's placement;
 - c. To care for the spouse, son, daughter or parent of the employee if the spouse, son, daughter or parent has a serious health condition;
 - d. Employee's serious health condition that makes the employee unable to perform the essential functions of the employee's position;
 - e. Because of a qualifying exigency arising out of the fact that an employee's ___ spouse; ___ son or daughter; ___ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves; or
 - f. Because the employee is the spouse; ___ son or daughter; ___ parent; ___ next of kin of a covered service member with a serious injury or illness.
 - 2. Medical certification.
 - a. When required:
 - (1) Employees shall be required to present medical certification of the employee's serious health condition and inability to perform the essential functions of the job.
 - (2) Employees shall be required to present medical certification of the family member's serious health condition and that it is medically necessary for the employee to take leave to care for the family member.
 - (3) Employees shall be required to present certification of the call to active duty when taking military family and medical leave.

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- b. Employee's medical certification responsibilities:
 - (1) The employee must obtain the certification from the health care provider who is treating the individual with the serious health condition.
 - (2) The school district may require the employee to obtain a second certification by a health care provider chosen by and paid for by the school district if the school district has reason to doubt the validity of the certification an employee submits. The second health care provider cannot, however, be employed by the school district on a regular basis.
 - (3) If the second health care provider disagrees with the first health care provider, then the school district may require a third health care provider to certify the serious health condition. This health care provider must be mutually agreed upon by the employee and the school district and paid for by the school district. This certification or lack of certification is binding upon both the employee and the school district.
- c. Medical certification will be required fifteen days after family and medical leave begins unless it is impracticable to do so. The school district may request recertification every thirty days. Recertification must be submitted within fifteen days of the school district's request.
- d. Employees taking military caregiver family and medical leave to care for a family service member cannot be required to obtain a second opinion or to provide recertification.

Family and medical leave requested for the serious health condition of the employee or to care for a family member with a serious health condition which is not supported by medical certification shall be denied until such certification is provided.

E. Entitlement.

- 1. Employees are entitled to twelve weeks unpaid family and medical leave per year. Employees taking military caregiver family and medical leave to care for a family service member are entitled to 26 weeks of unpaid family and medical leave but only in a single 12 month period.
- 2. Year is defined as fiscal year.
- 3. If insufficient leave is available, the school district may:
 - a. Deny the leave if entitlement is exhausted; or
 - b. Award leave available.

F. Type of Leave Requested.

- 1. Continuous - employee will not report to work for set number of days or weeks.
- 2. Intermittent - employee requests family and medical leave for separate periods of time.

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- a. Intermittent leave is available for:
 - (1) Birth, adoption or foster care placement of child only with the school district's agreement.
 - (2) Serious health condition of the employee, spouse, parent, or child when medically necessary without the school district's agreement.
 - (3) Because of a qualifying exigency arising out of the fact that my ___ spouse; ___ son or daughter; ___ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
 - (4) Because I am the ___ spouse; ___ son or daughter; ___ parent; ___ next of kin of a covered service member with a serious injury or illness.
 - b. In the case of foreseeable intermittent leave, the employee must schedule the leave to minimize disruption to the school district operation.
 - c. During the period of foreseeable intermittent leave, the school district may move the employee to an alternative position with equivalent pay and benefits. *(For instructional employees, see G below.)*
3. Reduced work schedule - employee requests a reduction in the employee's regular work schedule.
- a. Reduced work schedule family and medical leave is available for:
 - (1) Birth, adoption or foster care placement and subject to the school district's agreement.
 - (2) Serious health condition of the employee, spouse, parent, or child when medically necessary without the school district's agreement.
 - (3) Because of a qualifying exigency arising out of the fact that my ___ spouse; ___ son or daughter; ___ parent is on active duty or call to active duty status in support of a contingency operation as a member of the National Guard or Reserves.
 - (4) Because I am the ___ spouse; ___ son or daughter; ___ parent; ___ next of kin of a covered service member with a serious injury or illness.
 - b. In the case of foreseeable reduced work schedule leave, the employee must schedule the leave to minimize disruption to the school district operation.
 - c. During the period of foreseeable reduced work schedule leave, the school district may move the employee to an alternative position with equivalent pay and benefits. *(For instructional employees, see G below.)*

G. Special Rules for Instructional Employees.

- 1. Definition - an instructional employee is one whose principal function is to teach and instruct students in a class, a small group or an individual setting. This includes, but is not limited to, teachers, coaches, driver's education instructors and special education assistants.
- 2. Instructional employees who request foreseeable medically necessary intermittent or reduced work schedule family and medical leave greater than twenty percent of the work days in the leave period may be required to:
 - a. Take leave for the entire period or periods of the planned medical treatment; or
 - b. Move to an available alternative position, with equivalent pay and benefits but not necessarily equivalent duties, for which the employee is qualified.

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3. Instructional employees who request continuous family and medical leave near the end of a semester may be required to extend the family and medical leave through the end of the semester. The number of weeks remaining before the end of a semester do not include scheduled school breaks, such as summer, winter or spring break.
 - a. If an instructional employee begins family and medical leave for any purpose more than five weeks before the end of a semester, the school district may require that the leave be continued until the end of the semester if the leave will last at least three weeks and the employee would return to work during the last three weeks of the semester if the leave was not continued.
 - b. If the employee begins family and medical leave for a purpose other than the employee's own serious health condition during the last five weeks of a semester, the school district may require that the leave be continued until the end of the semester if the leave will last more than two weeks and the employee would return to work during the last two weeks of the semester.
 - c. If the employee begins family and medical leave for a purpose other than the employee's own serious health condition during the last three weeks of the semester and the leave will last more than five working days, the school district may require the employee to continue taking leave until the end of the semester.
 4. The entire period of leave taken under the special rules is credited as family and medical leave. The school district will continue to fulfill the school district's family and medical leave responsibilities and obligations, including the obligation to continue the employee's health insurance and other benefits, if an instructional employee's family and medical leave entitlement ends before the involuntary leave period expires.
- H. Employee responsibilities while on family and medical leave.
1. Employee must continue to pay health care benefit contributions or other benefit contributions regularly paid by the employee unless employee elects not to continue the benefits.
 2. The employee contribution payments will be deducted from any money owed to the employee or the employee shall reimburse the school district at a time set by the superintendent.
 3. An employee who fails to make the health care contribution payments within thirty days after they are due will be notified that their coverage may be canceled if payment is not received within an additional 15 days.
 4. An employee may be asked to re-certify the medical necessity of family and medical leave for the serious medical condition of an employee or family member once every thirty days and return the certification within fifteen days of the request.
 5. The employee must notify the school district of the employee's intent to return to work at least once each month during their leave and at least two weeks prior to the conclusion of the family and medical leave.

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6. If an employee intends not to return to work, the employee must immediately notify the school district, in writing, of the employee's intent not to return. The school district will cease benefits upon receipt of this notification.

I. Use of paid leave for family and medical leave.

An employee must substitute unpaid family and medical leave with any paid leave available to the employee under board policy or individual contracts. Paid leave includes, but is not limited to, sick leave, family illness leave, vacation, personal leave, bereavement leave and professional leave. When the school district determines that paid leave is being taken for an FMLA reason, the school district will notify the employee within two business days that the paid leave will be counted as FMLA leave.

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Active Duty - duty under a call or order to active duty under a provision of law referring to in section 101(a)(13) of title 10, U.S. Code.

Common Law Marriage-according to Iowa law, common law marriages exist when there is a present intent by the two parties to be married, continuous cohabitation, and a public declaration that the parties are husband and wife. There is no time factor that needs to be met in order for there to be a common law marriage.

Contingency Operation - has the same meaning given such term in section 101(a)(13) of title 10, U.S. Code.

Continuing Treatment-a serious health condition involving continuing treatment by a health care provider includes any one or more of the following:

- A period of incapacity (i.e., inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment for or recovery from) of more than three consecutive calendar days and any subsequent treatment or period of incapacity relating to the same condition that also involves:
 - treatment two or more times by a health care provider, by a nurse or physician's assistant under direct supervision of a health care provider, or by a provider of health care services (e.g., physical therapist) under orders of, or in referral by, a health care provider; or
 - treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of a health care provider.
- Any period of incapacity due to pregnancy or for prenatal care.
- Any period of incapacity or treatment for such incapacity due to a chronic serious health condition. A chronic serious health condition is one which:
 - requires periodic visits for treatment by a health care provider or by a nurse or physician's assistant under direct supervision of a health care provider;
 - Continues over an extended period of time (including recurring episodes of a single underlying condition); and
 - May cause episodic rather than a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.).
- Any period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider. Examples include Alzheimer's, a severe stroke or the terminal stages of a disease.
- Any period of absence to receive multiple treatments (including any period of recovery from) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), kidney disease (dialysis).

Covered Servicemember - a current member of the Armed Forces, including a member of the National Guard or Reserves, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, for a serious injury or illness.

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Eligible Employee-the district has more than 50 employees on the payroll at the time leave is requested. The employee has worked for the district for at least twelve months and has worked at least 1250 hours within the previous year.

Essential Functions of the Job-those functions which are fundamental to the performance of the job. It does not include marginal functions.

Employment Benefits-all benefits provided or made available to employees by an employer, including group life insurance, health insurance, disability insurance, sick leave, annual leave, educational benefits, and pensions, regardless of whether such benefits are provided by a practice or written policy of an employer or through an "employee benefit plan."

Family Member-individuals who meet the definition of son, daughter, spouse or parent.

Group Health Plan-any plan of, or contributed to by, an employer (including a self-insured plan) to provide health care (directly or otherwise) to the employer's employees, former employees, or the families of such employees or former employees.

Health Care Provider-

- A doctor of medicine or osteopathy who is authorized to practice medicine or surgery by the state in which the doctor practices; or
- Podiatrists, dentists, clinical psychologists, optometrists, and chiropractors (limited to treatment consisting of manual manipulation of the spine to correct a subluxation as demonstrated by X ray to exist) authorized to practice in the state and performing within the scope of their practice as defined under state law; and
- Nurse practitioners, nurse-midwives, and clinical social workers who are authorized to practice under state law and who are performing within the scope of their practice as defined under state law; and
- Christian Science practitioners listed with the First Church of Christ Scientist in Boston, Massachusetts;
- Any health care provider from whom an employer or a group health plan's benefits manager will accept certification of the existence of a serious health condition to substantiate a claim for benefits;
- A health care provider as defined above who practices in a country other than the United States who is licensed to practice in accordance with the laws and regulations of that country.

In Loco Parentis-individuals who had or have day-to-day responsibilities for the care and financial support of a child not their biological child or who had the responsibility for an employee when the employee was a child.

Incapable of Self-Care-that the individual requires active assistance or supervision to provide daily self-care in several of the "activities of daily living" or "ADLs." Activities of daily living include adaptive activities such as caring appropriately for one's grooming and hygiene, bathing, dressing, eating, cooking, cleaning, shopping, taking public transportation, paying bills, maintaining a residence, using telephones and directories, using a post office, etc.

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Instructional Employee-an employee employed principally in an instructional capacity by an educational agency or school whose principal function is to teach and instruct students in a class, a small group, or an individual setting, and includes athletic coaches, driving instructors, and special education assistants such as signers for the hearing impaired. The term does not include teacher assistants or aides who do not have as their principal function actual teaching or instructing, nor auxiliary personnel such as counselors, psychologists, curriculum specialists, cafeteria workers, maintenance workers, bus drivers, or other primarily noninstructional employees.

Intermittent Leave-leave taken in separate periods of time due to a single illness or injury, rather than for one continuous period of time, and may include leave or periods from an hour or more to several weeks.

Medically Necessary-certification for medical necessity is the same as certification for serious health condition.

"Needed to Care For"-the medical certification that an employee is "needed to care for" a family member encompasses both physical and psychological care. For example, where, because of a serious health condition, the family member is unable to care for his or her own basic medical, hygienic or nutritional needs or safety or is unable to transport himself or herself to medical treatment. It also includes situations where the employee may be needed to fill in for others who are caring for the family member or to make arrangements for changes in care.

Next of Kin - an individual's nearest blood relative

Outpatient Status - the status of a member of the Armed Forces assigned to –

- either a military medical treatment facility as an outpatient; or,
- a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.

Parent-a biological parent or an individual who stands in loco parentis to a child or stood in loco parentis to an employee when the employee was a child. Parent does not include parent-in-law.

Physical or Mental Disability-a physical or mental impairment that substantially limits one or more of the major life activities of an individual.

Reduced Leave Schedule-a leave schedule that reduces the usual number of hours per workweek, or hours per workday, of an employee.

Serious Health Condition-

- An illness, injury, impairment, or physical or mental condition that involves:
 - Inpatient care (i.e. an overnight stay) in a hospital, hospice or residential medical care facility including any period of incapacity (for purposes of this section, defined to mean inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment for or recovery from), or any subsequent treatment in connection with such inpatient care; or
 - Continuing treatment by a health care provider. A serious health condition involving continuing treatment by a health care provider includes:

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- A period of incapacity (i.e., inability to work, attend school or perform other regular daily activities due to the serious health condition, treatment for or recovery from) of more than three consecutive calendar days, including any subsequent treatment or period of incapacity relating to the same condition, that also involves:
 - Treatment two or more times by a health care provider, by a nurse or physician's assistant under direct supervision of a health care provider, or by a provider of health care services (e.g., physical therapist) under orders of, or on referral by, a health care provider; or
 - Treatment by a health care provider on at least one occasion which results in a regimen of continuing treatment under the supervision of the health care provider.
- Any period of incapacity due to pregnancy or for prenatal care.
- Any period of incapacity or treatment for such incapacity due to a chronic serious health condition. A chronic serious health condition is one which:
 - Requires periodic visits for treatment by a health care provider or by a nurse or physician's assistant under direct supervision of a health care provider:
 - Continues over an extended period of time (including recurring episodes of a single underlying condition); and
 - May cause episodic rather than a continuing period of incapacity (e.g., asthma, diabetes, epilepsy, etc.).
- A period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective. The employee or family member must be under the continuing supervision of, but need not be receiving active treatment by, a health care provider. Examples include Alzheimer's, a severe stroke, or the terminal stages of a disease.
- Any period of absence to receive multiple treatments (including any period of recovery from) by a health care provider or by a provider of health care services under orders of, or on referral by, a health care provider, either for restorative surgery after an accident or other injury, or for a condition that would likely result in a period of incapacity of more than three consecutive calendar days in the absence of medical intervention or treatment, such as cancer (chemotherapy, radiation, etc.), severe arthritis (physical therapy), kidney disease (dialysis).
- Treatment for purposes of this definition includes, but is not limited to, examinations to determine if a serious health condition exists and evaluation of the condition. Treatment does not include routine physical examinations, eye examinations or dental examinations. Under this definition, a regimen of continuing treatment includes, for example, a course of prescription medication (e.g., an antibiotic) or therapy requiring special equipment to resolve or alleviate the health condition (e.g., oxygen). A regimen of continuing treatment that includes the taking of over-the-counter medications such as aspirin, antihistamines, or salves; or bed rest, drinking fluids, exercise and other similar activities that can be initiated without a visit to a health care provider, is not, by itself, sufficient to constitute a regimen of continuing treatment for purposes of FMLA leave.
- Conditions for which cosmetic treatments are administered (such as most treatments for acne or plastic surgery) are not "serious health conditions" unless inpatient hospital care is required or unless complications develop. Ordinarily, unless complications arise, the common cold, the flu, ear aches, upset stomach, ulcers, headaches other than migraine, routine dental or orthodontia problems, periodontal disease, etc., are examples of conditions that do not meet the definition of a serious health condition and do not qualify for FMLA leave. Restorative dental or plastic surgery after an injury or removal of cancerous growths are serious health conditions provided all the other conditions of this regulation are met. Mental illness resulting from stress or allergies may be serious health conditions, but only if all the conditions of this section are met.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE DEFINITIONS

- Substance abuse may be a serious health condition if the conditions of this section are met. However, FMLA leave may only be taken for treatment for substance abuse by a health care provider or by a provider of health care on referral by a health care provider. On the other hand, absence because of the employee's use of the substance, rather than for treatment, does not qualify for FMLA leave.
- Absence attributable to incapacity under this definition qualify for FMLA leave even though the employee or the immediate family member does not receive treatment from a health care provider during the absence, and even if the absence does not last more than three days. For example, an employee with asthma may be unable to report for work due to the onset of an asthma attack or because the employee's health care provider has advised the employee to stay home when the pollen count exceeds a certain level. An employee who is pregnant may be unable to report to work because of severe morning sickness.

Serious Injury or Illness - an injury or illness incurred by a member of the Armed forces, including the National Guard or Reserves in the line of duty on active duty in the Armed Forces that may render the member medically unfit to perform the duties of the member's office, grade, rank, or rating.

Son or Daughter-a biological child, adopted child, foster child, stepchild, legal ward, or a child of a person standing in loco parentis. The child must be under age 18 or, if over 18, incapable of self-care because of a mental or physical disability.

Spouse-a husband or wife recognized by Iowa law including common law marriages.

CLASSIFIED EMPLOYEE BEREAVEMENT LEAVE

The requirements stated in the Classified Employee Handbook **Master Contract** regarding employee bereavement leave shall be followed.

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

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved 11/1/2004

Reviewed 02/18/2008

Revised _____

CLASSIFIED EMPLOYEE POLITICAL LEAVE

The Board will provide a leave of absence to classified employees to run for elective public office. The superintendent shall grant a classified employee a leave of absence to campaign as a candidate for an elective public office as unpaid leave.

The classified employee will be entitled to one period of leave to run for the elective public office, and the leave may commence any time within thirty days of a contested primary, special, or general election and continue until the day following the election.

The request for leave must be in writing to the superintendent at least thirty days prior to the starting date of the requested leave.

Legal Reference: Iowa Code ch. 55 (2003).

Cross Reference: 401.15 Employee Political Activity
414 Classified Employee Vacations and Leaves of Absence

Approved 11/1/2004

Reviewed 02/18/2008

Revised _____

CLASSIFIED EMPLOYEE JURY DUTY LEAVE

The Board will allow classified employees to be excused for jury duty unless extraordinary circumstances exist. The superintendent has the discretion to determine when extraordinary circumstances exist.

Employees who are called for jury service shall notify the direct supervisor within twenty-four hours after notice of call to jury duty and suitable proof of jury service pay must be presented to the school district. The employee will report to work within one hour on any day when the employee is excused from jury duty during regular working hours.

Classified employees will receive their regular salary. Any payment for jury duty shall be turned over to the school district.

The requirements stated in the Classified Employee Master Contract regarding jury duty shall be followed.

Legal Reference: Iowa Code §§ 20.9; 607A (2003).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved 11/1/2004

Reviewed 02/18/2008

Revised _____

CLASSIFIED EMPLOYEE MILITARY SERVICE LEAVE

The Board recognizes classified employees may be called to participate in the armed forces, including the National Guard and Reserves. If a classified employee is called to serve in the armed forces, the employee shall have a leave of absence for military service until the military service is completed.

The leave shall be without loss of status or efficiency rating and without loss of pay during the first thirty calendar days of the leave.

Legal Reference: Bewley v. Villisca Community School District, 299 N.W. 2d 904 (Iowa 1980).
Iowa Code §§ 20; 29A.28 (2003).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved 11/1/2004

Reviewed _____

Revised 03/17/2008

~~CLASSIFIED EMPLOYEE PROFESSIONAL PURPOSES LEAVE~~

~~Professional purposes leave may be granted to classified employees for the purpose of attending meetings and conferences directly related to their assignments. Application for the leave must be approved by the building administrator.~~

~~It shall be within the discretion of the building administrator to grant professional purposes leave. The leave may be denied on the day before or after a vacation or holiday, on special days when services are needed, when it would cause undue interruption of the education program and school district operations, or for other reasons deemed relevant by the building administrator.~~

~~Legal Reference: Iowa Code § 279.8 (2003).
281 I.A.C. 12.7.~~

~~Cross Reference: 411 Classified Employees General
408.1 Classified Employee Professional Development~~

~~Approved 11/1/2004 Reviewed 02/18/2008 Revised~~

CLASSIFIED EMPLOYEE SUBSTITUTES

The superintendent shall employ substitute and temporary classified employees. Such employment shall be subject to the Board's approval at its next meeting, when the superintendent shall present the names and salaries of the substitute or temporary employees to the Board.

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

Cross Reference: 411 Classified Employees - General

Approved 11/1/2004

Reviewed 02/18/2008

Revised _____

MULTICULTURAL AND NONSEXIST EDUCATION

Students will have an equal opportunity for a quality education without discrimination, regardless of their race, religion, socioeconomic status, color, sex, marital status, national origin, sexual orientation, gender identity or disability.

The education program is free of discrimination and provides equal opportunity for the students. The education program will foster knowledge of and respect and appreciation for the historical and contemporary contributions of diverse cultural groups, *including race, color, national origin, sex, disability, religion, creed, and socioeconomic background. The contributions and perspectives of Asian Americans, African Americans, Hispanic Americans, American Indians, European Americans, and persons with disabilities.* ~~as well as men and women, to society. Special emphasis is placed on Asian Americans, African Americans, Hispanic Americans and persons with disabilities.~~ It will also reflect the wide variety of roles open to both men and women and provide equal opportunity to both sexes.

Legal Reference: Iowa Code §§ 216.9; 256.11 (2003).
281 I.A.C. 12.5(8).

Cross Reference: 103 Equal Educational Opportunity
600 Goals and Objectives of the Education Program

Approved 3/28/2007

Reviewed _____

Revised 6/18/2007

INTERNET - APPROPRIATE USE

Because technology is a vital part of the school district curriculum, the Internet will be made available to employees and students. Appropriate and equitable use of the Internet will allow employees and students to access resources unavailable through traditional means.

Individual student networks accounts will be assigned and used throughout the District. Students will also be assigned a valid District controlled email address. Students will be able to send and receive email from within and outside of the district. The email account is provided at no additional cost, but Internet access outside of the district will not be provided. The purpose of this email account is educational and should be treated as a professional-business account. ***If a student already has an electronic mail address, the student will not be permitted to use the address to send and receive mail at school.*** Students must use caution when opening email attachments. Attachments may contain viruses and other malicious code.

The Internet provides a vast collection of educational resources for students and employees. It is a global network which makes it impossible to control all available information. Because information appears, disappears and changes constantly, it is not possible to predict or control what students may locate. The District makes no guarantees as to the accuracy or appropriateness of information received on the Internet. Although students will be under teacher supervision while on the network, it is not possible to constantly monitor individual students and what they are accessing on the network. Some students might encounter information that may not be appropriate or of educational value. Student Internet records and access records are confidential to the extent possible and are treated like other student records. Student Internet records and access records are subject to access and examination by District ~~personnel~~ **Administration**. Students' Internet activities will be monitored by the District to ensure, to the extent possible, that students are not accessing inappropriate sites that have visual depictions that include obscenity, child pornography or are harmful to minors. ~~(The District will use technology protection measures to help protect students from inappropriate access.)~~ ***The school district will use technology protection measures to protect students from inappropriate access, including sites that include obscenity, child pornography or are harmful to minors.***

Legal References: Iowa Code § 279.8 (2003).

Cross References: 502 Student Rights and Responsibilities
506 Student Records
605.5 Media Centers

Approved 11/1/2004

Reviewed 06/15/2009

Revised 08/22/2005
09/21/2009
03/21/2011

INTERNET - APPROPRIATE USE

The school district will monitor the online activities of students and will educate students about appropriate online behavior, including interacting on social networking sites and chat rooms. Students will also be educated on cyberbullying, including awareness and response. Employees will provide age appropriate training for students who use the Internet. The training provided will be designed to promote the school district's commitment to:

- *The standards and acceptable use of Internet services as set forth in the Internet Safety Policy;*
- *Student safety with regard to:*
 - *safety on the Internet;*
 - *appropriate behavior while on online, on social networking Web sites, and*
 - *in chat rooms; and*
 - *cyberbullying awareness and response.*
- *Compliance with the E-rate requirements of the Children's Internet Protection Act*

Employees and students will be instructed on the appropriate use of the Internet. Parents will be required to sign a form stating they have read and understand the policies related to Internet use. Students need to have access to the Internet to complete many assignments and to successfully complete the curriculum goals of the District. Students will sign a form acknowledging they have read and understand the Internet - Acceptable Use policy and regulations, that they will comply with the policy and regulations and understand there are disciplinary consequences for violation of the policy or regulations.

In compliance with federal law, this policy will be maintained at least five years beyond the termination of funding under the Children's Internet Protection Act (CIPA) or E-rate.

ELEMENTARY INTERNET ACCESS FORM

I have read the District's Internet - Appropriate Use policy and regulations. I understand that the Internet is a world-wide connection of millions of computers and network devices and that the Independence Community School District does not control its content. I understand that, while the District filters content to prevent access to inappropriate sites, the District cannot guarantee complete protection from questionable sites.

I understand that students at the Independence Elementary Schools will access the Internet only under direct adult supervision and only for educational purposes. I further understand that if my child violates the District's Internet - Appropriate Use policy and regulations, he/she may be subject to disciplinary action. Finally, I understand that the District is not responsible for student Internet access outside the school setting.

I have read and understand the District's Internet Policy. Once the form is signed, it is considered to be in effect while my child attends any elementary building in this district and for the duration my child is continuously enrolled within the District. Parents and students may review the District's policy at any time and may ask for clarification from District personnel.

Student Name _____ Grade _____

School _____ Date _____

(Parent or guardian's signature)

SECONDARY INTERNET ACCESS FORM

As a user of the Independence Community School District's computer and Internet resources, I hereby agree to comply with the District's Internet - Appropriate Use policy and regulations and to use these resources in a reliable fashion while honoring all relevant laws and restrictions.

(Date)

(Student signature)

As the parent/guardian of the above named student, I have read and understand the District's Internet - Appropriate Use policy and regulations. I understand that my child is expected to follow the guidelines in said policy and regulations concerning appropriate use of the School District's computer network.

I further understand that the Internet is a world-wide connection among millions of computers and that the District does not control its content. I understand that, while the District filters content to limit access to appropriate sites, the District cannot guarantee complete protection from questionable sites. Additionally, I understand that there is a potential for my son/daughter to access information on the Internet that is inappropriate for students and that every reasonable effort will be made on the part of the faculty and staff of the District to restrict access to such information, but that my son/daughter is ultimately responsible for restricting himself/herself from inappropriate information.

I realize that if my child violates the District's Internet - Acceptable Use policy or regulations, he/she may be subject to disciplinary action.

I expect my son/daughter to use the District's Internet resources in compliance with the policy and regulations. I further understand if my son/daughter causes expense to the District by inappropriate Internet use, this cost will be passed to the student and to the undersigned. Once this form is signed it is considered to be in effect while my child continuously attends grades 7-12. Parents and students may review the District's policy at any time and may ask for clarification from District personnel.

Student Name _____

Grade _____

School _____

Date _____

(Parent or guardian's signature)

INTERNET - APPROPRIATE USE REGULATION

I. Responsibility for Internet Appropriate Use.

- A. The authority for appropriate use of electronic Internet resources is delegated to the licensed employees. For the purpose of this policy, Internet is defined as:

A collection of interconnected computer networks involving millions of computers and millions of users around the world. It is a collaboration of private, public, educational, governmental and industrial sponsored networks whose operators cooperate to maintain the network infrastructure.

- B. Instruction in the proper use of the Internet system will be available to employees who will then provide similar instruction to their students.
- C. Employees are expected to practice appropriate use of the Internet, and violations may result in discipline up to, and including, discharge.

II. Internet Access.

- A. Access to the Internet is available to teachers and students as a source of information and a vehicle of communication.
- B. Making Internet access available to students carries with it the potential that some students might encounter information that may not be appropriate for students. However, on a global network, it is impossible to control all materials. Because information on the Internet appears, disappears and changes, it is not possible to predict or control what students may locate.
- C. It is a goal to allow teachers and students access to the rich opportunities on the Internet.
- D. The smooth operation of the network relies upon the proper conduct of the end users who must adhere to strict guidelines which require efficient, ethical and legal utilization of network resources.
- E. To reduce unnecessary system traffic, users may use real-time conference features such as talk/chat/Internet relay chat only as approved by the supervising teacher.
- F. Transmission of material, information or software in violation of any board policy or regulation is prohibited.
- G. System users will perform a virus check on downloaded files to avoid spreading computer viruses.
- H. The school district makes no guarantees as to the accuracy of information received on the Internet.

INTERNET - APPROPRIATE USE REGULATION

- III. Permission to Use Internet - Parents shall be required to sign the form appropriate for their student's grade acknowledging they have read and understand the policy and regulations regarding Internet use. Once the form is signed, it is valid for continuous enrollment at either the K-6 or 7-12 grade levels. Students/parents will need to sign a new form if: they are new to the district, student entering the 7th grade; student has a policy violation; or when enrollment in the District has not been continuous from year to year.
- IV. Student Use of Internet.
- A. Equal Opportunity - The Internet shall be available to all students within the school district through teacher supervision. The amount of time available for each student may be limited by the number of available terminals and the demands for each terminal.
- B. On-line Etiquette.
1. The use of the network is a privilege and is considered a necessity for successful education. As a user of the Internet, students may be allowed access to other networks. Each network may have its own set of policies and procedures. It is the user's responsibility to abide by the policies and procedures of these other networks.
 2. Students should adhere to on-line protocol:
 - a. Respect all copyright and license agreements.
 - b. Cite all quotes, references and sources.
 - c. Remain on the system long enough to get needed information, then exit the system.
 - d. Apply the same privacy, ethical and educational considerations utilized in other forms of communication.
 3. Student email accounts should adhere to the following guidelines:
 - a. Keep in mind that e-mail is not confidential and may be read or accessed by third parties.
 - b. Inappropriate messages should not be sent.
 - c. Delete unwanted messages immediately.
 - d. Use of objectionable language is prohibited.
 - e. Always sign messages.
 - f. Always acknowledge receipt of a document or file.

INTERNET - APPROPRIATE USE REGULATION

- C. Restricted Material - Students shall not intentionally access or download any text file or picture or engage in any conference that includes material which is obscene, libelous, indecent, vulgar, profane or lewd; advertises any product or service not permitted to minors by law; constitutes insulting or fighting words, the very expression of which injures or harasses others; or presents a clear and present likelihood that, either because of its content or the manner of distribution, it will cause a material and substantial disruption of the proper and orderly operation and discipline of the school or school activities, will cause the commission of unlawful acts or the violation of lawful school regulations.
- D. Unauthorized Costs - If a student gains access to any service via the Internet which has a cost involved or if a student incurs other types of costs, the student accessing such a service will be responsible for those costs.
- E. If a student is engaged in network activity which causes harm to our District's network, the District may collect payment from the student to reimburse the District for resulting costs.

V. Student Violations--Consequences and Notifications.

Students who access restricted items on the Internet shall be subject to the appropriate action described in board policy or regulations.

The District does not believe it is in the best interest of the student or our curriculum to restrict complete access to the Internet for violation of policies. The Internet and the vast resources are too valuable to restrict for a period of time. We do, however, recognize the need to have consequences in place for violation of policy. These consequences need to be age appropriate and may need to change as the Internet evolves. As part of the consequences, students/parents will need to review the Internet policy and re-sign their understanding of the policies and regulations. Students who violate the Internet - Acceptable Use policy shall be subject to the appropriate action described in the District's discipline policy or student handbook.

ANTI-BULLYING/HARASSMENT POLICY

Harassment and bullying of students and employees are against federal, state and local policy, and are not tolerated by the board. The board is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, the board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students by students, school employees, and volunteers who have direct contact with students will not be tolerated in the school or school district.

The board prohibits harassment, bullying, hazing, or any other victimization, of students, based on any of the following actual or perceived traits or characteristics, including but not limited to, age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Harassment against employees based upon race, color, creed, sex, sexual orientation, **gender identity**, national origin, religion, age or disability is also prohibited.

This policy is in effect while students or employees are on property within the jurisdiction of the board; while on school-owned or school-operated vehicles; while attending or engaged in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion. If after an investigation a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures up to, and including, termination. If after an investigation a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures up to, and including, exclusion from school grounds. "Volunteer" means an individual who has regular, significant contact with students.

Harassment and bullying mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

- Places the student in reasonable fear of harm to the student's person or property;
- Has a substantially detrimental effect on the student's physical or mental health;
- Has the effect of substantially interfering with the student's academic performance; or
- Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

"Electronic" means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. "Electronic" includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging or similar technologies.

Approved 06/18/2007

Reviewed _____

Revised 06/18/2007

ANTI-BULLYING/HARASSMENT POLICY

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Repeated remarks of a demeaning nature that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Implied or explicit threats concerning one's grades, achievements, property, etc. that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim;
- Demeaning jokes, stories, or activities directed at the student that have the purpose or effect of causing injury, discomfort, fear, or suffering to the victim; and/or
- Unreasonable interference with a student's performance or creation of an intimidating, offensive, or hostile learning environment.

Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;
- Submission to or rejection of the conduct by a school employee is used as the basis for academic decisions affecting that student; or
- The conduct has the purpose or effect of substantially interfering with the student's academic performance by creating an intimidating, hostile, or offensive education environment.

In situations between students and school officials, faculty, staff, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school programs or activities; and/or
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other proceeding relating to the report. Individuals who knowingly file a false complaint may be subject to appropriate disciplinary action.

Retaliation against any person, because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding, is also prohibited. Individuals who knowingly file false harassment complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

ANTI-BULLYING/HARASSMENT POLICY

The school or school district will promptly and reasonably investigate allegations of bullying or harassment. The Principal or designee will be responsible for handling all complaints by students alleging bullying or harassment. The Principal or designee will be responsible for handling all complaints by employees alleging bullying or harassment.

It also is the responsibility of the superintendent, in conjunction with the principals, to develop procedures regarding this policy. The superintendent also is responsible for organizing training programs for students, school officials, faculty, staff, and volunteers who have direct contact with students. The training will include how to recognize harassment and what to do in case a student is harassed. It will also include proven effective harassment prevention strategies. The superintendent will also develop a process for evaluating the effectiveness of the policy in reducing bullying and harassment in the board. The superintendent shall report to the board on the progress of reducing bullying and harassment in the board.

The board will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook
- Inclusion in the registration materials
- Inclusion on the school or school district's web site,

and a copy shall be made to any person at the Central Administrative Office located at 1207 1st Street West, Independence, IA.

Legal References:

20 U.S.C. §§ 1221-1234i (2004).
 29 U.S.C. § 794 (1994).
 42 U.S.C. §§ 2000d-2000d-7 (2004).
 42 U.S.C. §§ 12001 *et. seq.* (2004).
 Senate File 61, 1st Regular Session, 82nd General Assembly, (2007).
 Iowa Code §§ 216.9; 280.3 (2007).
 281 I.A.C. 12.3(6).

Cross References:

403.6 Harassment
 502 Student Rights and Responsibilities
 503 Student Discipline
 506 Student Records

ANTI-BULLYING/HARASSMENT COMPLAINT FORM

Name of complainant: _____

Position of complainant: _____

Date of complaint: _____

Name of alleged harasser
or bully: _____

Date and place of incident or incidents: _____

Description of misconduct: _____

Name of witnesses (if any): _____

Evidence of harassment or bullying, i.e., letters, photos, etc. (attach evidence
if possible): _____

Any other information: _____

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: / /

ANTI-BULLYING/HARASSMENT WITNESS DISCLOSURE FORM

Name of witness: _____

Position of witness: _____

Date of testimony, interview: _____

Description of incident witnessed: _____

Any other information: _____

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: ____ / ____ / ____

ANTI-BULLYING/HARASSMENT INVESTIGATION PROCEDURES

Individuals who feel that they have been harassed should:

- Communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual wants assistance communicating with the harasser, the individual should ask a teacher, counselor or principal to help.
- If the harassment does not stop, or the individual does not feel comfortable confronting the harasser, the individual should:
 - tell a teacher, counselor or principal; and
 - write down exactly what happened, keep a copy and give another copy to the teacher, counselor or principal including:
 - what, when and where it happened;
 - who was involved;
 - exactly what was said or what the harasser did;
 - witnesses to the harassment;
 - what the student said or did, either at the time or later;
 - how the student felt; and
 - how the harasser responded.

COMPLAINT PROCEDURE

An individual who believes that ~~the individual~~ **he/she** has been harassed or bullied ~~will~~ **should** notify the Principal, the designated investigator. The alternate investigator is appointed by the Superintendent. ***The alternate will be used when there is a conflict for the Principal to be the investigator.*** The investigator (***either the Principal or the alternate investigator***) may request that the individual complete the Harassment/Bullying Complaint form and turn over evidence of the harassment, including, but not limited to, letters, tapes, or pictures. The complainant shall be given a copy of the completed complaint form. Information received during the investigation is kept confidential to the extent possible.

The investigator, with the approval of the principal, or the principal has the authority to initiate an investigation in the absence of a written complaint.

INVESTIGATION PROCEDURE

The ***Principal or alternate*** investigator will reasonably and promptly commence the investigation upon receipt of the complaint. The ***Principal or alternate*** investigator will interview the complainant and the alleged harasser. The alleged harasser may file a written statement in response to the complaint. The investigator may also interview witnesses as deemed appropriate.

Upon completion of the investigation, ***the Principal or if an alternate is used, he or she will*** ~~the investigator will~~ make written findings and conclusions as to each allegation of harassment and report the findings and conclusions to the principal. The investigator will provide a copy of the findings of the investigation to the principal. ***If the Principal is the investigator, he or she will write up a report of the findings and conclusions and keep a record of these on file.***

ANTI-BULLYING/ HARASSMENT INVESTIGATION PROCEDURES

RESOLUTION OF THE COMPLAINT

Following receipt of the *alternate* investigator's report (*if an alternate is used as the investigator*), the principal may investigate further, if deemed necessary, and make a determination of any appropriate additional steps which may include discipline.

Prior to the determination of the appropriate remedial action, the principal may, at the principal's discretion, interview the complainant and the alleged harasser. The principal will file a written report closing the case and documenting any disciplinary action taken or any other action taken in response to the complaint. The complainant, the alleged harasser and the investigator will receive notice as to the conclusion of the investigation. The principal will maintain a log of information necessary to comply with Iowa Department of Education reporting procedures.

POINTS TO REMEMBER IN THE INVESTIGATION

- Evidence uncovered in the investigation is confidential.
- Complaints must be taken seriously and investigated.
- No retaliation will be taken against individuals involved in the investigation process.
- Retaliators will be disciplined up to and including suspension and expulsion.

CONFLICTS

If the investigator is a witness to the incident, the alternate investigator shall investigate.

PURCHASING – BIDDING

The board supports economic development in Iowa. Purchases by the school district will be made in Iowa for Iowa goods and services from a locally-owned business located within the school district or from an Iowa-based company which offers these goods or services if the cost and other considerations are relatively equal and they meet the required specifications. When spending federal Child Nutrition Funds, geographical preference is allowed only for unprocessed agricultural food items.

Prior to August 15 of each year and after analyzing the school district's anticipated procurement level for the current fiscal year, the school board shall set a goal of ten percent of the anticipated procurement level to be purchased from certified targeted small businesses. In determining the procurement level, the cost of utilities (heat, electricity, telephone and natural gas) and employees' costs shall not be included. After the goal has been established, the superintendent shall file the required Targeted Small Business Procurement form with the Department of Education by August 15.

By July 31 of each year, the superintendent shall file a report with the Department of Education outlining purchases of goods and services from targeted small businesses for the previous fiscal year.

The school board and superintendent shall encourage targeted small businesses which are not certified with the Department of Inspections and Appeals to become certified targeted small businesses.

It shall be the responsibility of the superintendent to approve purchases, except those authorized by or requiring direct board action. The superintendent may coordinate and combine purchases with other governmental bodies to take advantage of volume price breaks. Joint purchases with other political subdivisions will be considered in the purchase of equipment, accessories or attachments with an estimated cost of \$50,000 or more.

The superintendent shall have the authority to authorize purchases without competitive bids for goods and services costing under \$25,000 without prior board approval. For goods and services costing more than \$25,000 and less than \$40,000, the superintendent shall receive quotes of the goods and services to be purchased prior to approval of the board. Competitive sealed bids are required for purchases, other than emergency purchases, for goods and services that cost \$40,000 or more, including ~~construction contracts and~~ school buses.

When using federal Child Nutrition funds to purchase goods and services, dollars spent annually must be estimated. It is acceptable to categorize (e.g. groceries, milk, produce, small equipment, large equipment, supplies, and chemicals). A formal sealed bid procurement process is required when annual spending in the category exceeds \$25,000 annually. An informal process is used for all other purchases under the threshold annually. Documentation of informal procurement activity is kept on file.

The purchase will be made from the lowest responsible bidder based upon total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date, the targeted small business procurement goal and other factors deemed relevant by the board.

Approved 11/1/2004

Reviewed _____

Revised 10/26/2009
11/21/2011

PURCHASING - BIDDING

The board and the superintendent shall have the right to reject any or all bids, or any part thereof, and to re-advertise. If it is determined that a targeted small business which bid on the project may be unable to perform the contract, the superintendent shall notify the Department of Economic Development. The board will enter into such contract or contracts as the board deems in the best interests of the school district.

Legal Reference: Iowa Code §§ 23A; 26; 28E; 72.3; 73; 285.10(3), .10(7); 301 (2009).
261 I.A.C. 54.
281 I.A.C. 43.25.
481 I.A.C. 25.
1984 Op. Att'y Gen. 115.
1974 Op. Att'y Gen. 171.

Cross Reference: 705 Expenditures
711.4 Transportation Equipment
801.5 Site Acquisition
802 Maintenance, Operation and Management
803 Selling and Leasing

BIDS AND AWARDS FOR CONSTRUCTION CONTRACTS

The board supports economic development in Iowa, particularly in the school district community. Construction contracts will be made in the school district community or in Iowa from Iowa-based companies if the bids submitted are comparable in quality and can be received without additional cost in comparison to those submitted by other bidders. The board will have the authority to approve or ~~retain~~ **reject** construction contracts.

Public, competitive sealed bids are required for construction projects, including renovation and repair, with a cost exceeding the statutory minimums required by law. The public, competitive sealed bid requirement is waived in the case of emergency repairs when the repairs are necessary to prevent the closing of a school. The AEA administrator will certify that the emergency repairs are necessary to prevent the closing of a school. The superintendent will comply with the competitive quote process for those projects subject to the competitive quote law. The superintendent will determine the process for obtaining quotes for projects below the competitive quote limit. The board shall approve the quote for the project.

The award of construction contracts will, generally, be made to the lowest responsible bidder. The board, in its discretion, after considering factors relating to the construction, including, but not limited to, the cost of the construction, availability of service and/or repair, completion date, and any other factors deemed relevant by the board, may choose a bid other than the lowest bid. The board will have the right to reject any or all bids, or any part thereof, and to enter into the contract or contracts deemed to be in the best interests of the school district.

It is the responsibility of the superintendent to make a recommendation and the reason for it to the board for construction contract bids. The board secretary shall recommend, to the board, which bid to accept.

Legal Reference: Iowa Code §§ 72; 73; 73A.2, .18; 297.7-.8 (2003).

Cross Reference: 705 Expenditures
801 Site Acquisition and Building Construction

Approved 11/1/2004

Reviewed 01/18/2010

Revised 12/19/2006

VISITORS TO SCHOOL DISTRICT BUILDINGS & SITES

The board welcomes the interest of parents and other members of the school district community and invites them to visit the school buildings and sites. Visitors, which include persons other than employees or students, must notify the principal of their presence in the facility upon arrival.

Persons who wish to visit a classroom while school is in session are asked to notify the principal and obtain approval from the principal prior to the visit so appropriate arrangements can be made and so class disruption can be minimized. Teachers and other employees shall not take time from their duties to discuss matters with visitors.

Visitors shall conduct themselves in a manner fitting to their age level and maturity and with mutual respect and consideration for the rights of others while attending school events. Visitors failing to conduct themselves accordingly may be asked to leave the premises. Children who wish to visit school must be accompanied by a parent or responsible adult.

It shall be the responsibility of employees to report inappropriate conduct. It shall be the responsibility of the superintendent and principals to take the action necessary to cease the inappropriate conduct. If the superintendent or principals are not available, a school district employee shall act to cease the inappropriate conduct.

General Principles

1. The Volunteer Program of the Independence Community School District operates with the approval of the Board of Education and the School Administration, and it is at all times guided by the principles and policies of the school district.
2. Volunteers serve only in an auxiliary capacity under the direction and supervision of professional school personnel.
3. A volunteer supplies supplemental and supportive service and is not a substitute for a member of a school staff.
4. Wherever possible, volunteers are assigned to the particular school where they wish to serve.
5. A volunteer does not have access to confidential files and records.
6. The relationship between volunteers and the school staff should be one of mutual respect and confidence.

Legal Reference: Iowa Code §§ 279.8; 716.7 (2003).

Cross Reference: 220 School Visitation by Board of Directors
902 Press, Radio and Television News Media
904.2 Community Resource Persons and Volunteers

Approved 11/1/2004

Reviewed _____

Revised 12/21/2009

VISITORS TO SCHOOL DISTRICT BUILDINGS & SITES

Volunteers – Screening Statement

A screening statement is required of all volunteers whose primary role is that of working directly with students or assisting staff on a regular basis; supervising/chaperoning students; or acting as an authority figure.

- a. Categories of volunteers included in screening statement:
 - Classroom volunteers/teacher assistants
 - Field trip supervisor, trip chaperones
 - Business Partnership Volunteers
 - Volunteer sport coaches/assistants
- b. Categories of volunteers excluded from the screening statement:
(i.e. volunteers whose primary role is not the supervision of students)
 - Classroom resource speakers
 - Concession workers, ticket-takers, etc.

The screening statement shall be collected on a separate card and kept on file in the district office. This protects the privacy of the volunteers and keeps the cards readily available and in a central location.

The screening statement can be completed in conjunction with the Volunteer registration information, or at the time volunteer assignment is made, depending on operational procedures at the building.

Coaching Volunteers

All Volunteer Coaches, in order to work with Independence Community Student-Athletes must possess a current Coaching Authorization or Coaching Endorsement. The Coaching Authorization or Coaching Endorsement, background checks and any other necessary paperwork must be on file with the Central Administration Office before the Candidate has contact with the athletic team or individuals. Volunteer Coaches must have the permission of the Head Varsity Coach and the Candidate must also be approved by the Independence School Activities Director before any student contact.

VOLUNTEER INTEREST INFORMATION

SCHOOL _____ NAME _____

☐ Parent ☐ Non-Parent ☐ Senior Citizen ☐ Youth DOB (mm/dd/yy) ____/____/____

Street Address _____

City/State Zip _____ Phone _____

VOLUNTEER DISCLOSURE STATEMENT

It is the policy of the Independence Community School District Board of Education to make every reasonable effort to provide a safe learning environment for students working with volunteers. Therefore, the district requires the following information:

Have you ever been convicted of a felony? ☐ YES ☐ NO

Have you ever been convicted, or had an administrative finding, of violating any law involving child abuse, sexual abuse, physical abuse, sexual harassment or exploitation, or any other crime related to children?

☐ YES ☐ NO

Do you currently have charges pending relating to any of the aforementioned?

☐ YES ☐ NO

As a volunteer for the Independence Community School District, I understand that it is my responsibility to treat information about students, staff, and other situations of a professional nature as confidential.

Signature _____ Date _____

Fund: 10 OPERATING FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
ACCENT LASER SERVICES	SUPPLIES	637.65
AHLERS AND COONEY, P.C.	SERVICES	191.00
ALEXANDER, EARL	SRV	150.00
ANDERSON'S ALPHABET U	SUPPLIES	29.95
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	798.85
AUTO-JET MUFFLER CORPORATION	SUPPLIES	218.69
BERRYHILL, JACQUELINE	REFUND	55.68
BEYER, JAYME	REIMBURSEMENT	50.59
BOUBIN TIRE CO INC	SUPPLIES	217.12
BSN SPORTS	SUPPLIES	398.00
BUCHANAN COUNTY SOFT WATER	SUPPLIES	570.00
BUSINESS SYSTEMS INC.	SUPPLIES	1,203.74
CASEY'S GENERAL STORES INC	GAS	345.71
CENTER POINT-URBANA COMMUNITY SCHOOL	OE TUITION	36,768.75
CITY LAUNDERING CO	SERVICE	51.95
COLLEGE OF EDUCATION	SERVICES	38.00
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL	7,900.56
CY & CHARLEY'S INC	REPAIRS/MAINT/SUPPLIES	388.52
DESIGNS UNLIMITED	SUPPLIES	164.50
DHS CASHIER 1ST FLOOR	MEDICAID	3,584.51
DOLLARS FOR SCHOLARS	SCHOLARSHIPS	55.00
DON'S TRUCK SALES INC	SERVICE	332.27
DOORS INC.	IMP/SUP	95.00
DROSTE AUTO GLASS	SUPPLIES	60.00
EAST BUCHANAN COMMUNITY SCHOOL	REIMB/FEES/TUIT	28,091.32
ELECTRICAL ENGINEERING & EQUIP	SUP/IMPROV	213.66
ESCHEN TARPY NAPA	SUP/EQUIP	107.43
EXCEPTIONAL PERSONS, INC	SERVICE	152.16
FAREWAY STORES INC	SUPPLIES	427.17
FASTENAL COMPANY	SUPPLIES	94.83
FOUR OAKS-RESIDENTAL	INSTRUCTION	6,471.30
FUSION FORWARD	SERVICES	3,340.00
GAGE EXTERMINATING	SERVICES	165.00
GOOD, BRENDA	REIMBURSEMENT	120.00
GRANT WOOD AEA	SRV/SUP	90.00
GRAYBILL COMMUNICATIONS	SUPPLIES	450.00
GREENLEY LUMBER INC	SUPPLIES	33.10
HAUSERS WATER SYSTEM	SUPPLIES	31.00
HAWKEYE ALARM SIGNAL COMPANY	SERVICES	669.50
HAWKEYE COMMUNITY COLLEGE	SERVICES	19,323.00
HEARTLAND PAPER COMPANY	SUP/EQUIPMENT	110.32
HICKSON, VICKIE	REFUND	513.00
HOLIDAY INN-AIRPORT CONFERENCE CENTER	LODGING	197.12
HOWLETT, ROBERT	SRV	500.00
IASB	DUES/FEES	210.00
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT	4,520.62

Fund: 10 OPERATING FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
INDEPENDENCE LIGHT & POWER	UTILITIES	17,373.85
INDEPENDENCE PLUMBING/HTG INC	SUPPLIES	311.50
INDEPENDENCE PUBLIC LIBRARY	DONATION	115.68
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SRV/EQUIP	63.75
IOWA HIGH SCHOOL SPEECH ASSOC.	DUES/FEES/SUP	336.00
IOWA STATE UNIVERSITY	SERVICE	375.00
JESSE, BRIAN	REIMBURSEMENT	6.61
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB	35,183.48
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	1,151.91
KARSTEN, ELIZABETH	REFUND	513.00
KEPHART'S MUSIC CENTER INC	SUP/SRV	47.50
KIDSVILLE	REIMBURSEMENT	8,321.05
KWIK TRIP/KWIK STAR STORES	GASOLINE	2,137.90
LINCOLN FINANCIAL GROUP	BINDER PREMIUM	996.00
LYNCH DALLAS PC	SERVICES	3,117.00
LYNCH ROOFING & SIDING INC	IMPROVEMENTS	250.00
MAIERS EDUCATIONAL SERVICES INC.	SERVICE	2,346.00
MARION INDEPENDENT SCHOOL DISTRICT	TUITION	1,323.69
MARTIN BROS DIST CO	SUPPLIES	173.58
MAXIMOVICH, VALERIE	REIMBURSEMENT	46.92
MCGRAW-HILL COMPANIES	SUPPLIES	273.70
MENARDS	SUPPLIES	229.80
MID IOWA SALES	SUPPLIES	50.46
MID-STATE DISTRIBUTING CO	SUPPLIES	24.09
MIDAMERICAN ENERGY CO.	NATURAL GAS	5,714.33
MOEMS	SUPPLIES	98.00
NEWS, THE	ADS/LEGALS	496.00
NORTH LINN COMMUNITY SCHOOL	TUIT/REG FEES	5,883.00
OELWEIN COMMUNITY SCHOOLS	TUIT/FEES/REIMB	5,883.00
OELWEIN GLASS, INC.	REPAIRS	29.07
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	576.01
OFFICE DEPOT, INC	SUPPLIES	18.40
OFFICE TOWNE, INC.	SUPPLIES	173.46
ON SITE HEALTH SERVICES	SERVICE	1,430.00
PAETEC	UTILITIES	1,188.15
PERFECTION LEARNING INC	SUPPLIES	352.87
PINEAPPLE APPEAL, INC.	SUPPLIES	269.82
PITNEY BOWES	LEASE	214.00
PIZZA RANCH	SUPPLIES	63.00
PRAIRIE FARMS DAIRY INC	DAIRY	3.25
PRO-ED	SUPPLIES	133.10
PUTZ, DANIEL	REIMBURSEMENT	92.54
RAWLINS, MEGAN	REIMBURSEMENT	83.00
RAYMOND, SUE	REIMBURSEMENT	12.00
REINKOESTER, CASEY	MILEAGE	17.28
RITE PRICE OFFICE SUPPLY INC	SUPPLIES	34.38
ROCKLER WOODWORKING & HARDWARE	SUPPLIES	295.62

Fund: 10 OPERATING FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
SCHOOL BUS SALES	VEHICLE/SUPPLIES	246.50
SCHOOL SPECIALTY	SUPPLIES	78.55
SHAFFER, TIA	REIMBURSEMENT	379.86
SIGNS AND MORE	SUPPLIES	126.00
SPAHN & ROSE LUMBER CO INC	SUPPLIES	688.32
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT	5,010.77
SUPERIOR CLEANING SERVICES LTD	SERVICE	2,644.29
SUPERIOR WELDING INC	SUPPLIES	312.87
THOMAS BUS SALES, INC.	SUPPLIES	716.84
TIMBERLINE BILLING SERVICES LLC	SERVICES	332.31
U.S. CELLULAR	TELEPHONE	618.39
UNION COMMUNITY SCHOOLS	TUIT/FEES/REIMB	2,941.50
UNIVERSITY OF NORTHERN IOWA	SERVICES	820.00
VERN'S TRUE VALUE	SUPPLIES	607.80
VINTON-SHELLSBURG COMM.SCHOOLS	TUIT/FEES/REIMB	6,030.07
VISA CARD SERVICES	SUPPLIES	3,081.67
WALMART COMMUNITY	SUPPLIES	686.70
WASTE MANAGEMENT OF WI-MN	SERVICE	2,007.39
WATERLOO COMMUNITY SCHOOLS	OE TUITION	1,029.53
WEBER PAPER COMPANY	SUPPLIES	103.82
WEST MUSIC CO INC	SUP/SRV/EQUIP	266.30
ZIESER, RHONDA	REIMBURSEMENT	100.80

Vendors Listed: 115

Total: 246,795.60

Fund: 21 STUDENT ACTIVITY FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
AMERICAN CANCER SOCIETY	SERVICE	500.00
ASPI SOLUTIONS INC	SUPPLIES	250.00
AWARD EMBLEM MFG. CO.	SUPPLIES	129.47
BACKER, CHELSEA	OFFICIAL	95.00
BENTON COMMUNITY SCHOOLS	ENTRY FEES	400.00
CAMPBELL, KELLY	OFFICIAL	95.00
CLARK, ADAM	OFFICIAL	95.00
CLARK, ALEC	OFFICIAL	380.00
CLARK, KYLE	OFFICIAL	190.00
CRAWFORD, SARAH	REIMBURSEMENTS	36.00
DECORAH HIGH SCHOOL	SUPPLIES	50.00
DESIGNS UNLIMITED	SUPPLIES	288.00
DRYML, TIMOTHY	SRV	150.00
FANNON, JERRY	OFFICIAL	190.00
FOSTER, BRYAN D.	OFFICIAL	95.00
FROMUTH TENNIS	SUPPLIES	28.28
GOEDKEN, RODNEY	OFFICIAL	95.00
GUNDERSON, ERIK	OFFICIAL	95.00
HANSEN FUNDRAISING, INC.	FUND RAISER	4,217.95
HEARTLAND ACRES	FEES/RENT	810.00
HIMSCHOOT, KELLY	OFFICIAL	190.00
HOYER, TODD	ATHLETIC OFFICIAL	285.00
I.C.S. NUTRITION FUND	SUPPLIES	135.84
INDEPENDENCE PARK & REC	SERVICE	187.50
IOWA FOOTBALL COACHES ASSOC.	DUES/FEES	45.00
IOWA GIRLS' HS ATHLETIC UNION	SUPPLIES	425.00
IOWA HS ATHLETIC ASSOCIATION	DUES/FEES	15.00
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB	75.00
JW PEPPER & SON, INC.	SUPPLIES	171.74
KEBER, RACHEL	MILEAGE	81.99
KMAC MARKETING	SUPPLIES	262.00
KNEELAND, TIM	OFFICIAL	190.00
KOHLMEYER, ZAKARY	OFFICIAL	190.00
LANG, JASON	STATE MEALS	756.00
LIZZY ROSE LLC	SUPPLIES	339.00
LONG, KEVIN	OFFICIAL	250.00
MARION HIGH SCHOOL	REG FEE	65.00
MARION INDEPENDENT SCHOOL DISTRICT	TUITION	65.00
MRZLIJAK, SENAD	OFFICIAL	380.00
NABBY'S FRAMING & GIFTS	SUPPLIES	75.00
NEFF COMPANY	SUPPLIES	618.53
NEW HAMPTON HIGH SCHOOL	FEES	70.00
NIKL, KRISTINA MELISSA	OFFICIAL	95.00
NORTH FAYETTE COMMUNITY SCHOOL	DUES/FEES	75.00
NORTH LINN COMMUNITY SCHOOL	TUIT/REG FEES	120.00
O'CONNOR, JAMES	OFFICIAL	95.00
OELWEIN HIGH SCHOOL	REG/SUP/SRV	65.00
PACK N SHIP INC	SHIPPING	152.07

Fund: 21 STUDENT ACTIVITY FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
PIZZA RANCH	SUPPLIES	42.00
PRAIRIE HIGH SCHOOL	REGISTRATION	40.00
PUTZ, DANIEL	REIMBURSEMENT	449.44
QUALITY INN & SUITES EVENT CTR	LODGING	2,216.50
RICCI, CASSIE	OFFICIAL	190.00
RIDELL/ALL AMERICAN SPORTS COMPANY	SUPPLIES	4,463.42
SANDERSON, TIM	OFFICIAL	125.00
SOASH, DONNIE	OFFICIAL	95.00
SQUIRES, RUSSELL	OFFICIAL	95.00
THREE ELMS GOLF COURSE	FEES/SUP	150.00
TOPPING, BOB	OFFICIAL	125.00
TROTT TROPHIES	SUPPLIES	799.01
VINTON-SHELLSBURG HIGH SCHOOL	REG FEE	100.00
VISA CARD SERVICES	SUPPLIES	2,917.50
WALMART COMMUNITY	SUPPLIES	360.55
WAPSIE VALLEY HIGH SCHOOL	DUES/FEES	1,000.00
WATKINS, KIM	OFFICIAL	95.00
WATSON, PHIL	OFFICIAL	285.00
WAVERLY MUNICIPAL PRO-SHOP	REG FEES	60.00
WEST DELAWARE HIGH SCHOOL ATHLETICS	REG FEE	60.00
WEST DELAWARE MIDDLE SCHOOL	DUES/FEES	60.00
WINGER, DAVID	SERVICE	90.00

Vendors Listed: 70

Total: 27,482.79

Fund: 22 MANAGEMENT FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
AUL	EMPLOYEE INVESTMENTS	688.24
SMITH - D & L INSURANCE	SERVICES	123.00
Vendors Listed: 2		Total: <u>811.24</u>

Fund: 31 New JSH-G.O. Bond Fund

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
BANKERS TRUST COMPANY	SRV	200.00
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL	7,431.79
HSR ASSOCIATES INC	SERVICES	90,385.00
I.C.S. SCHOOLHOUSE FUND	REIMBURSEMENT	1,108,692.68
OSBORNE, JULIE	REIMBURSEMENT	249.85
Vendors Listed: 5	Total:	1,206,959.32

Fund: 34 New JSH-SILO Bond Fund

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
INRCOG	MGMT COSTS	604.81
Vendors Listed: 1		Total: <u>604.81</u>

Fund: 36 PHYSICAL PLANT & EQUIPMENT

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SRV/EQUIP	755.05
RICK'S COMPUTERS INC	COMPUTER HARDWARE	1,755.00
Vendors Listed: 2		Total: 2,510.05

Fund: 61 SCHOOL NUTRITION FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
FAREWAY STORES INC	SUPPLIES	56.61
GOODWIN TUCKER GROUP	REPAIRS/MAINT	367.95
GROWERS SUPPLY	SUPPLIES	341.67
HAWKEYE FOODSERVICE	SUPPLIES	14,138.83
INTERSTATE BRANDS CORP.	BREAD	1,209.46
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	76.96
KECK INC	SUPPLIES	2,588.74
KIDSVILLE	REIMBURSEMENT	520.00
MANSON, AMANDA	SRV	78.00
OFFICE TOWNE, INC.	SUPPLIES	83.18
PBH	SUPPLIES	85.91
PRAIRIE FARMS DAIRY INC	DAIRY	6,322.02
STONE CITY DISTRIBUTION	SUPPLIES	604.80
WILSON RESTAURANT SUPPLY INC	SUPPLIES	123.10
Vendors Listed: 14		Total: 26,597.23

Fund: 91 AGENCY POP FUND

<u>Vendor Name</u>	<u>Description</u>	<u>Total</u>
HAUSERS WATER SYSTEM	SUPPLIES	26.00
Vendors Listed: 1		Total: <u>26.00</u>

<u>Vendor Name</u>	<u>Vendor Description</u>	
Checking	1	
Checking	1 Fund: 10 OPERATING FUND	
ACCENT LASER SERVICES	SUPPLIES	
	Vendor Total:	264.90
AHLERS AND COONEY, P.C.	SERVICES	
	Vendor Total:	233.50
APPLE INC	EQUIPMENT	
	Vendor Total:	438.00
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	
	Vendor Total:	1,119.44
BEYER, JAYME	REIMBURSEMENT	
	Vendor Total:	18.00
BILL'S PIZZA & SMOKEHOUSE	SUPPLIES	
	Vendor Total:	108.00
BLAND'S FLOWER SHOP INC	FLOWERS	
	Vendor Total:	25.00
BORENSON AND ASSOCIATES INC	SUPPLIES	
	Vendor Total:	108.95
BURCO, NICOLE & DARIN	REFUND	
	Vendor Total:	25.00
BUSINESS SYSTEMS INC.	SUPPLIES	
	Vendor Total:	1,192.87
CASEY'S GENERAL STORES INC	GAS	
	Vendor Total:	901.98
CDW GOVERNMENT LLC	SUP/EQUIP	
	Vendor Total:	12,107.88
CEDAR BRIDGE SOLUTIONS	SOFTWARE	
	Vendor Total:	895.00
CEDAR RAPIDS COMMUNITY SCHOOLS	REIM/TUIT/FEES	
	Vendor Total:	192.24
CIESIELSKI, LIOLA	MILEAGE	
	Vendor Total:	17.28
CITY LAUNDERING CO	SERVICE	
	Vendor Total:	52.00
CLARK'S PRINTING	SUPPLIES	
	Vendor Total:	141.15
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL	
	Vendor Total:	5,530.57
COUNTRY INN & SUITES	LODGING	
	Vendor Total:	310.24
CRYSTAL BROOK DIRECT	SUPPLIES	
	Vendor Total:	213.00
CURRICULUM ASSOCIATES LLC	SUPPLIES	
	Vendor Total:	69.99
CY & CHARLEY'S INC	REPAIRS/MAINT/SUPPLIES	
	Vendor Total:	155.50
DEPARTMENT OF EDUCATION	INSPECTION FEES	
	Vendor Total:	756.00
DUNLAP MOTORS INC	SUP/SRV	
	Vendor Total:	62.40
ELECTRICAL ENGINEERING & EQUIP	SUP/IMPROV	

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	663.33
ESCHEN TARPY NAPA	SUP/EQUIP		
		Vendor Total:	259.28
EXCEPTIONAL PERSONS, INC	SERVICE		
		Vendor Total:	139.65
FAREWAY STORES INC	SUPPLIES		
		Vendor Total:	112.69
FASTENAL COMPANY	SUPPLIES		
		Vendor Total:	77.03
FIRST STREET DELI	SUPPLIES		
		Vendor Total:	375.00
FOLLETT LIBRARY RESOURCES	SUPPLIES		
		Vendor Total:	66.41
FOUR OAKS-RESIDENTAL	INSTRUCTION		
		Vendor Total:	22,427.58
FUSION FORWARD	SERVICES		
		Vendor Total:	150.00
GAGE EXTERMINATING	SERVICES		
		Vendor Total:	115.00
HARDWARE HANK	SUPPLIES		
		Vendor Total:	147.99
HAUSERS WATER SYSTEM	SUPPLIES		
		Vendor Total:	21.00
HAWKEYE ACCESSIBILITIES	SERVICE		
		Vendor Total:	490.00
HAWKEYE COMMUNITY COLLEGE	SERVICES		
		Vendor Total:	935.00
HAWKEYE INTERNATIONAL TRUCKS INC	REPAIRS		
		Vendor Total:	202.39
HEARTLAND ACRES	FEES/RENT		
		Vendor Total:	282.00
HEARTLAND PAPER COMPANY	SUP/EQUIPMENT		
		Vendor Total:	259.88
HENDERSON SNOW REMOVAL	SNOW REMOVAL/EQUIP		
		Vendor Total:	240.00
HERFF JONES	SUPPLIES		
		Vendor Total:	1,605.14
HOWLETT, ROBERT	SRV		
		Vendor Total:	500.00
HYDE TELECOM	SRV/SUP		
		Vendor Total:	2,145.00
I.C.S. ACTIVITY FUND	REIMBURSEMENT		
		Vendor Total:	13,500.00
I.C.S. NUTRITION FUND	SUPPLIES		
		Vendor Total:	26,506.06
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT		
		Vendor Total:	18,173.98
INDEPENDENCE LIGHT & POWER	UTILITIES		
		Vendor Total:	16,957.53
INDEPENDENCE PLUMBING/HTG INC	SUPPLIES		
		Vendor Total:	21.90

<u>Vendor Name</u>	<u>Vendor Description</u>		
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SRV/EQUIP	Vendor Total:	63.75
IOWA WORKFORCE DEVELOPMENT	SERVICES	Vendor Total:	110.00
JESSE, BRIAN	REIMBURSEMENT	Vendor Total:	5.47
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	Vendor Total:	179.93
JOHNSON, JOHN	REIMBURSEMENT	Vendor Total:	60.00
JUNIOR LIBRARY GUILD	BOOKS	Vendor Total:	823.70
KEPHART'S MUSIC CENTER INC	SUP/SRV	Vendor Total:	1,111.95
KIDSVILLE	REIMBURSEMENT	Vendor Total:	16,955.37
KNUDSON, KRISTINE	REFUND	Vendor Total:	350.00
KWIK TRIP/KWIK STAR STORES	GASOLINE	Vendor Total:	2,115.28
MARY'S FLOWER PATCH	SUP/SRV	Vendor Total:	322.50
MAXIMOVICH, VALERIE	REIMBURSEMENT	Vendor Total:	573.57
MENARDS	SUPPLIES	Vendor Total:	48.99
MID IOWA SALES	SUPPLIES	Vendor Total:	48.51
MIDAMERICAN ENERGY CO.	NATURAL GAS	Vendor Total:	752.43
MIRACLE RECREATION EQUIPMENT COMPANY	SUP/EQUIP/IMPROV	Vendor Total:	37.75
MONTICELLO SPORTS INC	SUP/EQUIP	Vendor Total:	225.00
MYERS-COX CO	SUPPLIES	Vendor Total:	145.32
O'REILLY AUTOMOTIVE, INC.	SUPPLIES	Vendor Total:	2.89
OELWEIN GLASS, INC.	REPAIRS	Vendor Total:	81.70
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	Vendor Total:	251.82
OFFICE DEPOT, INC	SUPPLIES	Vendor Total:	275.54
OFFICE TOWNE, INC.	SUPPLIES	Vendor Total:	105.40
OLSEN, JUDY	REIMBURSEMENT	Vendor Total:	38.16
PAETEC	UTILITIES	Vendor Total:	1,188.20

<u>Vendor Name</u>	<u>Vendor Description</u>		
PE4LIFE	REG FEE	Vendor Total:	60.00
PERFECTION LEARNING INC	SUPPLIES	Vendor Total:	187.16
PINICON FORD INC	SRV/SUP	Vendor Total:	104.86
PIZZA RANCH	SUPPLIES	Vendor Total:	68.00
PRINT EXPRESS~MILLER PRINTERIE	SERVICES	Vendor Total:	120.00
RAYMOND, SUE	REIMBURSEMENT	Vendor Total:	15.00
REINKOESTER, CASEY	MILEAGE	Vendor Total:	9.60
RICOH USA INC	SUP/LEASE	Vendor Total:	246.87
RITE PRICE OFFICE SUPPLY INC	SUPPLIES	Vendor Total:	217.60
ROCKLER WOODWORKING & HARDWARE	SUPPLIES	Vendor Total:	195.27
RYAN PHARMACY	SUPPLIES	Vendor Total:	849.58
SCHOOL BUS SALES	VEHICLE/SUPPLIES	Vendor Total:	157.81
SOFTWARE UNLIMITED INC	SVC/SUPPLES/TRNG	Vendor Total:	4,620.00
SPAHN & ROSE LUMBER CO INC	SUPPLIES	Vendor Total:	237.20
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT	Vendor Total:	14,516.49
SUPERIOR CLEANING SERVICES LTD	SERVICE	Vendor Total:	2,558.68
SUPERIOR WELDING INC	SUPPLIES	Vendor Total:	139.60
U.S. CELLULAR	TELEPHONE	Vendor Total:	607.26
ULINE	SUP	Vendor Total:	416.05
UNITED RENTALS	SUPPLIES	Vendor Total:	309.58
UNIVERSITY OF NORTHERN IOWA	SERVICES	Vendor Total:	350.00
UPADHYAY, NIRMALA	REFUND	Vendor Total:	166.75
VANHORN, BURT	REIMBURSEMENT	Vendor Total:	78.39
VERN'S TRUE VALUE	SUPPLIES	Vendor Total:	770.64
VISA CARD SERVICES	SUPPLIES	Vendor Total:	1,888.95
WALMART COMMUNITY	SUPPLIES		

<u>Vendor Name</u>	<u>Vendor Description</u>				
				Vendor Total:	403.22
WASTE MANAGEMENT OF WI-MN	SERVICE			Vendor Total:	2,013.55
WEST MUSIC CO INC	SUP/SRV/EQUIP			Vendor Total:	319.87
				Fund Total:	188,813.94
Checking	1	Fund: 22	MANAGEMENT FUND		
AUL			EMPLOYEE INVESTMENTS		
				Vendor Total:	688.24
SMITH - D & L INSURANCE	SERVICES			Vendor Total:	4,530.00
				Fund Total:	5,218.24
			Checking Account Total:		194,032.18
<u>Checking</u>	2				
Checking	2	Fund: 61	SCHOOL NUTRITION FUND		
BAGGE STRAWBERRIES			SUPPLIES		
				Vendor Total:	820.00
FAREWAY STORES INC			SUPPLIES		
				Vendor Total:	68.57
HAWKEYE FOODSERVICE			SUPPLIES		
				Vendor Total:	7,463.90
INTERSTATE BRANDS CORP.			BREAD		
				Vendor Total:	799.80
MARTIN BROS DIST CO			SUPPLIES		
				Vendor Total:	4,949.09
MYERS-COX CO			SUPPLIES		
				Vendor Total:	117.11
OFFICE TOWNE, INC.			SUPPLIES		
				Vendor Total:	45.00
OLSEN, JOE			REIMBURSEMENT		
				Vendor Total:	44.95
PRAIRIE FARMS DAIRY INC			DAIRY		
				Vendor Total:	4,682.15
STONE CITY DISTRIBUTION			SUPPLIES		
				Vendor Total:	252.00
VISA CARD SERVICES			SUPPLIES		
				Vendor Total:	695.13
WALMART COMMUNITY			SUPPLIES		
				Vendor Total:	33.08
				Fund Total:	19,970.78
			Checking Account Total:		19,970.78
<u>Checking</u>	3				
Checking	3	Fund: 21	STUDENT ACTIVITY FUND		
ADRENALINE FUNDRAISING			SUPPLIES		
				Vendor Total:	3,000.00
AMERICAN CANCER SOCIETY			SERVICE		
				Vendor Total:	1,115.42
ANAMOSA HIGH SCHOOL			ENTRY FEES		
				Vendor Total:	140.00
BECKMAN HIGH SCHOOL			ENTRY FEE		
				Vendor Total:	115.00
BILL'S PIZZA & SMOKEHOUSE			SUPPLIES		

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	252.00
BLAND'S FLOWER SHOP INC	FLOWERS		
		Vendor Total:	39.00
BOOTHBY, BENJAMIN	OFFICIAL		
		Vendor Total:	206.60
BRECHT, TAYLOR	OFFICIAL		
		Vendor Total:	75.00
BUCHANAN CO ANIMAL SHELTER	DONATION		
		Vendor Total:	88.00
CAWLEY, DAN	OFFICIAL		
		Vendor Total:	95.00
CEDAR VALLEY SUMMER SHOOTOUT	REGISTRATION		
		Vendor Total:	120.00
CENTER POINT-URBANA HIGH SCHOOL	DUES AND FEES		
		Vendor Total:	65.00
CHIDESTER, STEVE	OFFICIAL		
		Vendor Total:	100.00
CLARK, ALEC	OFFICIAL		
		Vendor Total:	214.59
COUNTRY INN & SUITES	LODGING		
		Vendor Total:	483.84
DINGER, JOEL	REIMBURSEMENT		
		Vendor Total:	174.07
DINN BROTHERS INC	SUPPLIES		
		Vendor Total:	418.85
GTM SPORTSWEAR	SUPPLIES		
		Vendor Total:	264.00
HERFF JONES	SUPPLIES		
		Vendor Total:	365.10
HERMSEN, ALLAN	OFFICIAL		
		Vendor Total:	100.00
HUDSON HIGH SCHOOL	DUES AND FEES		
		Vendor Total:	75.00
INSTRUMENTALIST PRODUCTS CO., THE	SUPPLIES		
		Vendor Total:	236.00
IOWA SPORTS SUPPLY INC	SUPPLIES		
		Vendor Total:	2,192.76
JOHNSON, BRUCE	OFFICIAL		
		Vendor Total:	100.00
JW PEPPER & SON, INC.	SUPPLIES		
		Vendor Total:	13.44
KAPANKA, GERRY	OFFICIAL		
		Vendor Total:	95.00
LITTERER, JACKSON	OFFICIAL		
		Vendor Total:	107.00
LUKAN, MATT	OFFICIAL		
		Vendor Total:	100.00
MARY'S FLOWER PATCH	SUP/SRV		
		Vendor Total:	48.00
MARY'S ORIGINALS	SERVICES		
		Vendor Total:	387.00
MCCORMICK'S ENTERPRISES, INC.	SUPPLIES		

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	657.70
MCGRAW, AMY	REFUND		
		Vendor Total:	300.00
MILLENNIUM THERAPY	SERVICES		
		Vendor Total:	1,000.00
MOHLIS, MICHAEL	OFFICIAL		
		Vendor Total:	75.00
PRINT EXPRESS~MILLER PRINTERIE	SERVICES		
		Vendor Total:	117.60
RASMUSSEN, JIM	OFFICIAL		
		Vendor Total:	75.00
RICHTER, ROBERT	OFFICIAL		
		Vendor Total:	75.00
SIGNS AND MORE	SUPPLIES		
		Vendor Total:	1,319.00
SKRETTA, JOE	OFFICIAL		
		Vendor Total:	219.14
SNYDER, GLEN	OFFICIAL		
		Vendor Total:	100.00
SOUTH TAMA HIGH SCHOOL	REGISTRATION		
		Vendor Total:	60.00
SPORT SUPPLY GROUP INC	SUPPLIES		
		Vendor Total:	2,705.00
STENBERG, TONY	OFFICIAL		
		Vendor Total:	75.00
THOMAS, COLE	OFFICIAL		
		Vendor Total:	150.00
THOMPSON, REECE	OFFICIAL		
		Vendor Total:	75.00
TROTT TROPHIES	SUPPLIES		
		Vendor Total:	518.80
VISA CARD SERVICES	SUPPLIES		
		Vendor Total:	5,144.18
WALMART COMMUNITY	SUPPLIES		
		Vendor Total:	19.97
WEIAND, DARRYL	OFFICIAL		
		Vendor Total:	100.00
WEST DELAWARE HIGH SCHOOL ATHLETICS	REG FEE		
		Vendor Total:	10.00
WIELAND, DARRYL	OFFICIAL		
		Vendor Total:	119.14
		Fund Total:	23,701.20
Checking	3	Fund: 81	SCHOLARSHIP TRUST FUND
ANGELA MCCARDLE AND UNIVERSITY OF NORTHERN IOWA			SCHOLARSHIP
		Vendor Total:	500.00
		Fund Total:	500.00
Checking	3	Fund: 91	AGENCY POP FUND
MARY'S FLOWER PATCH			SUP/SRV
		Vendor Total:	29.99
SHAFFER, TIA			REIMBURSEMENT

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	50.00
WALMART COMMUNITY	SUPPLIES		
		Vendor Total:	134.15
		Fund Total:	214.14
		Checking Account Total:	24,415.34

<u>Checking</u>					
	4	Fund: 33	LOCAL OPTION SALES AND SERVICES TAX		
BG BRECKE INC			IMPROVEMENTS		
				Vendor Total:	2,769.92
ELECTRICAL ENGINEERING & EQUIP			SUP/IMPROV		
				Vendor Total:	7,262.80
ESCHEN TARPY NAPA			SUP/EQUIP		
				Vendor Total:	509.00
IOWA BASE INC			IMPROVEMENT		
				Vendor Total:	1,908.00
MENARDS			SUPPLIES		
				Vendor Total:	1,189.86
WBC MECHANICAL, INC.			IMPROV/SUP/SRV		
				Vendor Total:	2,053.85
				Fund Total:	15,693.43
				Checking Account Total:	15,693.43

<u>Checking</u>					
	5	Fund: 31	New JSH-G.O. Bond Fund		
AHLERS AND COONEY, P.C.			SERVICES		
				Vendor Total:	13,178.26
CONSOLIDATED ENERGY CO/HARTLAND FUEL			DIESEL		
				Vendor Total:	3,012.02
HSR ASSOCIATES INC			SERVICES		
				Vendor Total:	93,974.80
LARSON CONSTRUCTION CO. INC.			CONST SERV		
				Vendor Total:	652,058.44
MILLER QUARRY			IMPROVEMENT		
				Vendor Total:	2,969.91
POINT OF BEGINNING INC.			SERVICE		
				Vendor Total:	1,500.00
				Fund Total:	766,693.43
Checking	5	Fund: 34	New JSH-SILO Bond Fund		
INRCOG			MGMT COSTS		
				Vendor Total:	496.50
				Fund Total:	496.50
				Checking Account Total:	767,189.93

OPERATING FUND

	Budget	FYTD Net GAAP	% of Budget	Balance at Budget
100 Salaries	441,115.97	393,849.39	89.28%	47,266.58
200 Benefits	148,074.03	121,550.48	82.09%	26,523.55
300 Purchased Prof/Tech Svcs	100,501.75	90,380.47	89.93%	10,121.28
400 Purchased Property Svcs	45,449.26	40,250.57	88.56%	5,198.69
500 Other Purchased Svcs	724,003.11	572,914.43	79.13%	151,088.68
600 Supplies	49,194.61	49,103.22	99.81%	91.39
700 Property	91,292.77	80,239.25	87.89%	11,053.52
800 Debt Services	2,250.00	2,233.99	99.29%	16.01
900 AEA Flow-Through	644,080.28	644,080.28	100.00%	0.00
0000 DISTRICTWIDE	2,245,961.78	1,994,602.08	88.81%	251,359.70
100 Salaries	255,626.44	226,881.35	88.76%	28,745.09
200 Benefits	49,370.89	49,336.68	99.93%	34.21
300 Purchased Prof/Tech Svcs	6,424.98	6,210.99	96.67%	213.99
400 Purchased Property Svcs	39,210.25	39,207.15	99.99%	3.10
500 Other Purchased Svcs	4,390.02	3,166.14	72.12%	1,223.88
600 Supplies	99,818.36	99,801.11	99.98%	17.25
700 Property	1,412.76	1,135.15	80.35%	277.61
0010 BUS GARAGE	456,253.70	425,738.57	93.31%	30,515.13
100 Salaries	43,261.50	39,656.32	91.67%	3,605.18
200 Benefits	6,861.24	6,289.70	91.67%	571.54
300 Purchased Prof/Tech Svcs	14,101.72	7,356.80	52.17%	6,744.92
500 Other Purchased Svcs	0.00	0.00	0.00%	0.00
600 Supplies	9,595.28	9,163.51	95.50%	431.77
700 Property	0.00	0.00	0.00%	0.00
0011 CURRICULUM	73,819.74	62,466.33	84.62%	11,353.41
100 Salaries	110,723.00	101,496.01	91.67%	9,226.99
200 Benefits	24,131.64	22,121.39	91.67%	2,010.25
300 Purchased Prof/Tech Svcs	35,458.17	35,435.19	99.94%	22.98
400 Purchased Property Svcs	587.47	0.00	0.00%	587.47
500 Other Purchased Svcs	4,425.48	2,433.64	54.99%	1,991.84
600 Supplies	45,396.94	42,625.63	93.90%	2,771.31
700 Property	5,410.47	5,285.97	97.70%	124.50
0012 TECHNOLOGY	226,133.17	209,397.83	92.60%	16,735.34
100 Salaries	26,525.00	26,516.25	99.97%	8.75
200 Benefits	7,346.36	7,343.82	99.97%	2.54
400 Purchased Property Svcs	13,777.18	12,077.03	87.66%	1,700.15
600 Supplies	70,600.00	70,583.63	99.98%	16.37
700 Property	406.00	379.00	93.35%	27.00
0019 DISTRICT GROUNDS	118,654.54	116,899.73	98.52%	1,754.81
100 Salaries	306,148.00	292,488.26	95.54%	13,659.74
200 Benefits	75,216.27	64,304.39	85.49%	10,911.88
300 Purchased Prof/Tech Svcs	75,066.02	44,129.30	58.79%	30,936.72
400 Purchased Property Svcs	12,500.79	6,950.38	55.60%	5,550.41
500 Other Purchased Svcs	31,017.34	24,850.03	80.12%	6,167.31
600 Supplies	22,294.32	20,035.05	89.87%	2,259.27
700 Property	400.00	399.95	0.00%	0.05
800 Debt Services	1,745.95	826.50	47.34%	919.45
0090 ADMINISTRATION	524,388.69	453,983.86	86.57%	70,404.83
100 Salaries	164,835.14	153,897.37	93.36%	10,937.77
200 Benefits	68,338.12	50,135.82	73.36%	18,202.30
300 Purchased Prof/Tech Svcs	10,217.93	9,570.61	93.66%	647.32
400 Purchased Property Svcs	3,794.87	3,794.72	100.00%	0.15
500 Other Purchased Svcs	0.00	0.00	0.00%	0.00
600 Supplies	18,851.55	18,851.46	100.00%	0.09
700 Property	2,076.03	2,056.96	99.08%	19.07
800 Debt Services	0.00	0.00	0.00%	0.00
1110 ECSE CENTER	268,113.64	238,306.94	88.88%	29,806.70
300 Purchased Prof/Tech Svcs	72,620.00	36,295.18	49.98%	36,324.82
400 Purchased Property Svcs	0.00	0.00	0.00%	0.00
500 Other Purchased Svcs	0.00	0.00	0.00%	0.00
600 Supplies	4,275.00	3,276.84	76.65%	998.16
700 Property	13,400.00	13,044.63	97.35%	355.37
1120 KIDSVILLE PRE-SCHOOL GRANT	90,295.00	52,616.65	58.27%	37,678.35
300 Purchased Prof/Tech Svcs	76,066.00	41,592.10	54.68%	34,473.90
500 Other Purchased Svcs	0.00	0.00	0.00%	0.00
600 Supplies	3,625.00	2,798.18	77.19%	826.82
700 Property	14,300.00	14,181.14	99.17%	118.86
1130 ST. JOHNS PRE-SCHOOL GRANT	93,991.00	58,571.42	62.32%	35,419.58
300 Purchased Prof/Tech Svcs	49,837.00	36,354.45	72.95%	13,482.55
500 Other Purchased Svcs	0.00	0.00	0.00%	0.00
600 Supplies	2,625.00	2,165.31	82.49%	459.69
700 Property	12,525.00	12,171.28	97.18%	353.72
1140 WEE CARE PRE-SCHOOL GRANT	64,987.00	50,691.04	78.00%	14,295.96

100 Salaries	44,617.30	35,517.44	79.60%	9,099.86
200 Benefits	14,140.83	11,062.54	78.23%	3,078.29
300 Purchased Prof/Tech Svcs	653.21	641.05	98.14%	12.16
500 Other Purchased Svcs	35.60	21.12	59.33%	14.48
600 Supplies	6,671.76	6,660.79	99.84%	10.97
700 Property	1850.00	1,845.20	0.00%	4.80
1150 INDEE PRE-SCHOOL GRANT	67,968.70	55,748.14	82.02%	12,220.56
			0.00%	0.00
100 Salaries	1,360,052.08	1,070,750.58	78.73%	289,301.50
200 Benefits	537,483.59	333,357.82	62.02%	204,125.77
300 Purchased Prof/Tech Svcs	15,966.03	15,306.95	95.87%	659.08
400 Purchased Property Svcs	12,030.55	9,577.89	79.61%	2,452.66
500 Other Purchased Svcs	40,932.97	40,914.72	99.96%	18.25
600 Supplies	77,153.44	59,287.50	76.84%	17,865.94
700 Property	3,396.99	3,385.71	99.67%	11.28
			0.00%	0.00
1418 EAST ELEMENTARY	2,047,015.65	1,532,581.17	74.87%	514,434.48
100 Salaries	1,781,521.43	1,384,286.43	77.70%	397,235.00
200 Benefits	594,699.05	450,954.78	75.83%	143,744.27
300 Purchased Prof/Tech Svcs	28,975.47	28,974.67	100.00%	0.80
400 Purchased Property Svcs	11,645.21	9,574.04	82.21%	2,071.17
500 Other Purchased Svcs	167,825.48	81,312.80	48.45%	86,512.68
600 Supplies	119,320.29	103,880.00	87.06%	15,440.29
700 Property	12,215.92	8,757.87	71.69%	3,458.05
800 Debt Services	303.85	50.00	16.46%	253.85
1427 WEST ELEMENTARY	2,716,506.70	2,067,790.59	76.12%	648,716.11
100 Salaries	819,816.66	639,482.00	78.00%	180,334.66
200 Benefits	290,257.00	223,229.94	76.91%	67,027.06
300 Purchased Prof/Tech Svcs	482.19	350.00	72.59%	132.19
400 Purchased Property Svcs	321.65	0.00	0.00%	321.65
500 Other Purchased Svcs	124,633.67	25,143.05	20.17%	99,490.62
600 Supplies	31,374.21	11,123.86	35.46%	20,250.35
700 Property	0.00	0.00	0.00%	0.00
800 Debt Services	500.00	483.00	96.60%	17.00
2209 MIDDLE SCHOOL	1,267,385.38	899,811.85	71.00%	367,573.53
100 Salaries	2,459,348.27	1,922,704.76	78.18%	536,643.51
200 Benefits	759,834.25	576,587.48	75.88%	183,246.77
300 Purchased Prof/Tech Svcs	5,538.42	5,840.97	105.46%	(302.55)
400 Purchased Property Svcs	34,528.39	32,057.11	92.84%	2,471.28
500 Other Purchased Svcs	193,266.60	62,912.05	32.55%	130,354.55
600 Supplies	196,063.05	175,960.97	89.75%	20,102.08
700 Property	14,574.64	11,128.25	76.35%	3,446.39
800 Debt Services	5,567.15	5,363.00	96.33%	204.15
3109 HIGH SCHOOL	3,668,720.77	2,792,554.59	76.12%	876,166.18
100 Salaries	3,500.00	3,208.37	91.67%	291.63
200 Benefits	550.56	466.66	84.76%	83.90
300 Purchased Prof/Tech Svcs	20,710.70	18,385.00	88.77%	2,325.70
400 Purchased Property Svcs	0.00	0.00	0.00%	0.00
500 Other Purchased Svcs	377,569.83	111,182.77	29.45%	266,387.06
600 Supplies	0.00	0.00	0.00%	0.00
700 Property	0.00	0.00	0.00%	0.00
3209 FOUR OAKS AT MHI	402,331.09	133,242.80	33.12%	269,088.29
100 Salaries	261.62	2,894.80	1106.49%	(2,633.18)
200 Benefits	91.44	235.96	258.05%	(144.52)
3299 SCHOOL ACTIVITIES	353.06	3,130.76	886.75%	(2,777.70)
100 Salaries	123,912.54	93,919.70	75.80%	29,992.84
200 Benefits	48,696.15	37,340.23	76.68%	11,355.92
300 Purchased Prof/Tech Svcs	231.75	75.00	32.36%	156.75
400 Purchased Property Svcs	317.70	314.35	98.95%	3.35
500 Other Purchased Svcs	505.32	197.12	39.01%	308.20
600 Supplies	1,073.08	286.07	26.66%	787.01
700 Property	0.00	0.00	0.00%	0.00
3309 SUCCESS CENTER	174,736.54	132,132.47	75.62%	42,604.07
10 OPERATING FUND	14,507,616.15	11,280,266.82	77.75%	3,227,349.33

	General Obligation (31)	SILO Funds (34)	FEMA (34)	Donations	Bank Iowa (70%)	Security State (30%)
Beginning Balances	\$ 9,808,758.25	\$ 5,145,826.27		\$ 1,250,000.00	\$ 10,468,209.16	\$ 4,486,375.36
EXPENSES						
July '11						
The Louis Berger Group Inc						
Month End Totals	\$ 2,000.00	\$ 5,145,826.27		\$ 1,250,000.00	\$ 1,400.00	\$ 600.00
August '11						
The Louis Berger Group Inc						
Month End Totals	\$ 2,000.00	\$ 5,145,826.27		\$ 1,250,000.00	\$ 1,400.00	\$ 600.00
October '11						
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Month End Totals	\$ 9,654,758.25	\$ 5,145,826.27		\$ 1,250,000.00	\$ 10,360,409.16	\$ 4,440,175.36
November '11						
Standard & Poor's Financial	\$ 13,000.00				\$ 9,100.00	\$ 3,900.00
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Month End Totals	\$ 9,491,758.25	\$ 5,145,826.27		\$ 1,250,000.00	\$ 10,246,309.16	\$ 4,391,275.36
December '11						
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Piper Jaffray & Co	\$ 24,230.00				\$ 16,961.00	\$ 7,269.00
Month End Totals	\$ 9,317,528.25	\$ 5,145,826.27		\$ 1,250,000.00	\$ 10,124,348.16	\$ 4,339,006.36
January '12						
Ahlers & Cooney - Attorney	\$ 11,546.09				\$ 8,082.26	\$ 3,463.83
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Month End Totals	\$ 9,155,982.16	\$ 5,145,826.27		\$ 1,250,000.00	\$ 10,011,265.90	\$ 4,290,542.53
February '12						
Bankers Trust	\$ 1,000.00				\$ 700.00	\$ 300.00
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Standard & Poor's Financial	\$ 11,774.00				\$ 8,241.80	\$ 3,532.20
Month End Totals	\$ 8,993,208.16	\$ 5,145,826.27		\$ 1,250,000.00	\$ 9,897,324.10	\$ 4,241,710.33
March '12						
Standard & Poor's CUSIP	\$ 550.00				\$ 385.00	\$ 165.00
HSR & Assoc.	\$ 150,000.00				\$ 105,000.00	\$ 45,000.00
Point of Beginnings	\$ 2,550.00				\$ 1,785.00	\$ 765.00
Month End Totals	\$ 8,840,108.16	\$ 5,145,826.27		\$ 1,250,000.00	\$ 9,790,154.10	\$ 4,195,780.33
April '12						
Consolidated Energy	\$ 7,542.59				\$ 5,279.81	\$ 2,262.78
HSR & Assoc.	\$ 90,000.00				\$ 63,000.00	\$ 27,000.00
HSR & Assoc.	\$ 5,000.00				\$ 3,500.00	\$ 1,500.00
Terracon Consultants	\$ 15,000.00				\$ 10,500.00	\$ 4,500.00
Month End Totals	\$ 8,722,565.57	\$ 5,145,826.27		\$ 1,250,000.00	\$ 9,707,874.29	\$ 4,160,517.55
May '12						

HSR & Assoc.	\$	90,385.00			\$	63,269.50	\$	27,115.50
INRCOG	\$	604.81			\$	423.37	\$	181.44
Bankers Trust Company	\$	200.00			\$	140.00	\$	60.00
Consolidated Energy Co.	\$	7,431.79			\$	5,202.25	\$	2,229.54
Month End Totals	\$	8,623,943.97	\$	5,145,826.27	\$	9,638,839.17	\$	4,130,931.07

Board Report for June

Jennifer Sornson, Junior/Senior High School Principal

Commencement was great, except for the heat!!! The good news is everyone survived, no casualties. The graduates that spoke did an excellent job. This class was an outstanding class. They have demonstrated maturity and leadership this year. More importantly they would seek advice and listen to others.

2012-2013 Schedule – The Junior High schedule will be very close to the 2011-12 schedule. 7th and 8th grade will have separate lunches again. Junior High will have the same advisor time as this year, the same exploratory classes (FCS, Art, Industrial Tech, Health), and everyday band.

There are very few changes to the Senior High schedule. Senior High will have a new early dismissal schedule due to the addition of advisor groups.

We share 12 staff members between the Junior and Senior High.

Every year we try to make changes that will benefit the students and the learning environment.

All 6th graders from West toured the Jr-Sr High. The 8th graders from St. John's also toured the building. Students had opportunities to ask questions and to meet the staff. They were reminded and encouraged to attend orientation on August 17.

Advisor groups for Senior High students will be added in the fall. A group of teachers and I will be planning the entire schedule. We will be meeting for 2-3 days in July to map out the 2012-2013 schedule. The calendar will be set and all activities will be planned before school starts.

Two days of professional development planning were held June 5 and 6. We have a solid foundation for our plan for 2012-13. Our two priorities are student-centered classrooms and higher order thinking skills.

Graduate Survey-Before rehearsal, we had the graduates complete a survey. I will have a copy of the survey and the results for the board at the meeting.

June Junior High Board Report.

June marks the beginning of Summer School for a few Junior High students who failed to meet their G.L.E.'s during the school year. Students were offered three attempts at re-teaching to recover those G.L.E.'s and after their third failed attempt the students were placed in Summer School. The Junior High finished the year with eleven 8th grade students and six 7th grade students needing to be in summer school. 15 of the 17 total students were done completing their GLE's by the end of the first week with only 2 remaining students entering the second week. Jim Heinz is the summer school instructor and Diane Shonka is the associate.

June also provides the staff and administration time to examine what worked well and what still needs addressed for the next academic year. High on our priority list in the Junior High is still reading at grade level. To address this need further, we have taken a look at our Ex-Read Program and are revamping the schedule in order to provide a more consistent delivery. In the past, Ex-Read had met every other day, next school year we are able to offer it every day. I believe this will allow for more consistent content delivery and also provide those students time to practice their strategies while under the supervision of their teacher. We have also altered how we identified those students needing Ex-Read. In the past, students who scored below the 45th percentile on the Iowa Test of Basic Skills Reading Comprehension Test were recommended for this program. This year, we have triangulated our data using not only their Iowa Assessment proficiency but also we are looking at their NWEA Test results and teacher recommendations. This amount of data allows us to identify those students who are in the most need of the program with much more validity. This data also makes conversations with parents much more informative in describing the need and the benefits of placing their students in the Ex-Read Program. Our work this next year will be to chart the improvement of those students and study the impact of these changes on the programs effectiveness.

June has also provided an opportunity to meet with staff to plan our professional development for next year. A cooperative effort between Junior High and High School to plan for next years focus has been outstanding. Staff met for two days in June to plan out our P.D. delivery and content. The plan they developed will provide opportunities for consistency and collaboration, which were two requests of staff at the end of the year.

**Report to the Board of Education
West Elementary
June 18, 2012**

End of School Year Activities

Talent Show-Our first annual talent show was a huge success! There were 69 acts, involving 93 kids who tried out in early May for a spot in the show. The students tried out in front of their grade level and 3 judges. From that group, 5-6 acts per grade level were selected to perform in front of the entire student body and parents during the talent show. It was an amazing show! The acts included singing, card tricks, tumbling, piano solos, flute solos, drum solos, dancing, yoga, and a light stick show. The participants did an awesome job-I was really proud of every one of them! Presenting yourself in front of an audience is a life skill. We reserved one section of the bleachers for visitors and had it about two thirds full. The kids continued to talk about the show the rest of the week! I can't wait to see what next year's show brings!! I predict it will be bigger! Thanks to Rachel Keber, our music teacher, for organizing the show.

Volunteer Recognition-We took a short intermission in the Talent Show to recognize those who gave of their time and talents to volunteer in some way during the year. Many of them were present to receive their award, which was great!

One group we recognize each year is the Shysters. These wonderful gentlemen come every morning to greet our students with a smile and conversation. They help our kids get off to a great start every morning! They aren't just our greeters, they are part of our West family! The student body erupted into loud applause as one of them, Vernie, went up to get his certificate. The other 2, Bob and Dave, were unable to attend that day so I took their certificate to their coffee club later. Each greeter got a big card from the kids and a copy of this year's Memory Book.

Field Day-On the last day of school we all went down to the track to participate in 17 track and field events. Teachers and volunteers manned the events as the students rotated around the track from station to station. Congratulations to Keith Donnelly who organized another great day of fun and activity.

Lunch and Entertainment-After the field day events, everyone came up to the building to pick up a sack lunch that included a grilled hot dog and then went outside to enjoy the company of friends and entertainment. One of the big hits was a HyVee chef from Cedar Falls who carved an ice sculpture of our Indee Mustang in front of the building. Thanks to Jessica Weber for organizing the lunch, Val Maximovich and Lloyd Davis for organizing our volunteers, John Christensen and Joe Olsen for grilling, and Michelle Moore for providing music.

We had a very full lawn of families having a great time together! It was a great way to end the school year!

Sandy Merritt

6/18/12 School Board Meeting
Principal's Report
Mary Jean Blaisdell

1. PK4 Update
 - a. Too soon to tell how our numbers will look in fall
 - b. We are able to spend some carryover dollars on playground equipment needed and technology
2. End of Year
 - a. East Fitness Day went well
 - b. Last STARS assembly/Mileage Club/Volunteer recognition assemblies were wonderful. Students went farther than ever before in the Mileage Club!
3. Summer
 - a. Extended Year Special Education (Summer school) begins at East for PK-2 on June 26 and ends July 26. T/W/Th 8:30-11:30
 - b. 2nd At Risk summer school also taking place; has same summer schedule as above
4. K-2 Enrollment for 2012-13 as it looks so far
 - a. K = 17, 17, 17, 18, 18 = 87
 - b. 1st = 20, 20, 20, 20, 20 = 100
 - c. 2nd = 21, 22, 22, 22 = 87
 - d. K-2 total = 271

	<u>06-07</u>	<u>07-08</u>	<u>08-09</u>	<u>09-10</u>	<u>10-11</u>	<u>11-12</u>	<u>12-13predicted</u>
District K-2	293	305	297	298	263	278	274

June Activities Report by Rob Arnold

May was a very productive month for Independence Athletics. We had 8 girls participate at the State Track Meet. We had 2 boys also make the trip and compete in Des Moines. We had the second place finisher in 3A Girls Golf. Finally, we had the 8th place finisher in Girls Tennis in Class 3A. She was also our first individual State qualifier in Tennis in the history of the program. Our Girls Soccer Team hosted a regional event and then lost to a tough Cedar Rapids Prairie team 1-0. Our Boys Soccer continued their improvement and was knocked out by Iowa Falls in Waverly. The hard work and dedication of the athletes and coaches this spring was truly amazing. May was a great month to be a Mustang!

In May we also hosted the WaMac Co-Ed Junior Varsity Track Meet. All 16 WaMac teams brought a boys and a girl's team except for 2 schools. We had over 600 athletes compete at the event. I would like to take this time and thank all the volunteers who came out and worked from 4:30 to 9:15 that night. We had great help and outstanding volunteers who made the event run smooth. It would not have been possible to run the event without them. It was a very efficient meet and we received many compliments from visiting schools.

The summer sports are fully underway as well now. The baseball team has been very busy with their schedule. They have begun their WaMac Conference play and will play most Monday, Wednesday, and Thursday evenings. We have two levels of baseball, Level 3 and Varsity. Level 3 is the level reserved for Eighth, Ninth, and 10th graders who are not playing Varsity. Level 3 plays at noon on the days that the Varsity also plays.

The Softball team is also competing and in the heart of their schedule. The Varsity Softball team is competing on the same nights as Baseball with a mirrored schedule. Softball is also playing a Level 2 schedule on the opposite day as the Varsity. The numbers of participants in Softball is down through out the WaMac Conference so the girls participating are getting to play a lot of games as many are playing both levels. The Varsity Girls will host their tournament on June 23rd at the Softball Complex. We have 8 teams vying for the title. We are also hosting a JV Tournament on June 20th, however we are down to only 4 teams due to other teams being low on numbers as well.

The summer also means off-season training for the athletes not in baseball or softball. Summer gym and weight room attendance has been outstanding. We have athletes coming and going from both West and the High School gym from 6:15am to 8pm depending on the sport or weight room hours that best fits their schedule. With Boys Basketball, Girls Basketball, Volleyball, and the off-season schedule for Football is it a very busy time. It is great to see our coaches and athletes working hard to achieve their goals. Our custodial staff has also done a great job of working around our needs with building access. They have a lot to do over the summer and sometimes the challenges of having all those kids running halls and working out creates difficulties for the custodians to their job. We appreciate the job they are doing and thank them for their continued flexibility.

Fundraising Report

Organization	Purpose	Items Sold	Dates
Volleyball	Raise uniform funds	VB Camp	June 16-17
Cheerleading	Raise money for Uniforms	Bake Sale	6/9, 10/2
Cheerleading	Raise Money for Uniforms	Car Wash	June 16th
Band	Funds for Florida Trip	Pizza/Dough	Aug 20-Sept 4

* New Fundraising requests for this month are in Bold.

Report to the Board of Education
Curriculum and School Improvement
June 18, 2012

Iowa Common Core

Each district in Iowa developed in the 2009-10 school year an implementation plan detailing how they would implement the Iowa Core. This plan was submitted to the state and is updated each year. Every district has an Iowa Core Leadership Team that meets throughout the year to receive training and monitor implementation of the Iowa Core. They also annually review and update the implementation plan.

Our team determined early in the process that because Independence has aligned curriculums based on national standards for every content area, we were ahead of many districts and ready to focus on instruction. We have focused our attention on how instruction is delivered with our plan. We have used the Characteristics of Effective Instruction as our model.

When the leadership team reviewed our plan in May, we decided that it is important to continue to focus on how instruction is delivered and the depth of understanding required. The team recommended to the District Professional Development Committee that we focus attention specifically on two of the Characteristics of Effective Instruction-Student Centered Classrooms and Rigor and Relevant Instruction.

In Student-Centered Classrooms, students construct their own knowledge through experiential, authentic, and challenging experiences. Teachers connect learning to students' experiences, interests, and environment. They provide opportunities for students to communicate their understandings to peers and the teacher. Teachers encourage students to reflect on their own thinking and learning. Teachers assess understanding of concepts in multiple ways, including projects, presentations, paper and pencil tests, etc.

A rigorous and relevant curriculum is one that is complex and challenging. Students use their knowledge to solve complex, real-world problems, and to create products. The content is significant, authentic, and applicable to real world situations, making learning meaningful.

Professional Development Planning

The district planning team reviewed district data and decided that the focus for professional development next year should be Student Centered Classrooms and Rigorous and Relevant Instruction. In September, building leadership teams will facilitate a discussion in their buildings of these terms to develop a common understanding. In October, each teacher will analyze his/her current practices based on a rubric provided them and then set a goal with their learning team to include more student centered activities in their instruction. Throughout the year, teachers will informally track their instruction 3 times during the year, noting progress toward their goal. They will have multiple opportunities in their learning teams to share what they are doing and get feedback from their peers.

Each building leadership team will determine how they will work on Student Centered Classrooms and Rigorous and Relevant Instruction in their building. They will develop activities to do during early outs throughout the year.

After each building develops their action plan for professional development, I will put that information together onto a calendar and share it with the board.

Math Resources

The elementary teachers and the Math Subject Area Committee are recommending that the district purchase Everyday Math for K-Fifth grade. Sixth through eighth grades are looking at Holt McDougal, which is the same series that the high school uses. Staff took a good deal of time to study resources and talk to AEA math specialists before making this recommendation. We believe that aligning 6th grade to the junior high curriculum is our best grouping and will provide consistency through high school. The transition from Everyday Math to Holt McDougal at 6th grade should not cause any difficulty for students. The Iowa Core also groups grades into K-5, 6-8, and 9-12.

Included in the purchase are 3 days of training in August, October and January provided by the company and teachers who are using the program.

Sandy Merritt



Independence

Community School District

Office of Stephen Noyes
Technology Director

6.D.

June 18, 2012

Ryan and I have been working through our summer list. Ryan has been concentrating on the computers at the Junior Senior High and I have been concentrating on finishing the state reports for 2012 and preparing PowerSchool for the 'roll-over' in July.

We have been performing server maintenance and changing some network services for next year. One major goal of the summer is to sync Google usernames with our network usernames. Both services will remain separate, but the username/password combination will sync between the two services. Hopefully this will help staff/students remember the username/password easier for students.

I leave for PowerSchool University on June 24. PowerSchool University is a long-week of learning. I will be in class from 8:00 am -8:30 pm almost everyday. I have signed up for a full schedule. The classes are always good and I learn better ways of managing PowerSchool during the week. I will be giving PowerSchool training to the building secretaries on August 13. Many of my notes will come from PowerSchool University.

The online registration process is scheduled to go live on July 23. Families will be able to register their students either online beginning July 23 or at Heartland Acres on July 30. We encourage all students to be registered before school starts and will be using School Messenger to remind parents to be registered before school starts. Online registration will stay live and parents will be able to update their information as often as needed. The information will automatically feed into PowerSchool every night.

Fall will be here shortly. We are already setting-up schedules for fall NWEA testing, Project Easier (new name unannounced), associate training and technology training. Many of the staff expressed an interest in receiving, "Tech Tip from Steve." I hope to put together a series of helpful hints and publish on the district technology website. As a larger part of better communication with staff, I plan to spend more time in each building in the fall.

Sincerely,

Stephen B. Noyes
District Technology Director

Food Service Department

I am currently working on finishing up this past school year and getting ready for the next year. Just a reminder that we still have two positions open in the Food Service Department, a Dishwashing position at East Elementary and also a POS Operator at the JSHS. We will not begin to interview for those positions until the beginning of August.

I have started looking into a computer system to help with the new nutritional requirements for next school year and also a new POS unit as well. Our current POS is outdated and will be need updated at all schools, but we are not purchasing the equipment until 2013-2014. The nutritional program will be just used in my office for information pertaining to every meal that we serve in our district and the nutritional information for every product. This will help with student/staff dietary needs, configure calories counts, and our cost per meal.

End of the Year Celebration

Most of the Board was able to attend the celebration at one of the schools or maybe even more than one, but what a great time had by all! With over 600 guests at East and West combined, the Food Service Staff, plus volunteers, were in full force for preparing the lunch for everyone that day. We also had the Chef from Hy-Vee return and do an ice carving at West. Many of the kids were able to witness his art work up close and take pictures with the Mustang head when he was finished. The donated ice cream was also huge hit with all the guest and students, thank you to all the volunteers and donators for helping make this such a fun celebration!

Farm to School

The gardens are in full production right now, the two acres are all planted and also the beds behind the Administration Building. Hopefully you have heard about Weeding Wednesday, which is every Wednesday at 5:30-8:30 p.m., on the 2 acres. You can come and go as you please, if you can't weed, that's fine, and if you can take pictures or cheer us on that would be great too! Our first night was June 6, and we had 10 volunteers come and help with the weeding and also planting of some melons. It was a great evening and we got a lot accomplished!

Respectively Submitted,

Jessica Weber

Board Report Buildings and Grounds

June 2012

All Summer projects are underway.

East:

The new counter tops are going in classrooms

The lunchroom tables have been taken out and waiting on holes to get cut to put the new ones in

The two ceilings at East are ready to be put in

West:

The six ceilings that are tore down will be installed this week

The three walls are wired and sheet rocked

Some classrooms are being painted

The parking lot lights are in and the plan is to have them up this week

High School:

We put some tile down in the lunchroom

We fixed some stools that were loose

Fixed the Gym lights

Grounds:

We bid out the concrete and received two bids back for each partial.

The concrete bid for doing district wide parking lots was Custom concrete \$18,186.15

The concrete bid for paving to the football field went to Custom concrete for \$ 19,868.00

We have been watering the football and soccer Fields

Chad Obrien

Board Report Transportation

June 2012

The summer maintenance has been started on the vans.

We have two school vehicles and one leased vehicle being used for drivers ed this summer

It has been very busy with summer activities

I attended a service seminar in Des Moines on June 5-6th. The seminar covered the multi plex wiring in the busses. The seminar also covered Braun wheel chair lifts which we have one of. It covered the engine codes and minor issues to cummings engines. It was overall a very informative meeting.

Burt Van Horn



Call for 2013 Legislative Action Priorities

What Your Board Needs to Do

Spend the May, June, or July (or first week of August) board meetings analyzing, discussing and voting on your top legislative priorities for next year. This should give all school boards at least two meetings to identify their priorities for the 2013 General Session by doing one or more of the following:

- Pick no more than five priorities or agree to move forward with the priorities from the 2012 platform, and/or;
- Suggest amendments to existing resolutions or recommend new resolutions;
- Identify resolutions that should be removed from the platform if they are no longer relevant or critical;
- Return up to five of your top legislative priorities or general approval to IASB by **August 10th** via the Internet at <http://www.ia-sb.org/iasbform.aspx?ekfrm=12982>, or fax the completed form back to Marte Brightman at (515) 247-7057.

The Resolutions and Priorities Process

- The IASB Legislative Resolutions Committee (LRC), at its August meeting, will review the submitted resolutions, prioritize them and make recommendations to the IASB Board of Directors.
- The IASB Board of Directors, at its September meeting, will vote to approve or modify the LRC recommendations and forward the report to the Delegate Assembly.
- The IASB Delegate Assembly will meet in Des Moines on November 14th. The Delegate Assembly is the official body that establishes the IASB Legislative Priorities, Resolutions and Beliefs.

What is the Legislative Resolutions Committee?

The building of, and the strength of, the IASB legislative platform is based on member input. The Legislative Resolutions Committee is a 19 member committee comprised of K-12 board members, an AEA representative and an Iowa Community College Board of Trustees member. The IASB President-elect presides over the LRC. Members of the IASB Board of Directors appoint an LRC committee member from their director district. The IASB president makes five at-large appointments. The AEAs and Iowa Association of Community College Trustees each appoint one member. The LRC is a cross-section of school boards from across Iowa, big and small, urban and rural.

Thank you for adding your voices to the IASB legislative grassroots process!

Remember: IASB needs your top five resolutions by August 10th.

Return form sent to board secretaries is available on the IASB web site <http://www.ia-sb.org/LegislativeAdvocacy.aspx?id=7342>.

PROPOSED 2013 IASB LEGISLATIVE ACTION PRIORITIES

Please use this form to list your board's **Top Five Legislative Priorities in Rank Order**. Although there are a total of 33 resolutions, please select **only up to 5** resolutions that are most important to your district. If your legislative priorities are identical to the 2012 resolutions, please indicate the 2012 resolution number. Resolution numbers can be found in the 2012 IASB Legislative Resolutions pages included with this mailing or by visiting our website at <http://www.ia-sb.org/Publications.aspx?id=5008>. Indicate "new" if it's a new resolution. Also, please let us know if there are resolutions that should be removed from the platform. Use additional sheets as necessary. Please register your response via this link <http://www.ia-sb.org/iasbform.aspx?ekfrm=12982>, on the IASB website or *return this form by fax or mail to IASB by August 10 2012*. Fax to Marte Brightman (515) 247-7057 or mail 6000 Grand Ave., Des Moines, IA 50312.

The Board of Directors of _____ School District on
_____, 2012, adopted the following Legislative Action Priorities and Resolutions on a
vote of _____ to _____.
Submitted by: Name _____ Title _____

Continue Priorities from the 2012 Platform: _____
(2012 resolutions #'s 3, 6, 11, 16, & 30)

2012 Priorities: (use 2012 resolution number, no more than 5)

New Resolutions or amendments to existing:

Resolutions that should be removed: _____
(use 2012 resolution number)



IASB 2012 Advocacy Survey:

During the legislative session (January-April), in how many board meetings did you have a legislative update or discussion? 0 ___ 1-2 ___ ; 3 4 ___ ; more than 4 ___

Did your board meet with your legislators prior to the start of the legislative session to outline IASB's legislative priorities? Yes ___ No ___

Did you invite your legislators to attend a board meeting or other school related activity? Yes ___ No ___

If so, were they able to attend? Please explain

How many local legislative forums did your board members/administrators attend? 1-2 ___ ; 3-4 ___ ; more than 4 ___

Was your board represented at one of the IASB Lobby Days? Yes ___ No ___

If "No" please indicate reason (check all that apply):

___ Date(s) were inconvenient

___ Conflicted with work requirements

___ Saw little value/not worth time

___ Didn't know about them

Was your administrative staff (superintendent, board secretary, etc...) represented at one of the Lobby Days?

Yes ___ No ___ If "No" please indicate reason (check all that apply)

___ Date(s) were inconvenient

___ Conflicted with work requirements

___ Saw little value/not worth my time

___ Didn't know about them

Which of the following IASB advocacy tools did you use?

___ Action Line/Action Network's Talking Points

___ Weekly Legislative Update Recording

___ Priority Issues Talking Points

___ IASB Legislative Bill Tracker

___ Community Forums Listing on IASB Web site

Other: _____

On a scale of 1-5 please rate the usefulness of the advocacy tools:

Event	Not Useful				Very Useful
Action Line/Action Line Network	1	2	3	4	5
Weekly Legislative Update Recording	1	2	3	4	5
Priority Issues Talking Points	1	2	3	4	5
IASB Legislative Bill Tracker	1	2	3	4	5
Community Forums Listing (on-line)	1	2	3	4	5

Please provide any feedback concerning these tools, or other tools you recommend to aid your districts advocacy.



2012 IASB Legislative Action Priorities and Resolutions

STUDENT ACHIEVEMENT AND STUDENT EQUITY: The Iowa Association of School Boards:	Legislative Action 2012 Session:
1. Supports preserving the integrity of the statewide penny sales tax for school infrastructure, including the tax equity provisions of buying down the highest additional levy rates to the state average.	This section will be updated after the close of the 2012 legislative session. Please check our Web site at www.ia-sb.org for updates to this document.
2. Supports full state funding to implement the Iowa Professional Development Model.	
3. Supports continued progress in the development of rigorous content standards and benchmarks consistent with the Iowa Core focused on improving student achievement, including the following state actions: <ul style="list-style-type: none"> • Provide and fund technical assistance to help school districts fully implement the Iowa Core. • Develop or obtain high-quality summative and formative assessments, aligned to the skills students should know and be able to do to succeed in the 21st century • Include and fund all the components of successful standards systems: assessments aligned to high expectations, improved and aligned instruction and quality professional development. 2012 Legislative Priority 	
4. Supports adequate and on-time funding for English-language learner (ELL) students until the students reach proficiency.	
5. Supports a funding mechanism for school districts' transportation costs that does not directly or indirectly impact funding for the educational program.	
6. Supports funding to ensure all 4 year-olds have access to a high quality public school preschool program and allow them to be included in the enrollment count if those programs can demonstrate meeting the collaboration and quality standards requirements of the statewide voluntary preschool program. 2012 Legislative Priority	
7. Supports continuation of sufficient incentives and assistance to encourage sharing, reorganization or regional high schools to expand academic learning opportunities for students and to improve student achievement. IASB supports expansion of sharing incentives to include special education, curriculum and other critical administrative positions. The incentives must be available to school districts regardless of the location of the sharing partner(s).	
8. Supports legislation that increases the at-risk student weighting and includes drop-out prevention in the foundation formula.	
9. Supports revising the foundation formula to equalize per pupil funding regardless of the school district.	
10. IASB supports Iowa law giving local school boards authority to establish charter schools. Charter schools should not be established by any entity other than public school boards and, after approval of a charter school by a local school district, charter school plans and waivers must be approved by the State Board of Education and subject to all state accountability and reporting standards.	
Continued next page	



2012 IASB Legislative Action Priorities and Resolutions

FINANCE The Iowa Association of School Boards	
11. Supports setting allowable growth at a rate that encourages continuous school improvement and reflects actual cost increases experienced by school districts and AEAs. Our priority is to increase and maintain the state cost per pupil and the spending authority associated with it to build a strong base for future education resources with full state funding of the state's share of the cost per pupil. 2012 Legislative Priority	
12. Supports a school foundation formula that adequately, and in a timely manner, funds changes in demographics, including declining and increasing enrollment challenges.	
13. Supports flexibility in the use of modified allowable growth for dropout prevention including the funding of administrative costs and employee costs for those who have the responsibility for serving at-risk students.	
14. Supports greater flexibility in the use of the management levy for those services required by law including inspections and publication costs and legal and auditing services, including internal auditing services and staff.	
15. Supports greater flexibility in allowing school districts to charge fees for non-curricular related costs.	
LOCAL CONTROL The Iowa Association of School Boards	
16. Supports legislation that provides greater flexibility for school districts to meet changing needs, become more efficient, protect natural resources and save public funds. 2012 Legislative Priority	
17. Supports incentives for school districts to offer extended days and/or innovative calendars. School districts receiving these incentives should evaluate such initiatives to determine the impact on student learning.	
18. Supports the repeal of the legislated school start date and restoration of local school district authority to determine when it is in the best interest of students to start school.	
19. Supports the use of physical plant and equipment levy (PPEL) funds for the maintenance and repair of equipment or infrastructure that can be purchased or financed with PPEL funds.	
TAXES The Iowa Association of School Boards	
20. Supports legislation allowing school bond issues to be passed by a simple majority vote and to permit the local school board to levy a combination of property taxes and income surtaxes to pay the indebtedness.	
21. Supports sufficient state revenues to adequately fund public education as Iowa's number one priority. IASB opposes erosion of the existing tax base. IASB supports a full accounting every two years by state government of the costs of all exemptions, credits or deductions for the income tax, sales tax or property tax.	



2012 IASB Legislative Action Priorities and Resolutions

22. Supports tax increment financing (TIF) limitation, reform and regulation. Reforms should increase accountability and transparency for local government entities utilizing TIF. School districts should have the ability to implement TIF for certain types of facility expenditures and must be an equal partner with cities or counties when implementing new TIFs. In addition, we oppose residential TIFs unless the impacted school district(s) approve.	
23. Opposes a constitutional amendment or statewide voter referendum that would limit taxes, spending or local control impacting education.	
24. Supports efforts to minimize property tax disparities that occur between school districts because of the additional levy rate in the school foundation formula.	
25. Opposes property tax restructuring unless it holds school districts harmless.	
PERSONNEL The Iowa Association of School Boards	
26. Supports giving school districts and AEAs the option to reduce staff to respond to reductions in funding or to comply with an arbitrator's award. School districts and AEAs should not be required to use the teacher contract termination procedures in Iowa Code section 279.13 for such staff reductions.	
27. Supports providing school districts with incentives and the flexibility to pay market competitive wages for shortage area positions, especially in the areas required to meet graduation and Iowa Core mandates.	
28. Opposes changes to labor and employment laws unless they: <ul style="list-style-type: none"> ▪ Include adequate resources provided by the state without a shift from other education resources or significant burden on property taxpayers. ▪ Balance the rights of the employees with the rights of management with scales tipped in favor of student achievement and student safety. 	
29. Support a requirement that arbitrators first consider local conditions and ability to pay. After the arbitrator determines the school district or AEA has the ability to pay, the arbitrator should then consider comparability.	
30. Supports a change in state law that allows school districts to enroll their employees in the state's health, dental and life/long-term disability insurance pools. 2012 Legislative Priority	
UNFUNDED MANDATES The Iowa Association of School Boards	
31. Supports predictable and timely state funding to serve students receiving special education services at a level that reflects the actual cost, including educational programming and health care costs.	
32. Supports the federal commitment to fund 40 percent of the cost of educating students receiving special education services, and requests that the federal government fulfill that commitment by increasing funding a minimum of 8 percent per year until the 40 percent figure is achieved.	
33. Opposes and seeks to repeal unfunded mandates.	



2012 IASB Legislative Action Priorities and Resolutions

AREA EDUCATION AGENCIES The Iowa Association of School Boards:	
Acknowledges the AEAs legislative platform, including: <ul style="list-style-type: none">▪ Supports additional resources to AEAs and school districts for curriculum development, student assessment analysis, in-service training, professional development and technology assistance;▪ Supports legislation allowing students in accredited nonpublic schools to be counted for special education services, allowing them full access to services;▪ Supports fully funding the AEA budget as provided by the school growth factor.▪ Supports creation of a separate funding mechanism for the operation and maintenance of AEA facilities;▪ Supports an increase in funding for early childhood efforts.	
COMMUNITY COLLEGES The Iowa Association of School Boards:	
Acknowledges the community college legislative platform, including: <ul style="list-style-type: none">▪ Supports funding State General Aid (SGA) at \$192 million using a base funding level excluding the recent cuts and including the percent of growth utilized in the Department of Education agreed upon formula;▪ A long-term commitment of state and local assistance for Skilled Worker Training through the Workforce Training and Economic Development Funds, and other funding streams available to maintain and build capacity for skilled worker training;▪ A long term state commitment and appropriation to Iowa Adult Literacy Programs, including the Pathways for Academic, Career and Employment (PACE) to support Iowa's low skilled, low-income adults, including dislocated workers without a high school diploma/GED;▪ The 15 Community College Boards' local governance flexibility to access local tax support in its discretion to meet the needs of workforce training and their local communities.	



2012 IASB Legislative Action Priorities and Resolutions

URBAN EDUCATION NETWORK The Iowa Association of School Boards:	
Educational Transformation The UEN supports transformation of our educational system based on student learning needs, including meaningful and aligned assessment that can inform instruction. State policies must be grounded in research demonstrating improved student outcomes; include adequate and equitable resources, and an expectation for professional development. Strong bi-partisan legislative support must focus on long-term improvement with incentives for innovation. UEN members welcome a statewide commitment to transforming our educational system in overcoming barriers to change. We respectfully request transformational focus on: <ul style="list-style-type: none">▪ Urgency▪ Meaningful Assessment▪ Literacy▪ Innovation▪ New Concepts of Delivery▪ Evaluation of Instructional Staff▪ Administrative Leadership▪ Improving recruiting and hiring practices▪ World Class Models Adequate and Equitable Funding Successful transformation of the Iowa educational system is not possible without adequate and equitable funding. The UEN supports: <ul style="list-style-type: none">▪ Equity reforms▪ Adequacy reforms▪ Process reforms <i>This is a composite listing of the UEN 2012 Platform. To read this platform in its entirety please visit: http://www.iasb.org/Publications.aspx?id=5008#URBAN_EDUCATION_NETWORK.</i>	

Additional 2011-2012 BCSC Graduate

Collin Cannon

Independence Community School District K-12 Counseling Curriculum

The Iowa Department of Education has endorsed, and the I.C.S.D. Counseling Department adopted (2009) the National Standards established by the American School Counseling Association (ASCA).

Academic Development Domain

Standard A: Students will acquire the attitudes, knowledge, and skills that contribute to effective learning in school and across the life span.

A:A1 Improve Academic Self-concept

- A:A1.1 Articulate feelings of competence and confidence as learners (K-2, 3-6, 9-12)
- A:A1.2 Display a positive interest in learning (K-2, 3-6, 7-8, 9-12)
- A:A1.3 Take pride in work and achievement (K-2, 3-6, 7-8, 9-12)
- A:A1.4 Accept mistakes as essential to the learning process (K-2, 3-6, 7-8)
- A:A1.5 Identify attitudes and behaviors that lead to successful learning (3-6, 7-8, 9-12)

A:A2 Acquire Skills For Improving Learning

- A:A2.1 Apply time-management and task-management skills (3-6, 7-8, 9-12)
- A:A2.2 Demonstrate how effort and persistence positively affect learning (3-6, 7-8)
- A:A2.3 Use communications skills to know when and how to ask for help when needed (K-2, 3-6, 7-8)
- A:A2.4 Apply knowledge and learning styles to positively influence school performance (3-6, 7-8)

A:A3 Achieve School Success

- A:A3.1 Take responsibility for their actions (K-2, 3-6, 7-8, 9-12)
- A:A3.2 Demonstrate the ability to work independently, as well as the ability to work cooperatively with other students (K-2, 3-6, 7-8)
- A:A3.3 Develop a broad range of interests and abilities (3-6, 7-8)
- A:A3.4 Demonstrate dependability, productivity and initiative (3-6, 7-8, 9-12)
- A:A3.5 Share knowledge (3-6, 7-8)

Standard B: Students will complete school with the academic preparation essential to choose from a wide range of substantial post-secondary options, including college.

A:B1 Improve Learning

- A:B1.1 Demonstrate the motivation to achieve individual potential (3-6, 7-8)
- A:B1.2 Learn and apply critical-thinking skills (3-6, 7-8)
- A:B1.3 Apply the study skills necessary for academic success at each level (3-6, 7-8, 9-12)
- A:B1.4 Seek information and support from faculty, staff, family and peers (3-6, 7-8)
- A:B1.5 Organize and apply academic information from a variety of sources (3-6, 7-8)
- A:B1.6 Use knowledge of learning styles to positive influence school performance (3-6, 7-8)
- A:B1.7 Become a self-directed and independent learner (K-2, 3-6, 7-8, 9-12)

A:B2 Plan to Achieve Goals

- A:B2.1 Establish challenging academic goals in elementary, junior high and high school (3-6, 7-8, 9-12)
- A:B2.2 Use assessment results in educational planning (7-8, 9-12)
- A:B2.3 Develop and implement annual plan of study to maximize academic ability and achievement (7-8)
- A:B2.4 Apply knowledge of aptitudes and interests to goal setting (3-6, 7-8)
- A:B2.5 Use problem solving and decision-making skills to assess progress toward educational goals (7-8)

- A:B2.6 Understand the relationship between classroom performance and success in school. (K-2, 3-6, 7-8, 9-12)
- A:B2.7 Identify post-secondary options consistent with interests achievement, aptitude and abilities (7-8, 9-12)

Standard C: Students will understand the relationship of academics to the world of work and to life at home and in the community.

A:C1 Relate School to Life Experiences

- A:C1.1 Demonstrate the ability to balance school, studies, extracurricular activities, leisure time and family life (3-6, 7-8, 9-12)
- A:C1.2 Seek co-curricular and community experiences to enhance the school experience (7-8, 9-12)
- A:C1.3 Understand the relationship between learning and work (K-2, 3-6, 7-8, 9-12)
- A:C1.4 Demonstrate an understanding of the value of lifelong learning as essential to seeking, obtaining and maintaining life goals (9-12)
- A:C1.5 Understand that school success is the preparation to make the transition from student to community member (7-8, 9-12)
- A:C1.6 Understand how school success and academic achievement enhance future career and vocational opportunities (3-6, 7-8, 9-12)

Career Development Domain

Standard A: Students will acquire the skills to investigate the world of work in relation to knowledge of self and to make inform career decisions.

C:A1 Develop Career Awareness

- C:A1.1 Develop skills to locate, evaluate and interpret career information (7-8, 9-12)
- C:A1.2 Learn about the variety of traditional and nontraditional occupations (K-2, 3-6, 7-8, 9-12)
- C:A1.3 Develop an awareness of personal abilities, skills, interests and motivations (3-6, 7-8, 9-12)
- C:A1.4 Learn how to interact work cooperatively in teams (K-2, 3-6, 7-8)
- C:A1.5 Learn to make decisions (7-8, 9-12)
- C:A1.6 Learn how to set goals (3-6, 7-8, 9-12)
- C:A1.7 Understand the importance of planning (3-6, 7-8, 9-12)
- C:A1.8 Pursue and develop competency in areas of interest (7-8, 9-12)
- C:A1.9 Develop hobbies and vocational interests (3-6, 7-8, 9-12)
- C:A1.10 Balance between work and leisure time (3-6, 7-8, 9-12)

C:A2 Develop Employment Readiness

- C:A2.1 Acquire employability skills such as working on a team, problem-solving and organizational skills(7-8, 9-12)
- C:A2.2 Apply job readiness skills to seek employment opportunities (9-12)
- C:A2.3 Demonstrate knowledge about the changing workplace (7-8, 9-12)
- C:A2.4 Learn about the rights and responsibilities of employers and employees (9-12)
- C:A2.5 Learn to respect individual uniqueness in the workplace (K-2, 3-6, 7-8, 9-12)
- C:A2.6 Learn to how to write a resume (7-8, 9-12)
- C:A2.7 Develop a positive attitude toward work and learning (7-8, 9-12)
- C:A2.8 Understand the importance of responsibility, dependability, punctuality, integrity and effort in the workplace (3-6, 7-8, 9-12)
- C:A2.9 Utilize time and task-management skills (3-6, 7-8, 9-12)

Standard B: Students will employ strategies to achieve future career goals with success and satisfaction.

C:B1 Acquire Career Information

- C:B1.1 Apply decision-making skills to career planning, course selection and career transition (7-8, 9-12)
- C:B1.2 Identify personal skills, interests and abilities and relate them to current career choice (7-8, 9-12)
- C:B1.3 Demonstrate knowledge of the career planning process (7-8, 9-12)
- C:B1.4 Know the various ways in which occupations can be classified (7-8, 9-12)
- C:B1.5 Use research and information resources to obtain career information (7-8, 9-12)
- C:B1.6 Learn to use the internet to access career-planning information (3-6, 7-8, 9-12)
- C:B1.7 Describe traditional and nontraditional career choices and how they relate to career choice (7-8, 9-12)
- C:B1.8 Understand how changing economic and societal needs influence employment trends and future training (7-8, 9-12)

C:B2 *Identify Career Goals*

- C:B2.1 Demonstrate awareness of the education and training needed to achieve career goals (7-8, 9-12)
- C:B2.2 Assess and modify their educational plan to support career (9-12)
- C:B2.3 Use employability and job readiness skills in internship, mentoring, shadowing and/or other work experience (9-12)
- C:B2.4 Select course work that is related to career interests (7-8, 9-12)
- C:B2.5 Maintain a career-planning portfolio (7-8, 9-12)

Standard C: Students will understand the relationship between personal qualities, education, training, and the world of work.

C:C1 *Acquire Knowledge to Achieve Career Goals*

- C:C1.1 Understand the relationship between educational achievement and career success (K-2, 3-6, 7-8, 9-12)
- C:C1.2 Explain how work can help to achieve personal success and satisfaction (3-6, 7-8, 9-12)
- C:C1.3 Identify personal preferences and interests influencing career choice and success (3-6, 7-8, 9-12)
- C:C1.4 Understand that the changing workplace requires lifelong learning and acquiring new skills (7-8, 9-12)
- C:C1.5 Describe the effect of work on lifestyle (3-6, 7-8, 9-12)
- C:C1.6 Understand the importance of equity and access in career choice (7-8, 9-12)
- C:C1.7 Understand that work is an important and satisfying means of personal expression (3-6, 7-8, 9-12)

C:C2 *Apply Skills to Achieve Career Goals*

- C:C2.1 Demonstrate how interests, abilities and achievement relate to achieving personal, social, educational and career goals (3-6, 7-8, 9-12)
- C:C2.2 Learn how to use conflict management skills with peers and adults (K-2, 3-6, 7-8, 9-12)
- C:C2.3 Learn to work cooperatively with others as a team member (K-2, 3-6, 7-8, 9-12)
- C:C2.4 Apply academic and employment readiness skills in work based learning situations such as internships, shadowing and/or mentoring experiences (7-8, 9-12)

Personal/Social Development Domain

Standard A: Students will acquire the knowledge, attitudes, and interpersonal skills to help them understand and respect self and others.

PS:A1 *Acquire Self Knowledge*

- PS:A1.1 Develop positive attitudes toward self as a unique and worthy person (K-2, 3-6, 7-8, 9-12)
- PS:A1.2 Identify values, attitudes and beliefs (K-2, 3-6, 7-8, 9-12)
- PS:A1.3 Learn the goal-setting process (3-6, 7-8, 9-12)
- PS:A1.4 Understand change is a part of growth (K-2, 3-6, 7-8, 9-12)
- PS:A1.5 Identify and express feelings (K-2, 3-6, 7-8, 9-12)

- PS:A1.6 Distinguish between appropriate and inappropriate behavior (K-2, 3-6, 7-8, 9-12)
- PS:A1.7 Recognize personal boundaries, rights and privacy needs (K-2, 3-6, 7-8, 9-12)
- PS:A1.8 Understand the need for self-control and how to practice it (K-2, 3-6, 7-8, 9-12)
- PS:A1.9 Demonstrate cooperative behavior in groups (K-2, 3-6, 7-8, 9-12)
- PS:A1.10 Identify personal strengths and assets (3-6, 7-8, 9-12)
- PS:A1.11 Identify and discuss changing personal and social roles (7-8, 9-12)
- PS:A1.12 Identify and recognize changing family roles (7-8, 9-12)

PS:A2 *Acquire Interpersonal Skills*

- PS:A2.1 Recognize that everyone has rights and responsibilities (K-2, 3-6, 7-8, 9-12)
- PS:A2.2 Respect alternative points of view (K-2, 3-6, 7-8, 9-12)
- PS:A2.3 Recognize, accept, respect and appreciate individual differences (K-2, 3-6, 7-8, 9-12)
- PS:A2.4 Recognize, accept and appreciate ethnic and cultural diversity (K-2, 3-6, 7-8, 9-12)
- PS:A2.5 Recognize and respect differences in various family configurations (K-2, 3-6, 7-8, 9-12)
- PS:A2.6 Use effective communication skills (K-2, 3-6, 7-8, 9-12)
- PS:A2.7 Know that communication involves speaking, listening and nonverbal behavior (K-2, 3-6, 7-8, 9-12)
- PS:A2.8 Learn how to make and keep friends (K-2, 3-6, 7-8, 9-12)

Standard B: Students will make decisions, set goals, and take necessary action to achieve goals.

PS:B1 *Self-knowledge Application*

- PS:B1.1 Use a decision-making and problem-solving model (K-2, 3-6, 7-8, 9-12)
- PS:B1.2 Understand consequences of decisions and choices (K-2, 3-6, 7-8, 9-12)
- PS:B1.3 Identify alternative solutions to a problem (K-2, 3-6, 7-8, 9-12)
- PS:B1.4 Develop effective coping skills for dealing with problems (K-2, 3-6, 7-8, 9-12)
- PS:B1.5 Demonstrate when, where and how to seek help for solving problems and making decisions (K-2, 3-6, 7-8, 9-12)
- PS:B1.6 Know how to apply conflict resolution skills (K-2, 3-6, 7-8, 9-12)
- PS:B1.7 Demonstrate a respect and appreciation for individual and cultural differences (K-2, 3-6, 7-8, 9-12)
- PS:B1.8 Know when peer pressure is influencing a decision (3-6, 7-8, 9-12)
- PS:B1.9 Identify long and short term goals (3-6, 7-8, 9-12)
- PS:B1.10 Identify alternative ways of achieving goals (7-8, 9-12)
- PS:B1.11 Use persistence and perseverance in acquiring knowledge and skills (7-8, 9-12)
- PS:B1.12 Develop an action plan to set and achieve realistic goals (3-6, 7-8, 9-12)

Standard C: Students will understand safety and survival skills

PS:C1 *Acquire Personal Safety Skills*

- PS:C1.1 Demonstrate knowledge of personal information (i.e., telephone number, home address, emergency contact) (K-2, 3-6, 7-8, 9-12)
- PS:C1.2 Learn about the relationship between rules, laws, safety and the protection of rights of the individual (K-2, 3-6, 7-8, 9-12)
- PS:C1.3 Learn about the differences between appropriate and inappropriate physical contact (K-2, 3-6, 7-8, 9-12)
- PS:C1.4 Demonstrate the ability to set boundaries, rights and personal privacy (K-2, 3-6, 7-8, 9-12)
- PS:C1.5 Differentiate between situations requiring peer support and situations requiring adult professional help (3-6, 7-8, 9-12)
- PS:C1.6 Identify resource people in the school and community, and know how to seek their help (K-2, 3-6, 7-8, 9-12)
- PS:C1.7 Apply effective problem-solving and decision-making skills to make safe and healthy choices (K-2, 3-6, 7-8, 9-12)
- PS:C1.8 Learn how to cope with peer pressure (K-2, 3-6, 7-8, 9-12)
- PS:C1.9 Learn techniques for managing stress and conflict (3-6, 7-8, 9-12)
- PS:C1.10 Learn coping skills for managing life events (K-2, 3-6, 7-8, 9-12)
- PS:C1.11 Use persistence and perseverance in acquiring knowledge and skills (3-6, 7-8, 9-12)

Summary of Everyday Math

1. When we started the process of looking at resources, the K-6 math team had some pretty clear criteria for what they wanted included:
 - 75% of the content in the program would have to align to Iowa Core
 - Include a solid assessment component
 - Be teacher friendly
 - Have strong problem solving and higher order thinking activities
 - Include activities to extend and review for the range of abilities in the classroom
 - Include technology resources
 - Include manipulatives to help students understand concepts
 - Activities for students to do at stations/centers
 - Include activities that can be used during small group intervention
 - Have a strong number sense component (understanding how numbers work)
2. I consulted with our AEA math consultant and other districts, to get recommendations. Two companies stood out, Investigations and Everyday Math. Both companies made presentations and provided samples for teachers to review.
3. Everyday Math is a K-6th grade program. We knew that junior high was also a need area and decided that we would look at that level also if we could stretch funds to that level. After getting an idea of costs, we decided to look at 7th and 8th grade materials as well. The 6th grade teachers met with the junior high team to determine the best way to go. We got input from our AEA consultant as to whether it was better to go K-6 and 7-12 or K-5 and 6-8. The recommendation was to group 6-8th together because it would help 6th graders transition to 7th grade and because Iowa Core has grouped concepts to be mastered into K-2, 3-5th, 6-8th and 9-12th. The 6-8th grade team has had a shorter period of time to look over materials. They are currently looking at Holt-McDougal which is the same program used at the high school but no firm decision has been made yet. I anticipate that decision to be made soon.
4. Everyday Math is the recommendation for the following reasons:
 - Met the criteria established earlier
 - Received the majority of votes from elementary math teachers
 - Schools who have implemented Everyday Math indicate that they have been happy with it
 - Schools using the program indicate that their math scores have increased, some significantly.
5. The quote includes for each grade:
 - Student workbooks-2 per student
 - Student worksheets and activities for differentiating instruction
 - Student resource books-10 per classroom
 - Teacher's manuals-1 per teacher
 - Assessments
 - Manipulatives-2 sets per grade level
 - Game kits-1 per classroom
 - On-line interactive activities
 - On-line support for teachers and families
 - Activities that can be done at home
 - Calendar activities-1 per classroom
 - 3 days of professional development, with an option for 1 more

SAI Mentoring and Induction Program

Complete this form if you are using the SAI program to meet chapter 284A requirements

Administrator Mentoring and Induction Program**2012-13 AGREEMENT** between

The Independence Community School District (the District)

and

School Administrators of Iowa (SAI)

The District provides beginning administrators with a mentoring and induction program in accordance with § chapter 284A.5 through a collaborative arrangement with SAI. SAI provides one year of programming to support the Iowa standards for school administrators adopted pursuant to 281 Iowa Administrative Code 83.10 (284A), and to support beginning administrators' professional and personal needs. The program is structured to provide support, professional development, and access to a variety of information sources critical to a beginning administrator's success as a leader of student achievement. Program components are described in the attached Program Description.

The District agrees to

- (1) annually provide SAI with the name(s) and position(s) of the beginning administrator(s) as soon as possible;
- (2) pay \$500 to SAI per new administrator participating in the mentoring program;
- (3) require the full participation of the mentee; and
- (4) inform SAI of any problems with such participation.
- (5) provide mileage expenses for mentee's attendance at the statewide meetings.

SAI agrees to

- (1) assign an appropriate mentor;
- (2) develop and facilitate programming that supports the mentor-mentee relationship;
- (3) provide direct supports to the mentee as requested; and
- (4) comply with all the program requirements as stipulated in § chapter 284A5.

Date Adopted: June 18, 2012 District: Independence Comm. School District
(Please print)

District Authorized Signature: Jan Peterson Date 6/18/2012

SAI Authorized Signature: _____ Date _____

Send one signed copy to SAI. SAI will return a signed copy to be included in the District's files. District business manager should receive a copy.

MEMORANDUM

TO: Superintendent/Director

FROM: Nadene Davidson, Department Head
Department of Teaching

DATE: May 29, 2012

RE: Cooperative Agreement for Pre-Service Clinical Placement

Enclosed please find University of Northern Iowa's [revised] contract for the 2012-2013 academic year. The primary change in this [revised] contract and the one you received in April, is the increase in cooperating teacher stipend from \$200 per full semester student teaching placement to \$400 for the full semester payment. Please forward this contract to the appropriate office that would review and approve this document.

Your schools are critical to our teacher education program. The preparation of educational professionals requires the collaboration of practicing professionals and our university community. We want to thank you, your district, and faculty for the ongoing support.

Please sign both copies and return one in the enclosed envelope. If you have any questions regarding the contract, please let me know. We look forward to our continued partnership.

NEAD/tp

Enc.

COOPERATIVE AGREEMENT
by and between
UNIVERSITY OF NORTHERN IOWA AND EDUCATIONAL AGENCIES
for the 2012-2013 Academic Year

This agreement entered into by and between the Board of Regents, State of Iowa, the governing body of the University of Northern Iowa, and Independence Community School District (hereinafter referred to as the "cooperating educational agency"), in accordance with the Code of Iowa:

Section 262.30 ... CONTRACTS FOR TRAINING TEACHERS provides:

The board of directors of any school district in the state of Iowa may enter into contract with the state board of regents for furnishing instruction to pupils of such school district, and for training teachers for the schools of the state in such particular lines of demonstration and instruction as are deemed necessary for the efficiency of the University of Northern Iowa ... as training schools for teachers.

AND, Section 272.27 ... STUDENT TEACHING AND OTHER EDUCATIONAL EXPERIENCES provides:

If the rules adopted by the board of educational examiners for issuance of any type or class of license require an applicant to complete work in student teaching, prestudent teaching experiences, field experiences, practicums, clinicals, or internships, an institution with a practitioner preparation program approved by the state board of education under section 256.7, subsection 3, shall enter into a written contract with any school district, accredited nonpublic school, preschool registered or licensed by the department of human services, or area education agency in Iowa under terms and conditions as agreed upon by the contracting parties. Please see 272.27 for full details.

1. Scope of Agreement

- 1.1 This Agreement sets forth the role, responsibilities, and rights of personnel associated with the cooperating educational agency, personnel associated with the University of Northern Iowa and of any student enrolled at the university, while assigned as a student teacher or for any other educational experience in the cooperating educational agency.

2. Options of Student Teachers and other Educational Experience Students

- 2.1 Students must be registered for the appropriate university course. Student teaching is a full semester experience. (Students seeking additional endorsement may register for four (4) hours of credit.) The student teaching period will be a minimum of 14 weeks in duration.

3. Placement of Students

- 3.1 Placement of students shall be accomplished on a cooperative basis between the University of Northern Iowa and the cooperating educational agency.
- 3.2 Placement shall be initiated by the university coordinator (hereinafter referred to as coordinator) upon completion of an application from each student setting out his/her qualifications/background and the assignment(s) needed to meet course requirements, certification, endorsement, and approval area standards.
- 3.3 Requests for assignment of students may be accompanied by suggested names of individuals who are recommended to serve as a cooperating teacher/educational agency supervisor by the coordinator.
- 3.4 The University of Northern Iowa reserves the right to decline the assignment of a student to classroom teachers/educational agency supervisors who may request a student. However, said decision shall not be based on race, color, sex, national origin, disability, age, religion, sexual orientation, veteran status or on any other basis protected by state and/or federal law.
- 3.5 The cooperating educational agency reserves the right to refuse assignment to any given student. However, said decision shall not be based on race, color, sex, national origin, disability, age, religion, sexual orientation, veteran status or on any other basis protected by state and/or federal law.

4. Termination or Change of Assignment

- 4.1 The coordinator or cooperating educational agency may, for good cause, terminate or change the assignment of any student. Prior to reaching a decision the coordinator and the cooperating educational agency designee shall consult with the cooperating teacher/educational agency supervisor and all other concerned parties regarding the reason(s) for termination or change in assignment.

5. Supervision of Students

- 5.1 A member of the university faculty, or designee, will serve as the coordinator or supervisor of the student teaching program or educational experiences for the purpose of administering the program and supervising/evaluating the students in cooperation with the cooperating teachers/educational agency supervisors who guide and direct the students.
- 5.2 The identification, selection and continued use of qualified cooperating teachers/educational agency supervisors shall be the joint responsibility of the coordinator and the administrators of the cooperating educational agencies.

- ## 6. Evaluation

- ## 7. Status, Authority, and Tort Liability Protection of Students

- ## 8. Substitute Teaching

- ## 9. Compensation to Cooperating Teachers for Work with Student Teachers

- APPROVED**

Radene Davidson
Designee, President of University of Northern Iowa

Date: 5/25/12

Distribution of copies:

() Cooperating Educational Agency
() Office of the President's Designee

CONFIDENTIAL

EXHIBIT B
PURCHASE AUTHORIZATION
TO THE RETAIL NATURAL GAS SUPPLIER AGREEMENT
BETWEEN MIDAMERICAN AND INDEPENDENCE COMMUNITY SCHOOL DISTRICT

DATE: June 13, 2012

This Exhibit B Purchase Authorization ("Purchase Authorization") has been entered into pursuant to, and shall become part of the Retail Natural Gas Supplier Agreement and any related Exhibits entered into between MidAmerican and Customer. In the event the delivery period shown on this Purchase Authorization extends beyond the term of the current Agreement, the Customer agrees that the Agreement will be extended accordingly per the terms and conditions stated therein and the term of the Agreement will continue through the delivery period stated below.

If Customer terminates this Agreement prior to the end of Customer's Agreement term, MidAmerican may recover from Customer a settlement amount. The settlement amount is equal to the total Losses and Costs, if any, resulting from any liquidation and/or termination of this Agreement. Costs shall mean brokerage fees, reservation fees, reasonable attorneys' fees, commissions and other similar third-party transaction expenses incurred by the non-defaulting party in terminating, liquidating or entering into new arrangements as a result of the defaulting party's default of this Agreement which replace any obligations assumed by the non-defaulting party. Losses shall mean an amount equal to the present value of the economic loss to the non-defaulting party, if any, resulting from any liquidation and/or termination of this Agreement.

By signing this Purchase Authorization, Customer authorizes MidAmerican, at its sole discretion, to provide pricing to Customer subject to the delivery period, volumes, and terms specified herein and agrees to accept such pricing as provided by MidAmerican. Customer acknowledges and agrees that it understands and accepts the terms, conditions and risks of this Purchase Authorization and it is entering into this Purchase Authorization for its own account based upon its own judgment and not in reliance upon any information, advice or counsel which may or may not have been provided by MidAmerican.

If MidAmerican desires to provide pricing to Customer as specified herein, MidAmerican shall (1) execute this Purchase Authorization and return a fully executed copy via fax or email to Customer's authorized representative noted below; and (2) execute a revised Exhibit B and provide a copy via fax or email to Customer's authorized representative noted below. Customer agrees that it shall promptly execute the revised Exhibit B and return a copy via fax or email to MidAmerican's authorized representative noted below; however, by signing this Purchase Authorization, Customer agrees to be bound to the pricing terms specified herein and in the event Customer fails to execute the revised Exhibit B, the signature of its authorized representative hereto shall constitute Customer's acceptance of the revised Exhibit B.

Unit of Measure	Point of Measurement	Transaction Type	Price Per Unit of Measure
MMBtu	Meter	Fixed Hedge	\$4.12

Deliver Period (Month/Year)	Volumes (in unit of measure noted above)
Oct-2012	40
Nov-2012	240
Dec-2012	1,280
Jan-2013	930
Feb-2013	1,440
Mar-2013	730
Apr-2013	350
Totals	5,010

Swing Price: Wacog plus \$0.0500

Deficiency Credit: Wacog plus (\$0.0500)

Definitions:

BASIS means the first of the month index price for gas delivered in the applicable contract month at the point of measurement specified herein.

EXHIBIT B
PURCHASE AUTHORIZATION
TO THE RETAIL NATURAL GAS SUPPLIER AGREEMENT
BETWEEN MIDAMERICAN AND INDEPENDENCE COMMUNITY SCHOOL DISTRICT

DATE: June 13, 2012

BASIS ADDER: The price of gas per unit of measure, adjusted for the measurements selected, during the delivery periods specified. This number includes the Basis, interstate pipeline transportation, interstate pipeline fuel and other applicable fees required to deliver gas to the Delivery point noted on the agreement.

FIXED PRICE: The price of gas per unit of measure, adjusted for the measurements selected, for the Fixed Price baseload volumes of natural gas listed during the delivery periods specified is as listed.

NYMEX PRICE: The price of gas per unit of measure, adjusted for the measurements selected, for the NYMEX Price baseload volumes of natural gas listed during the delivery periods specified is the NYMEX Settlement Price or NYMEX Price as listed.

NYMEX SETTLEMENT PRICE means the final settlement price of the applicable NYMEX Henry Hub Natural Gas Futures Contract month.

WACOG: The price of gas per unit of measure, adjusted for the measurements selected, is MidAmerican's weighted average cost of gas for gas delivered to the Delivery Point plus MidAmerican's Management/Supplier fee as listed. The price per unit of measure includes the cost of transportation, pipeline fuel, applicable pooling charges, and commodity cost of gas.

This Purchase Authorization, the Retail Natural Gas Supplier Agreement, together with any written supplements thereto and all other Exhibits shall form a single integrated agreement (the "Agreement") between MidAmerican and Customer. The parties, by the signatures of their authorized representatives, agree to be bound by all provisions of this Agreement.

Midamerican Energy Company

By: _____

Printed Name: _____

Title: _____

Date: _____

Fax Number: (515) 242-4354

Email: ContractAdmin-Gas@midamerican.com

Independence Community School District

By: _____

Printed Name: _____

Title: _____

Date: _____

Fax Number: _____

Email: _____

RESOLUTION OF ELECTION

Director _____ introduced and caused to be read the Resolution hereinafter set out and moved its adoption; seconded by Director _____; after due consideration by the Board, the President put the question upon the adoption of said Resolution and the results of the roll call vote were:

Aye _____
DIRECTORS

Nay _____
DIRECTORS

Whereupon the President declared said Resolution duly adopted as follows:

RESOLUTION

WHEREAS, the Board of Directors of the Independence Community School District deems it necessary and desirable that the District obtain additional funds to be used for the purposes as authorized by Chapter 298 of the Iowa Code; and

WHEREAS, the District wishes to take action to allow voters to approve a Physical Plant and Equipment Levy consisting of a tax on all the taxable property in the School District of an amount not to exceed \$0.40 per one thousand dollars (\$1,000.00) of assessed value in any one tax year for a period commencing on July 1, 2013, not to exceed ten (10) years;

NOW, THEREFORE, be it resolved by the Board of Directors of the Independence Community School District, in the County of Buchanan, State of Iowa, that the Secretary be requested to present the following question to the County Commissioner of Elections for presentation to the voters of the District on September 11, 2012:

Shall the Board of Directors of the Independence Community School District in the County of Buchanan, State of Iowa, be authorized for a period of ten (10) years, to levy annually, as determined by the Board, a voter-approved physical plant and equipment property tax not to exceed \$0.40 per one thousand dollars (\$1,000.00) of the assessed valuation of the taxable property within the school district commencing with the levy for collection in the fiscal year beginning July 1, 2013, to be used for the purposes permitted by Iowa law?

That all resolutions or orders or parts thereof in conflict are hereby repealed to the extent of such conflict.

Passed and approved _____.

President, Board of Directors

Attest:

Secretary, Board of Directors

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
PHYSICAL PLANT AND EQUIPMENT LEVY BALLOT QUESTION

SHALL THE FOLLOWING PUBLIC MEASURE BE ADOPTED?

Shall the Board of Directors of the Independence Community School District in the County of Buchanan, State of Iowa, be authorized for a period of ten (10) years, to levy annually, as determined by the Board, a voter-approved physical plant and equipment property tax not to exceed \$0.40 per one thousand dollars (\$1,000.00) of the assessed valuation of the taxable property within the school district commencing with the levy for collection in the fiscal year beginning July 1, 2013, to be used for the purposes permitted by Iowa law?



Iowa Department of Education



Form: Early Start Calendar Waiver Request

Go

Exit

District: 3105 School: 0000 Name: Independence Comm
School District

2012-2013 Early Start Calendar Waiver Request

You must click UPDATE to save changes...The GO button does NOT save changes!

Update

Help

Enter your 2012-2013 school year start date (the first day students return).

Example: 9/01/2012 (month/date/year)

8/20/2012

Enter your 2012-2013 school year end date (the last day students attend).

Example: 6/01/2013 (month/date/year)

5/23/2012

Would your school district like to make an early start waiver request for 2012-2013?

☒ YES ☐ NO

Enter the Date of Public Hearing On Early Start Request for 2012-2013

Example: 3/30/2012 (month/date/year)

6/18/2012

Iowa Code 279.10(4) allows the Board of Directors of a school district to make a request to the Director of the Department of Education to "commence classes for regularly established elementary and secondary schools prior to the earliest starting date specified in subsection 1.

By checking "yes" above, your district has made the following two assurances to fulfill your waiver request:

- 1. The Board of Directors of a school district has held a public hearing on the early start calendar waiver request for 2012-2013 prior to July 1, 2012.**
- 2. The Board of Directors of a school district has determined that a starting date on or after the earliest starting date specified in Iowa Code section 279.10 subsection 1 will have a significant negative educational impact.**

For questions regarding this form, please contact one of the following staff:

Email: [Marlene Dorenkamp](#), Phone: (515) 281-5507

Email: [Mike Baethke](#), Phone: (515) 281-5286

Email: [Betsy Lundy](#), Phone: (515) 681-3471