

BOARD REPORT

September 19, 2011

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



INDEPENDENCE COMMUNITY SCHOOL DISTRICT

1207 First Street West
Independence, Iowa 50644

PH: (319) 334-7400

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Jean Peterson
Superintendent

Lynnette Engel
Director of Finance
Board Secretary/Treasurer

September 16, 2011

To: All School Board Members

Dawnye Sturtz – DD #2 ‘11

From: Jean Peterson, Superintendent

Charlie McCardle – DD # 3 ‘11

John Christensen – DD # 3 ‘13

Kathryn Jensen – DD # 1 ‘11

Stacy Henderson – At-Large ‘13

Re: Working agenda for the regular/annual and organizational meeting on **Monday, September 19, 2011** beginning at **6:30 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. BankIowa

We would like to thank BankIowa for sponsoring breakfast for the staff of the Independence Community School District on Welcome Back Day.

B. Pizza Ranch

We would like to thank Pizza Ranch for donating lunch for the staff of the Independence Community School District on Welcome Back Day.

C. Pepsi Beverages Company

We would like to thank Pepsi Beverages Company for donating eleven cases of beverages for the staff of the Independence Community School District on Welcome Back Day.

D. Ambassadors

We would like to thank the Independence Area Chamber of Commerce Ambassadors for giving apples to the staff of the Independence Community School District at Welcome Back Day.

E. Jesup Bible Fellowship

We would like to thank the Jesup Bible Fellowship for donating desk organizers to the Independence Community School District.

F. First Presbyterian Church

We would like to thank the First Presbyterian Church for donating school supplies to the Independence Community School District.

G. Zion Lutheran Church

We would like to thank the Zion Lutheran Church for donating school supplies to the Independence Community School District.

H. West Village Care Center

We would like to thank the West Village Care Center for providing snacks for the After School Program at West Elementary.

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the regular meeting on August 15, 2011, the special session on August 29, 2011 and the special session (Community Coalition Annual Meeting) on August 29, 2011. Motion 3.A.

I am seeking approval of the minutes.

B. Approval of Agenda

Motion

I am seeking approval of the agenda.

C. Approval of Board Policies (* changes noted)

Motion 3.C.

Second Readings:

	POLICY #	POLICY NAME
1.	402.1	Release of Credit Information
2.	402.2* & 402.2R1	Child Abuse Reporting and Child Abuse Reporting Regulation
3.	402.3, 402.3E1, E2 & 402.3R1	Abuse of Students by School District Employees, Abuse of Students by School District Employees Forms and Regulations
4.	402.4	Gifts to Employees
5.	402.5	Public Complaints About Employees
6.	402.6	Employee Relations to the Public
7.	402.7	Employee Outside Employment
8.	402.8	Employee Telephone Calls
9.	402.9	Solicitations from Outside
10.	402.10	District Landline and Cellular Telephone Usage

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

D. Transfers/Reassignments

Motion

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Mary Meister	West Elem 4.0 hr Custodian	Additional West Elem 4.0 hr Custodian	09/19/2011
Sue Case	East Elem 5.75 hr Sp Ed Assoc	JSH 7.0 hr Sp Ed Student Associate	09/26/2011

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

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

Motion

NAME	ASSIGNMENT	SALARY	DATE
Mary Burkett	.5 FTE Assistant Speech Coach	\$706	9/20/2011
Mary Burkett	High School Drama	\$1,695	9/20/2011
Jayne Hurley	.5 FTE Weight Room Supervisor	\$2,238	9/13/2011
Kalika Staker	.5 FTE Weight Room Supervisor	\$2,176	9/13/2011

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

F. Resignations

Motion

NAME	ASSIGNMENT	DATE
Kelle Bowden	7th Grade Girls Basketball Coach	09/09/2011
Bill Duffy	JSH Special Education Teacher	09/14/2011

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

G. Approval of Financial Reports

Motion 3.G.

1. Approval of Bills – Director Sturtz will have reviewed the bills
2. Vendor Report
3. Board Report
4. Budget Report
5. Financial Settlement Statement as of June 30, 2011

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the public

B. Comments from the Board/Superintendent

C. Presentations

1. AYP – ITBS/ITED – Sandy Merritt/Jennifer Sornson/Rob Arnold
2. APR - Annual Progress Report – Sandy Merritt
3. ACT – Jennifer Sornson
4. West Elementary Mini Mustang Bank

5. REPORTS

A. Building Administrator Reports

5.A.

1. Senior High School

2. Junior High School

3. West Elementary

4. East Elementary/Early Childhood Center

B. Activities Director Report

5.B.

C. School Improvement/Curriculum Director Report

5.C.

D. Technology Report

5.D.

E. Food Service Report

5.E.

F. Transportation, Buildings & Grounds Report

5.F.

6. NEW BUSINESS
- A. Canvas of Votes from the September 13, 2011 Bond Referendum Vote Motion 6.A.
I am seeking board approval of the Public Measure A Independence School District Bond Referendum where the measure was adopted.
- Roll Call Vote*
- B. Annual Progress Report 2010-2011 Motion 6.B.
I am seeking approval of the APR for 2010-2011.
- C. Resolution Committing Local Match Funds Motion 6.C.
- Roll Call Vote*
- D. Canvass of Board Election from September 13, 2011 – Receive and File Motion 6.D.
Roll Call Vote
- E. Comments from Outgoing Board Members and Recognition of their Service Discussion
7. ADJOURNMENT OF RETIRING BOARD Motion

Organizational Meeting of the New Board

1. Dawnye Sturtz, as outgoing president, will preside over the meeting until a new board president is elected.
2. CALL TO ORDER
- A. Administration of Oath to Elected Members
Lynnette Engel, Board Secretary, will administer the oath to new members.
- B. Election of a President of the Board
Ballots will be distributed to the board members to vote for President of the School Board for 2011-2012. Members must sign the ballots so the votes can be recorded. A majority of those voting is necessary to elect. The oath of office will be administered to the new Board President.
Lynnette will read off the ballots of each member who was nominated and the nominated board member will be recorded.
- C. Election of a Vice President of the Board
Ballots will be distributed to the board members to vote for Vice President of the School Board for 2011-2012. Members must sign the ballots so the votes can be recorded. A majority of those voting is necessary to elect. The oath of office will be administered to the new Board Vice President.
Lynnette will read off the ballots of each member who was nominated and the nominated board member will be recorded.

D. Set Regular Board Meeting Dates, Times and Places for 2011-2012
Presently the Board meets on the third Monday of the month at 6:30 p.m. in the Central Administration Office Boardroom for regular meetings.

Motion

Proposed Schedule – Proposed Time Change to 6:00 p.m.

October 24, 2011 – Rowley (4th Monday) *This is for the Board's consideration.*
There is a High School Vocal Concert on Monday, Oct. 17th.
November 21, 2011 – Brandon
December 19, 2011 – Independence
January 16, 2012 – Independence
February 20, 2012 – Independence
March 19, 2012 – Independence
April 16, 2012 – Rowley
May 21, 2012 – Brandon
June 18, 2012 – Independence
July 16, 2012 – Independence
August 20, 2012 – Independence
September 17, 2012 – Independence

We need to set the dates for this coming school year. Above are the dates that correspond to the dates we met this past year. We changed this past year's meetings for the HS Vocal Concert and Band Night.

E. Set Roll Call Vote Order

Motion

We need to set the order in which we do the roll call voting. It is my suggestion to rotate the order as listed below.

<i>Oct/Nov</i>	<i>Christensen</i> <i>Donnelly</i> <i>Eddy</i> <i>Henderson</i> <i>Smith</i>
<i>Dec/Jan/Feb</i>	<i>Donnelly</i> <i>Eddy</i> <i>Henderson</i> <i>Smith</i> <i>Christensen</i>
<i>Mar/Apr</i>	<i>Eddy</i> <i>Henderson</i> <i>Smith</i> <i>Christensen</i> <i>Donnelly</i>
<i>May/June</i>	<i>Henderson</i> <i>Smith</i> <i>Christensen</i> <i>Donnelly</i> <i>Eddy</i>
<i>Jul/Aug/Sept</i>	<i>Smith</i> <i>Christensen</i> <i>Donnelly</i> <i>Eddy</i> <i>Henderson</i>

I am seeking Board approval of the assignments listed below.

<u>Committee</u>	<u>Current Member</u>	<u>New Member (Proposed)</u>
1. Buildings & Grounds	Charlie McCardle	
2. Transportation	Stacy Henderson	
3. Co-Curricular Activities	Stacy Henderson	
4. Review Board Meeting Bills	Oct/Nov - Christensen	
	Dec/Jan/Feb - Henderson	
	Mar/Apr - Jensen	
	May/Jun - McCardle	
	Jul/Aug/Sept - Sturtz	
5. IASB – Legislative Network	Dawnye Sturtz	
6. IASB – Delegate Assembly (represents the school district at the 2011 IASB Delegate Assembly on Nov. 16, 2011)	Dawnye Sturtz	
7. Buchanan County Conference Board (1 year)	John Christensen	
8. Mustang Foundation Board of Directors	Charlie McCardle & John Christensen	
9. Calendar Committee	Charlie McCardle	
10. School Improvement Advisory Committee - SIAC (previously referred to as CCC)	Kathryn Jensen	
11. Mentor/Volunteer Advisory Board	John Christensen	
12. Resource Enhancement And Protection (REAP) Committee	Stacy Henderson	
13. Industrial Technology Advisory Committee	Dawnye Sturtz	
14. City/County/School Representatives	Kathryn Jensen & Dawnye Sturtz	
15. Wellness Committee	N/A – New in 2011-2012	
16. I-WALK – Safe Routes to School Committee	N/A – New in 2011-2012	
17. New Facility Oversight Committee (2)	N/A – New in 2011-2012	
	N/A – New in 2011-2012	

3. NEW BUSINESS

A. Travel Request – Band

Motion 3.A.

I am seeking approval for the band trip to Indianapolis, IN leaving November 11, 2011 and returning November 13, 2011.

B. Travel Request – David & Lisa Lang

Motion 3.B.

I am seeking approval for David and Lisa Lang to attend the Midwest Band Clinic leaving December 15, 2011 and returning December 17, 2011.

C. Travel Request – HS Band & Choir Trip to Florida

Motion 3.C.

I am seeking approval for the High School Band and Choir trip to Florida leaving December 27, 2012 and returning January 3, 2013. This is a performance trip every four years with high school band and choir.

- D. Memorandum of Agreement and Addendum to Contract with Allen College
I am seeking approval of the Memorandum of Agreement and Addendum to Contract with Allen College. Motion 3.D.
- E. Level I Investigator and Alternate
The Board needs to appoint a Level I Investigator and an Alternate. I am recommending Jennifer Sornson as the Investigator and Rob Arnold as the Alternate. Motion
- F. 66th Annual IASB Convention – November 16-17, 2011
I am recommending that the board members that can attend the convention do so and that the trip is approved for those attending. Motion 3.F.
- G. Director District #7 Representative to the AEA 267 Board of Directors
I recommend casting the vote for Bernice Richard as Director of District Number 7 for the Area Education Agency 267 Board of Directors. Motion 3.G.
- H. SIAC Membership for 2011-2012
I am seeking approval for the School Improvement Advisory Committee for the 2011-2012 school year. Motion 3.H.
- I. Annual Insurance Report Discussion 3.I.
- J. Board of Directors' Legal Counsel
I am seeking approval for Ahlers & Cooney, P.C. to be the legal representative for the Independence Community School District and Board of Directors. Motion
- K. Organization Resolution and Agreement for Credit Card Program
This is a routine document that BankIowa is required to have on file proving that the Board of Education is aware that the school has a credit card through the bank and provides them with information as to who the school contact person is. As part of this resolution it will be Superintendent Peterson's recommendation that, #1 we have a school credit card, and #2 Lynnette Engel, Director of Finance/Board Secretary be named as the Designated Officer overseeing the account. Motion 3.K.
- Roll Call Vote*
- L. Resolution Naming Depositories
Roll Call Vote Motion 3.L.
- M. Resolution to Pay Bills When the Board is not in Session
Roll Call Vote Motion 3.M.
- N. Resolution to Issue Payroll
Roll Call Vote Motion 3.N.

O. Resolution to Authorize the Use of a Check Protector and Signer and the Proper Control of the Signer

Motion 3.O.

Roll Call Vote

P. Boardsmanship Workshops

Discussion

Q. New Junior-Senior High School Facility

Discussion

4. ADJOURNMENT

Motion

UPCOMING MEETINGS –
To Be Determined

Independence Community School Board Minutes
Regular Meeting
August 15, 2011

A regular meeting of the Independence Community School Board was called to order at 6:31 p.m. by Chairperson Dawnye Sturtz at the School Administration Office, Independence, Iowa.

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

Superintendent Present: Jean Peterson

Board Sec./Treas. Present: Lynnette Engel

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

Visitors Present: Interested Patrons

1. Friend of Education: We would like to thank Smith - D. & L. Insurance for sponsoring Registration Day at Heartland Acres.

2. Spotlight on Education: We would like to recognize and honor Kelsey Ratchford for being named to the Class 3A All State honorable mention list in Softball. Special thanks to Coaches Lyle Hosch, Trixie Reed and Steven Posey.

3. Consideration of Consent Items:

Motion McCardle, second Christensen to approve the following consent items 2-A, 2-B, 2-C, 2-D, 2-E, and 2-G. All voted "Aye." Motion carried.

3-A Approval of Minutes of the regular meeting on July 18, 2011 and the special session on August 4, 2011.

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.	401.9	Use of School District Facilities & Equipment by Employees
2.	401.10	Use of School District Materials for Internal Communications
3.	401.11	Transporting of Students by Employees
4.	401.12*	Travel for the Board of Education, Administrators and Employees
5.	401.13	Employee Activity Passes
6.	401.14	Recognition for Service of Employees
7.	401.15	Employee Political Activity
8.	401.16	Credit Cards
9.	401.19	Meeting Expenses

First Readings:

	POLICY #	POLICY NAME
1.	504.6* & 504.6E1*	Student Fund Raising and Fund Raising Request Form
2.	904.3 & 904.3E1*	Visitors to School District Buildings & Sites and Volunteer Interest Information
3.	402.1	Release of Credit Information
4.	402.2* & 402.2R1	Child Abuse Reporting and Child Abuse Reporting Regulation
5.	402.3, 402.3E1, E2 & 402.3R1	Abuse of Students by School District Employees, Abuse of Students by School District Employees Forms and Regulations
6.	402.4	Gifts to Employees
7.	402.5	Public Complaints About Employees
8.	402.6	Employee Relations to the Public
9.	402.7	Employee Outside Employment
10.	402.8	Employee Telephone Calls
11.	402.9	Solicitations from Outside
12.	402.10	District Landline and Cellular Telephone Usage

3-D Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	DATE
Amy Gustafson (Recall)	JSH .6 FTE Math Interventionist	JSH .5 FTE At Risk Gr 9-12 & .1 FTE Algebra Gr 8	8/17/2011
Pam Wendel	West 2.25 hr Dishwasher/FS	JSH 4.25 hr Lunch POS Op/FS	8/19/2011

3-E New Hires

NAME	ASSIGNMENT	SALARY	DATE
Christi Athas	West Elem Special Education Teacher (Strat II)	\$34,081	08/17/2011
Holly Honey	JSH/BCSC Guidance Counselor	\$48,418	08/10/2011
Rachel Keber	Assistant Vocal Director	\$1,978	08/22/2011
Marsha Lehs	West Elem 2.25 hr Dishwasher/Food Service Assist	\$8.75/hr	08/19/2011
Coleen Meissner	.5 FTE Assistant Speech Coach	\$932	08/17/2011
Craig Warmuth	Bus Driver 3.5 hrs/day	\$12.25/hr	08/22/2011
Jessica Weber	Food Service Director	\$32,000	08/02/2011
Mike Zimmerly	.75 FTE JSH Teacher (Health/Reading Interventionist	\$25,561	08/17/2011

3-F Resignations

NAME	ASSIGNMENT	DATE
Melissa Knight	JSH/BCSC Guidance Counselor	07/18/2011
Stephanie Peterson	West Elem 5.75 hr Special Education Associate	08/05/2011

3-G Approval of Financial Reports

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.

Christensen informed us on the new sign that was erected showing where the proposed site for the new Jr/Sr High building is on Iowa Avenue.

Jensen shared that she was impressed with the work that was done on the Professional Development calendar and the curriculum Frequently Asked Questions.

McCardle reported that he has been taking pictures at football and he attended a very nice soccer banquet.

Henderson shared that the Mini Mustangs had a work day at the football field on Saturday, August 13th. Henderson also stated the multipurpose building should be ready for an open house on Friday, August 19th during the Buck Bowl.

Sturtz introduced and welcomed Jessica Weber, the district's new Food Service Director.

Presentations – Superintendent Peterson shared a video titled “Iowa, Did You Know?” that talked about education in Iowa and the change that has to take place.

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 Affirmative Action Plan

Motion McCardle, second Henderson to approve the updated Affirmative Action Plan for 2011-12. All voted "Aye." Motion carried.

7. NEW BUSINESS

7-A Energy Committee Report

Eric Smith presented the findings that the Energy Committee, a subcommittee of Build for the Future, found for the proposed new Jr/Sr High Facility.

7-B Fundraising Requests

Motion Christensen, second Henderson to approve the following fundraisers. All voted "Aye". Motion carried.

GROUP	DESCRIPTION OF EVENT	PURPOSE	START UP COSTS	TARGET AMOUNT	DATE
Independence Girls Basketball	Sell caramel apples for \$3.00	Raise money for equipment, t-shirts etc.		\$300	All home football games
Football Parents	Sell t-shirts for \$10 & \$12.50, pink pom poms for \$1 and pink cotton candy for \$1	Cancer awareness.	Funding for start up costs from Youth Football Association	\$900 – possible match from Modern Woodmen	08/18/11 through 10/07/11 "Pink Out" Night on 10/07/11

7-C Termination of Farm Lease

Motion Christensen, second Jensen to approve the termination of the farm lease agreement with our current tenant. All voted "Aye." Motion carried.

7-D Wal-Mart/Cotton Gallery Consent Form

Motion Christensen, second Jensen to approve the Wal-Mart/Cotton Gallery Consent Form. Sturtz, Jensen, McCardle & Henderson voted "Aye", Christensen voted "Nay". Motion carried 4-1.

7-E Independence Coaches Handbook

Motion Jensen, second McCardle to approve the Coaches Handbook for 2011-12. All voted "Aye". Motion carried.

7-F Community Coalition Questionnaire

Discussion was held by the board regarding the upcoming Community Coalition meeting to be held August 29th. The board came up with a list of "Major Accomplishments", "Issues, Concerns, Trends and Opportunities" and "Significant Initiatives or Programs" to be shared.

7-G School Board Self Evaluations

The Board looked over the compiled self evaluations and agreed to bring up at a later date and to use this information to help incoming board members this fall.

Recess was taken from 8:11-8:50 p.m.

7-H Director of Buildings and Grounds Contract

Motion Christensen, second Henderson to offer Mike Donnelly a Director of Buildings and Grounds contract to run from November 1, 2011 – June 30, 2012 for a salary of \$30,000.

Upon completion of this contract, Mr. Donnelly will receive a retainer up to \$500/month to be applied towards health insurance premiums for a maximum of 5 years. Sturtz, Christensen, McCardle and Henderson voted “Aye”, Jensen voted “Nay”. Motion carried 4-1.

8. Closed Session

Motion Henderson, second Jensen 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: Sturtz – aye, Christensen – aye, Jensen – aye, McCardle – aye and Henderson – aye. Entered into closed session at 8:52 p.m.

Returned to open session at 9:27 p.m.

ADJOURNMENT

Motion Jensen, second McCardle to adjourn the meeting at 9:28 p.m. All voted “Aye.”

Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Board Sec./Treas.

Independence Community School Board Minutes
Special Meeting
August 29, 2011

A special meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chairperson Dawnye Sturtz at the School Administration Office, Independence, Iowa.

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

Superintendent Present: Jean Peterson

Press Present: Steven Smith, "The News"

Visitors Present: Interested Patrons

1. CONSIDERATION OF ACTION ON CONSENT ITEMS

Motion Christensen, second McCardle to approve the following consent items 1-A, 1-B and 1-C. All voted "Aye." Motion carried.

1-A Approval of Agenda

1-B New Hires

NAME	ASSIGNMENT	SALARY	DATE
Patrick Abildtrup	Assistant Boys Basketball Coach (Grades 9-12)	\$2,350	11/14/2011
Chad Beatty	Assistant Boys Basketball Coach (Grades 9-12)	\$2,260	11/14/2011
Mary Schubich	Vocal Music Accompanist	\$20.00/hour	8/22/2011

1-C Resignations

NAME	ASSIGNMENT	DATE
Victoria Reinkoester	West Elementary Special Education Teacher	08/23/2011

2. NEW BUSINESS

2-A 28 E Agreement with Four Oaks

The board discussed the Affirmative Action Plan and updates to be made to the policy.

2-B Buchanan County Success Center Year End Report

Shelly Bertelli shared the 2010-11 year end information from the Buchanan County Success Center with the Board.

ADJOURNMENT

Motion Christensen, second Jensen to adjourn the meeting at 6:28 p.m. All voted "Aye." Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

Independence Community School Board Minutes
Special Session
August 29, 2011

A special meeting of the Independence Community School Board was called to order at 7:00 p.m. by Chairperson Dawnye Sturtz at the MHI Auditorium, Independence, Iowa.

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

Superintendent Present: Jean Peterson

Press Present: Steven Smith, "The News"

Visitors Present: Interested Patrons

1. CONSIDERATION OF ACTION ON CONSENT ITEMS

Motion McCardle, second Christensen to approve the agenda. All voted "Aye." Motion carried.

2. NEW BUSINESS

2-A Community Coalition Annual Meeting – This meeting gave a chance for organizations from both the County and the City to discuss accomplishments, concerns and future goals they each had.

ADJOURNMENT

Motion Jensen, second Henderson to adjourn the meeting at 8:38 p.m. All voted "Aye." Motion carried.

Dawnye Sturtz
Chairperson

Lynnette Engel
Secretary

RELEASE OF CREDIT INFORMATION

The following information will be released to an entity with whom an employee **has** applied for credit or has obtained credit: title of position, income, and number of years employed. This information will be released without prior written notice to the employee. Confidential information about the **employee** will be released to an inquiring creditor with a written authorization from the employee.

It shall be the responsibility of the board secretary or superintendent to respond to inquiries from creditors.

Legal Reference: Iowa Code §§ 22.7; 279.8 (2003).

Cross Reference: 401.6 Employee Records

Approved 11/1/2004

Reviewed 09/17/2007

Revised _____

CHILD ABUSE REPORTING

In compliance with state law and to provide protection to victims of child abuse, ~~the~~ board believes incidents of alleged child abuse should be reported to the proper authorities. Employees are ~~encouraged~~, and licensed employees are required as mandatory reporters, to report alleged incidents of child abuse they become aware of within the scope of their professional duties. The definition of child abuse is in ~~the~~ accompanying regulation.

When a mandatory reporter suspects a student is the victim of child abuse, the mandatory reporter shall orally or in writing notify the Iowa Department of Human Services. If the mandatory reporter believes the child is in immediate danger, the local law enforcement agency shall also be notified. ~~Within~~ forty-eight hours of the oral report, the mandatory reporter shall file a written report with the Iowa Department of Human Services.

Within six months of their initial employment, ~~mandatory reporters shall~~ ***all employees of the Independence Community School District are required*** to take a two-hour training course involving the identification and reporting of child abuse. The course shall be re-taken at least every five years.

Legal Reference: Iowa Code §§ 232.67-.77; 232A; 235A; 280.17 (2003).
441 I.A.C. 9.2; 155; 175.
1982 Op. Att'y Gen. 390, 417.
1980 Op. Att'y Gen. 275.

Cross Reference: 402.3 Abuse of Students by School District Employees
502.11 Interviews of Students by Outside Agencies
507 Student Health and Well-Being

Approved 11/1/2004

Reviewed 10/15/2007

Revised _____

CHILD ABUSE REPORTING REGULATION

Iowa law requires licensed employees to report to the Iowa Department of Human Services (DHS) instances of suspected child abuse which they become aware of within the scope of their professional duties.

The law further specifies that a licensed employee who knowingly or willfully **fails** to report a suspected case of child abuse is guilty of a simple misdemeanor and that the licensed employee **may be** subject to civil liability for damages caused by the failure to report.

Employees participating in good faith in the making of a report or in a judicial proceeding that may result from the report are immune from liability.

Child Abuse Defined

"Child abuse" is defined as:

- Any nonaccidental physical injury, or injury which is at variance with the history given of it, suffered by a child as the result of the acts or omissions of a person responsible for the care of the child.
- The commission of a sexual offense with or to a child as a result of the acts or omissions of the person responsible for the child. Sexual offense includes sexual abuse, incest, and sexual exploitation of a minor.
- The failure on the part of a person responsible for the care of a child to provide for the adequate food, shelter, clothing or other care necessary for the child's welfare when financially able to do so. A parent or guardian legitimately practicing religious beliefs who does not provide specified medical treatment for a child for that reason alone shall not be considered abusing the child.
- The acts or omissions of a person responsible for the care of a child which allow, permit or encourage the child to engage in acts prohibited pursuant to *Iowa Code*, section 725.1 which deals with prostitution.
- Any mental injury to a child's intellectual or psychological capacities evidenced by an observable and substantial impairment in the child's ability to function within the child's normal range of performance and behavior as the result of the acts or omissions of a person responsible for the care of the child, if the impairment is diagnosed by a licensed physician or qualified mental health professional.
- An illegal drug is present in a child's body as a direct and foreseeable consequence of the acts or omissions of the person responsible for the care of the child.

Teachers in public schools are not "persons responsible for the care of the child" under this definition. However, a teacher who abuses a child is subject to civil, criminal, and professional sanctions.

Reporting Procedures

Licensed employees, including teachers and school nurses, are required to report, either orally or in writing, within twenty-four hours to the Iowa Department of Human Services (DHS) when the employee reasonably believes a child has suffered from abuse within the scope of employment. Within forty-eight hours of an oral report, a written report must be filed with DHS.

CHILD ABUSE REPORTING REGULATION

Each report should contain as much of the following information as can be obtained within the time limit. However, the law specifies a report will be considered valid even if it does not contain all of the following information:

- name, age, and home address of the child;
- name and home address of the parents, guardians or other persons believed to be responsible for the care of the child;
- the child's present whereabouts if not the same as the parent's or other person's home address;
- description of injuries, including evidence of previous injuries;
- name, age, and condition of other children in the same home;
- any other information considered helpful; and,
- name and address of the person making the report.

Board policy states it is not the responsibility of employees to prove that a child has been abused or neglected. Employees should not take it upon themselves to investigate the case or contact the family of the child. DHS is responsible for investigating the incident of alleged abuse.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES

Physical or sexual abuse of students, including inappropriate and intentional sexual behavior, by employees will not be tolerated. The definition of employees for the purpose of this policy includes not only those who work for pay but also those who are volunteers of the school district under the direction and control of the school district. Employees found in violation of this policy will be subject to disciplinary action up to and including discharge.

The school district will respond promptly to allegations of abuse of students by school district employees by investigating or arranging for the investigation of an allegation. The processing of a complaint or allegation will be handled confidentially to the maximum extent possible. Employees are required to assist in the investigation when requested to provide information and to maintain the confidentiality of the reporting and investigation process.

The school district has appointed a Level I investigator and alternate Level I investigator. The school district has also arranged for a trained, experienced professional to serve as the Level II investigator. The Level I investigator and alternate will be provided training in the conducting of an investigation at the expense of the school district. The names of the investigators shall be listed in the student handbook, published annually in the local newspaper and posted in all school facilities.

The superintendent is responsible for drafting administrative regulations to implement this policy.

Legal Reference: Iowa Code §§ 232.67, .70, .73, .75; 235A; 272A; 280.17; 709; 728.12(1) (2003).
281 I.A.C. 12.3(6), 102; 103.
441 I.A.C. 155; 175.
1980 Op. Att'y Gen. 275.

Cross Reference: 402.2 Child Abuse Reporting
403.5 Harassment
503.5 Corporal Punishment

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Reviewed 10/15/2007

Revised _____

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
Complaint of Injury to or Abuse of a Student by a School District Employee

Please complete the following as fully as possible. If you need assistance, contact the Level I investigator in your school.

Student's name and address: _____

Student's telephone no.: _____

Student's school: _____

Name and place of employment of employee accused of abusing student:

Allegation is of	Physical abuse	Sexual abuse*
_____	_____	_____

Please describe what happened. Include the date, time and where the incident took place, if known. If physical abuse is alleged, also state the nature of the student's injury:

Were there any witnesses to the incident or are there students or persons who may have information about this incident? ____yes ____no

If yes, please list by name, if known, or classification (for example "third grade class," "fourth period geometry class"):

*Parents of children who are in pre-kindergarten through sixth grade and whose children are the alleged victims of or witnesses to sexual abuse have the right to see and hear any interviews of their children in this investigation. Please indicate "yes" if the parent/guardian wishes to exercise this right:

____ Yes ____ No Telephone Number _____

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
Complaint of Injury to or Abuse of a Student by a School District Employee

Has any professional person examined or treated the student as a result of the incident?

____yes ____no ____unknown

If yes, please provide the name and address of the professional(s) and the date(s) of examination or treatment, if known

Has anyone contacted law enforcement about this incident? ____yes ____no

Please provide any additional information you have which would be helpful to the investigator. Attach additional pages if needed.

Your name, address and telephone number:

Relationship to student: _____

Complainant Signature

Witness Signature

Date

Witness Name (please print)

Witness Address

Be advised that you have the right to contact the police or sheriff's office, the county attorney, a private attorney, or the State Board of Educational Examiners (if the accused is a licensed employee) for investigation of this incident. The filing of this report does not deny you that opportunity.

You will receive a copy of this report (if you are the named student's parent or guardian) and a copy of the Investigator's Report within fifteen calendar days of filing this report unless the investigation is turned over to law enforcement.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
Report of Level I Investigation

Student's name: _____

Student's age: _____ Student's grade: _____

Student's address: _____

Student's school: _____

Name of accused school employee: _____ Building: _____

Name and address of person filing report: _____

Name and address of student's parent or guardian, if different from person filing report: _____

Date report of abuse was filed: _____

Allegation is of _____ Physical abuse _____ Sexual abuse*

Describe the nature, extent and cause of the student's injury, if any and if known: (Attach additional pages if needed).

Describe your investigation: Attach additional pages if needed. (Please do not use student witnesses' full names.)

*Were parent(s) or guardian(s) advised of their right to see and hear any interview of their pre-kindergarten through sixth grade children who are alleged victims of or a witness in a sexual abuse investigation?

____ Yes ____ No Was the right exercised? ____ Yes ____ No

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
LEVEL I INVESTIGATOR'S REPORT FORM

Were audio tapes made of any interviews? ____yes ____no

Were video tapes made of any interviews? ____yes ____no

Was any action taken to protect the student during or as a result of the investigation? ____yes ____no

If yes, describe:

____student excused from school

____school employee placed on leave

____student assigned to different class

____other (please specify)

Level I investigator's conclusions:

____ **The complaint is being dismissed for lack of jurisdiction.**

____ Physical abuse was alleged, but no allegation of injury was made.

____ Physical abuse was alleged, but no evidence of physical injury exists and the nature of the alleged incident makes it unlikely an injury, as defined in the rules, occurred.

____ Sexual abuse was alleged, but the alleged actions of the school employee, even if true, would not meet the definition of sexual abuse in the rules.

____ Alleged victim was not a student at the time of the incident.

____ Alleged school employee is not currently employed by this school district.

____ Alleged incident did not occur on school grounds, on school time, at a school-sponsored activity, nor in a school-related context.

____ **The complaint has been investigated and concluded at Level I as unfounded.**

____ Complaint was withdrawn.

____ Insufficient evidence exists that an incident of abuse, as defined in the rules, took place.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES
LEVEL I INVESTIGATOR'S REPORT FORM

_____ **The complaint has been investigated at Level I and is founded.**

_____ The investigation is founded at Level I and is being turned over to Level II for further investigation.

_____ Investigation of the complaint was deferred at Level I and referred to law enforcement at this time.

_____ The investigation is concluded at Level I because the accused school employee has admitted the violation, has resigned, or has agreed to relinquish any teaching license held.

Current status of investigation:

_____ Closed. No further investigation is warranted.

_____ Closed and referred to school officials for further investigation as a personnel matter.

_____ Deferred to law enforcement officials.

_____ Turned over to Level II investigator.

Other comments: _____

I have given a copy of the report of abuse and of this investigative report to the employee named in the report, the employee's supervisor, and the student's parent or guardian and informed the person filing the report of the options of contacting law enforcement, private counsel, or the State Board of Educational Examiners, if the accused school employee holds an Iowa teacher's certificate or license.

Name of investigator (please print)

Investigator's place of employment

Signature of investigator

Date

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

An individual who has knowledge an employee has physically or sexually abused a student may immediately report it to the Intermediate Principal, who is the school district's Level I investigator. "Employee" means one who works for pay or as a volunteer under the direction and control of the school district. The report shall be written, signed and witnessed by a person of majority age. The witness may be the Level I investigator. The reporter is the individual filing the report. The report shall contain the following:

- The full name, address, and telephone number of the person filing.
- The full name, age, address, and telephone number, and attendance center of the student.
- The name and place of employment of the employee who allegedly committed the abuse.
- A concise statement of the facts surrounding the incident, including date, time, and place of occurrence, if known.
- A list of possible witnesses by name, if known.
- Names and locations of persons who examined, counseled or treated the student for the alleged abuse, including the dates on which those services were provided, if known.

Upon request, the Level I investigator may assist the reporter in completing the report. An incomplete report shall not be rejected unless the missing information would render the investigation futile or impossible. An employee receiving a report of alleged abuse of a student by an employee shall pass the report to the investigator and shall keep the report confidential to the maximum extent possible. In performing the investigation, the investigator shall have access to the educational records of the alleged student victim as well as access to the student for interviewing purposes.

In order for the school district to have jurisdiction over the acts and to constitute a violation of the law, acts of the employee must be alleged to have occurred on school grounds, on school time, at a school-sponsored activity, or in a school-related context. However, the student need not be a student in the school district. The student can be from another school district. To be investigable, the written report must include basic information showing that the victim of the alleged abuse is or was a student at the time of the incident, that the alleged act of the employee resulted in injury or otherwise meets the definition of abuse in these rules, and that the person responsible for the act is currently an employee. If the report is not investigable due to lack of jurisdiction, the investigator shall dismiss the complaint and inform the reporter of other options available. Other options available to the reporter include contacting law enforcement authorities, private counsel, or the Board of Educational Examiners in the case of a licensed employee.

If the Level I investigator believes the student is in imminent danger if continued contact is permitted between the employee and the student, the Level I investigator may:

- temporarily remove the student from contact with the employee;
- temporarily remove the employee from service; or,
- take other appropriate action to ensure the student's safety.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

The Level I investigator shall have access to the educational records of the student and access to the student for purposes of interviewing the student about the report.

Physical Abuse Allegations

When physical abuse is reported, the Level I investigator shall make copies of the report and give a copy to the person filing the report, the student's parents and the immediate supervisor of the employee named in the report. The employee named in the report shall not receive a copy of the report until the employee is initially interviewed.

The Level I investigator shall use discretion in handling the information received regarding an investigation of abuse by an employee, and those persons involved in the investigation shall not discuss information regarding the complaint outside the investigation. The entire investigative procedure will be thoroughly explained, including the confidential nature of the proceedings, to the student and other persons involved in the investigation.

Within five days of receipt of an investigable report, the Level I investigator shall complete an informal investigation. The informal investigation shall consist of interviews with the student, the employee and others who may have knowledge of the alleged incident. If the Level I investigator determines that the allegations in the report are founded and that immediate and professional investigation is necessary, the Level I investigator may defer further investigation and contact appropriate law enforcement officials, the student's parents and the person filing the report. Within fifteen days of receipt of the report, the Level I investigator shall complete a written investigative report, unless the investigation was temporarily deferred.

The written investigative report shall include:

1. The name, age, address and attendance center of the student named in the report.
2. The name and address of the student's parent or guardian and the name and address of the person filing the report, if different from the student's parent or guardian.
3. The name and work address of the employee named in the report as allegedly responsible for the abuse of the student.
4. An identification of the nature, extent and cause, if known, of any injuries or abuse to the student named in the report.
5. A general review of the investigation.
6. Any actions taken for the protection and safety of the student.
7. A statement that, in the investigator's opinion, the allegations in the report are either:
 - Unfounded. *(It is not likely that an incident, as defined in these rules, took place),* or
 - Founded. *(It is likely that an incident took place.)*

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

8. The disposition or current status of the investigation.
9. A listing of the options available to the parents or guardian of the student to pursue the allegations. These options include, but are not limited to:
 - Contacting law enforcement officials.
 - Contacting private counsel for the purpose of filing a civil suit or complaint.
 - Filing a complaint with the board of educational examiners if the employee is a licensed employee.

The investigator shall retain the original and provide a copy of the written investigative report to the school employee named in the report, the employee's supervisor and the student's parent or guardian. The person filing the report, if not the student's parent or guardian, shall be notified only that the Level I investigation has been concluded and of the disposition or anticipated disposition of the case.

It is the responsibility of the Level I investigator to determine whether it is more likely than not that an incident of abuse as defined in the rules took place between the student and employee. The Level I investigator does not make the determination of whether the use of physical contact was appropriate or whether any of the exceptions apply. That is the responsibility of the Level II investigator. Upon completion of the report, if the Level I investigator determines the allegations of physical abuse are founded and serious, the Level I investigator shall notify law enforcement authorities. If the allegations are founded but the physical abuse is not of a serious nature, the Level I investigator shall refer the case on to the Sheriff/Police, the Level II investigator.

The Level II investigator shall review the Level I investigator's final investigative report and conduct further investigation. The Level II investigative report shall state the conclusion as to the occurrence of the alleged incident, the applicability of exceptions, the reason for the contact or force used, and recommendations regarding the need for further investigation. In determining the applicability of the exceptions or the reasonableness of the contact or force used, the Level II investigator will use the following definitions:

Physical abuse is non-accidental physical injury to the student as a result of the action of an employee. Injury occurs when evidence of it is still apparent at least twenty-four hours after its occurrence. The following do not constitute physical abuse, and no employee is prohibited from:

- a. Using reasonable and necessary force, not designed or intended to cause pain:
 - (1) To quell a disturbance or prevent an act that threatens physical harm to any person.
 - (2) To obtain possession of a weapon or other dangerous object within a pupil's control.
 - (3) For the purposes of self-defense or defense of others as provided for in Iowa Code § 704.3.
 - (4) For the protection of property as provided for in Iowa Code §§ 704.4, .5.
 - (5) To remove a disruptive pupil from class, or any area of school premises or from school-sponsored activities off school premises.
 - (6) To prevent a student from the self-infliction of harm.
 - (7) To protect the safety of others.
- b. Using incidental, minor, or reasonable physical contact to maintain order and control.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

In determining the reasonableness of the contact or force used, the following factors shall be considered:

- a. The nature of the misconduct of the student, if any, precipitating the physical contact by the school employee.
- b. The size and physical condition of the student.
- c. The instrumentality used in making the physical contact.
- d. The motivation of the school employee in initiating the physical contact.
- e. The extent of injury to the student resulting from the physical contact.

"Reasonable force" is that force and no more which a reasonable person, in like circumstances, would judge to be necessary to prevent an injury or loss and can include deadly force if it is reasonable to believe that such force is necessary to avoid injury or risk to one's life or safety or the life or safety of another, or it is reasonable to believe that such force is necessary to resist a like force or threat.

Upon completion of the Level II investigation, the Level I investigator shall forward copies of the Level II investigative report to the employee, the employee's immediate supervisor and the student's parent. The Level I investigator shall notify the person filing the report of the current status of the case.

If the Level II investigator's report or law enforcement officials conclude abuse occurred, or the employee admits the violation, or the employee has surrendered the employee's certificate or license, the Level I investigator shall file a complaint with the State Board of Educational Examiners. The Level I investigator shall also arrange for counseling services for the student if the student or student's parents request counseling services.

SEXUAL ABUSE

Sexual abuse is defined as including sexual acts involving a student, acts that encourage the student to engage in prostitution, as well as inappropriate, intentional sexual behavior or sexual harassment by the employee toward a student. "Sexual harassment" is defined as unwelcome sexual advances, requests for sexual favors or other verbal or physical conduct of a sexual nature when:

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

When sexual abuse is reported, the Level I investigator shall make copies of the report and give a copy to the person filing the report, the student's parents and the immediate supervisor of the employee named in the report. The employee named in the report shall not receive a copy of the report until the employee is initially interviewed. The designated investigator shall not interview the school employee named in a report of sexual abuse until after a determination is made that jurisdiction exists, the alleged victim has been interviewed and a determination made that the investigation will not be deferred.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

The investigator shall notify the parent, guardian or legal custodian of a student in prekindergarten through grade six, of the date and time of the interview and of the right to be present or to see and hear the interview or send a representative in the parent's place. The Level I investigator shall interview the student as soon as possible, but in no case later than five days from the receipt of a report or notice of the allegation of sexual abuse. The Level I investigator may record the interview electronically.

The Level I investigator shall exercise discretion in the investigative process to preserve the privacy interests of the individuals involved. To the maximum extent possible, the investigator shall maintain the confidentiality of the report.

It is the responsibility of the Level I investigator to determine whether it is more likely than not that an incident took place between the employee and the student. If the Level I investigator believes the employee committed a sex act with a student or sexually exploited a student, the Level I investigator shall defer the Level I investigation and immediately notify law enforcement officials, the student's parents and the person filing the report.

If the Level I investigator determines an incident occurred, while not an illegal sex act with a student or sexual exploitation of a student, but where the employee engaged in inappropriate, intentional sexual behavior, further investigation is warranted. If further investigation is warranted, the Level I investigator may proceed to interview the employee and other individuals who may have knowledge of the circumstances contained in the report. Prior to interviewing other individuals who may have knowledge of the circumstance contained in the report, the Level I investigator shall provide notice of the impending interview of student witnesses or the student who is in prekindergarten through grade six, to their parent, guardian, or legal custodian, and may provide notice to the parent or guardian of older students, prior to interviewing those students. The Level I investigator shall, if founded, arrange for the Level II investigator to further investigate the allegations.

Within fifteen days of receipt of the report or notice of alleged sexual abuse, the Level I investigator shall complete a written investigative report unless the investigation was temporarily deferred. The written investigative report shall include:

1. The name, age, address and attendance center of the student named in the report.
2. The name and address of the student's parent or guardian and the name and address of the person filing the report, if different from the student's parent or guardian.
3. The name and work address of the school employee named in the report as allegedly responsible for the abuse of the student.
4. An identification of the nature, extent and cause, if known, of any injuries or abuse to the student named in the report.
5. A general review of the investigation.
6. Any actions taken for the protection and safety of the student.
7. A statement that, in the investigator's opinion, the allegations in the report are either:
 - Unfounded. *(It is not likely that an incident, as defined in these rules, took place),* or
 - Founded. *(It is likely that an incident took place.)*
8. The disposition or current status of the investigation.
9. A listing of the options available to the parents or guardian of the student to pursue the allegations. These options include, but are not limited to:
 - Contacting law enforcement officials.
 - Contacting private counsel for the purpose of filing a civil suit or complaint.
 - Filing a complaint with the Board of Educational Examiners if the school employee is certificated.

ABUSE OF STUDENTS BY SCHOOL DISTRICT EMPLOYEES REGULATION

The investigator shall retain the original and provide a copy of the investigative report to the school employee named in the report, the school employee's supervisor and the named student's parent or guardian. The person filing the report, if not the student's parent or guardian, shall be notified only that the Level I investigation has been concluded and of the disposition or anticipated disposition of the case.

If the allegations are founded, the Level I investigation shall refer the case to the Level II investigator. The Level II investigator shall review the Level I investigator's final investigative report and conduct further investigation if necessary. The Level II investigative report shall state conclusively as to the occurrence of the alleged incident, conclusively as to the nature of the sexual abuse and recommendations regarding the need for further investigation. Upon completion of the Level II investigation, the Level I investigator shall forward copies of the Level II investigative report to the employee, the employee's immediate supervisor and the student's parent. The Level I investigator shall notify the person filing the report of the current status of the case.

If the Level II investigator's report or law enforcement officials conclude sexual abuse occurred, or the employee admits the violation, or the employee has surrendered the employee's certificate or license, the Level I investigator shall file a complaint on behalf of the district after obtaining the superintendent's signature with the State Board of Educational Examiners. The Level I investigator shall also arrange for counseling services for the student if the student or student's parents request counseling services.

In cases involving founded physical or sexual abuse by a licensed employee, the board shall notify the Board of Educational Examiners. Information of unfounded abuse at Level I or Level II shall not be kept in the employee's personnel file. If the Level I investigative report is founded but Level II is unfounded, then the Level I report shall be removed from the employee's permanent file.

It shall be the responsibility of the board to annually identify a Level I and Level II investigator. The board shall also designate annually an alternate Level I investigator, preferably of the opposite sex of the designated Level I investigator, to whom reports may also be made. The names and telephone numbers of the Level I investigator and the alternate Level I investigator shall be included in employee handbooks, student handbooks, annually published in the local newspaper, and prominently displayed in all school buildings.

GIFTS TO EMPLOYEES

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

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

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

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

- Contributions to a candidate or a candidate's committee;
- Information material relevant to an employee's official function, such as books, pamphlets, reports, documents, periodicals or other information that is recorded in a written, audio or visual format;
- Anything received from a person related within the fourth degree by kinship or marriage, unless the donor is acting as an agent or intermediary for another person not so related;
- An inheritance;
- Anything available or distributed to the general public free of charge without regard to the official status of the employee;
- Items received from a charitable, professional, educational or business organization to which the employee belongs as a dues paying member if the items are given to all members of the organization without regard to an individual member's status or positions held outside of the organization and if the dues paid are not inconsequential when compared to the items received;
- Actual expenses of an employee for food, beverages, travel and lodging for a meeting, which is given in return for participation in a panel or speaking engagement at the meeting when the expenses relate directly to the day or days on which the employee has participation or presentation responsibilities;
- Plaques or items of negligible resale value given as recognition for public service;
- Nonmonetary items with a value of less than three dollars that are received from any one donor during one calendar day;
- Items or services solicited or given to a state, national or regional organization in which the state of Iowa or a school district is a member for purposes of a business or educational conference, seminar or other meeting or solicited by or given for the same purposes to state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees for purposes of a business or educational conference, seminar or other meeting; representatives of members of state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees;

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GIFTS TO EMPLOYEES

- Items or services received by members or representatives of members as part of a regularly scheduled event that is part of a business or educational conference, seminar or other meeting that is sponsored and directed by any state, national or regional government organization in which the state of Iowa or a political subdivision of the state of Iowa is a member or received at such an event by members;
- Funeral flowers or memorials to a church or nonprofit organization;
- Gifts which are given to an employee for the employee's wedding or twenty-fifth or fiftieth wedding anniversary;
- Payment of salary or expenses by the school district for the cost of attending a meeting of a subunit of an agency when the employee whose expenses are being paid serves on a board, commission, committee, council or other subunit of the agency and the employee is not entitled to receive compensation or reimbursement of expenses from the school district for attending the meeting;
- Gifts other than food, beverages, travel and lodging received by an employee which are received from a person who is a citizen of a country other than the United States and is given during a ceremonial presentation or as a result of a custom of the other country and is of personal value only to the employee;
- Actual registration costs for informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions. The costs of food, drink, lodging and travel are not "registration costs" under this paragraph. Meetings or sessions which a public official or public employee attends for personal or professional licensing purposes are not "informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions" under this paragraph.

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

- Actual expenses of an employee for registration, food, beverages, travel or lodging for a meeting, which is given in return for participation in a panel or speaking engagement at a meeting when the expenses relate directly to the day or days on which the employee has participation or presentation responsibilities;
- A nonmonetary gift or series of nonmonetary gifts donated within thirty days to a public body, an educational or charitable organization or the Iowa Department of General Services; or
- A payment made to an employee for services rendered as part of a private business, trade or profession in which the employee is engaged if the payment is commensurate with the actual services rendered and is not being made because of the person's status as an employee of the district, but rather because of some special expertise or other qualification.

It shall be the responsibility of each employee to know when it is appropriate to accept or reject gifts or an honorarium.

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

Cross References: 221 Gifts to Board of Directors
401.3 Employee Conflict of Interest
704.4 Gifts-Grants-Bequests

PUBLIC COMPLAINTS ABOUT EMPLOYEES

The board recognizes situations may arise in the operation of the school district **which** are of concern to parents and other members of the school district community. While constructive criticism **is** welcomed, the board desires to support its employees and their actions to free them from unnecessary, spiteful, **or** negative criticism and complaints that do not offer advice for improvement or change.

The board firmly believes concerns should be resolved at the lowest organizational **l** level by those individuals closest to the concern. Whenever a complaint or concern is brought to the attention **o**n of the board it will be referred to the administration to be resolved. Prior to board action however, the following **s**hould be completed:

- (a) Matters concerning an individual student, teacher, or other employee **s**hould first be addressed to the teacher or employee.
- (b) Unsettled matters from (a) above or problems and questions about individual attendance centers should be addressed to the employee's building principal for licensed employees and the superintendent for classified employees.
- (c) Unsettled matters regarding licensed employees from (b) above or problems and questions concerning the school district should be directed to the superintendent.
- (d) If a matter cannot be settled satisfactorily by the superintendent, it may then be brought to the board. To bring a concern regarding an employee, the individual may notify the board president in writing, who may bring it to the attention of the entire board, or the item may be placed on the board agenda of a regularly scheduled board meeting in accordance with board policy 214.1.

It is within the discretion of the board to address complaints from the members of the school district community, and the board will only do so if they are in writing, signed, and the complainant has complied with this policy.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 214.1 Board Meeting Agenda
215 Public Participation in Board Meetings

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Revised _____

EMPLOYEE RELATIONS TO THE PUBLIC

Members of the school district community shall be treated with respect by employees. The board encourages active participation by employees in community activities and events.

It shall be the responsibility of employees as they participate in various community groups and events, to make a conscientious effort to make the school district and its events a real part of the community. Employees shall take advantage of their participation in the community to look for opportunities in which the community and school district can join forces for the betterment of the school district and the community.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 303.7 Superintendent Civic Activities
304.8 Administrator Civic Activities
904 Public Participation in the School District

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EMPLOYEE OUTSIDE EMPLOYMENT

The board believes the primary responsibility of employees is to the duties of their position within the school district as outlined in their job description. The board considers an employee's duties as part of a regular, full-time position as full-time employment. The board expects such employees to give the responsibilities of their positions in the school district precedence over any other employment.

It shall be the responsibility of the superintendent to counsel employees, whether full-time or part-time, if, in the judgment of the superintendent and the employee's immediate supervisor, the employee's outside employment interferes with the performance of the employee's duties required in the employee's position within the school district.

The board may request the employee to cease the outside employment as a condition of continued employment with the school district.

Legal Reference: Iowa Code §§ 20.7; 279.8 (2003).

Cross Reference: 401.3 Employee Conflict of Interest
408.3 Licensed Employee Tutoring

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EMPLOYEE TELEPHONE CALLS

The board recognizes the need of employees to receive and make telephone calls **d**during working hours. Employees may receive and make personal telephone calls during lunches, breaks, or preparation periods. Employees may receive and make emergency telephone calls at any time.

The district telephones may only be used for local personal telephone calls; all **other** calls must be paid for by the employee. It shall be the responsibility of the employee to exercise discretion in **m**making and receiving telephone calls during working hours.

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

Cross Reference: 401.9 Use of School District Facilities & Equipment by Employees

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SOLICITATIONS FROM OUTSIDE

Generally, employees should be free from solicitations at their place of employment. No organization or individuals, including employees, may solicit or distribute flyers or other materials within school district facilities or on school district grounds without the approval of the superintendent.

No employee shall be made responsible, or assume responsibility, for the collection of money or the distribution of fund drive literature within the school district unless such activity is voluntary and has been approved by the superintendent.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 401.15 Employee Political Activity
504.6 Student Fund-Raising
905 Community Activities Involving Students

Approved 11/1/2004

Reviewed 10/15/2007

Revised _____

DISTRICT LANDLINE AND CELLULAR TELEPHONE USAGE

The district provides telephones to employees because communication is essential for the performance of their duties, especially in times of emergency or when addressing safety issues. In addition, the district provides a voice mail system which permits employees to receive and retrieve messages from locations outside of their offices.

The landline and cellular telephones provided by the district to employees are to be used for school business.

Certain employees are required to perform work outside of their offices or assigned work spaces, outside of the Independence Community School District, or outside of the district's regular business hours. It is important to the mission of the district to provide for communication with these employees when they are not in their offices. Telephone communication is greatly enhanced by the use of cellular telephones. With a cellular telephone, an employee may receive and respond to calls regardless of the time of day or the employee's location and retrieve and respond to messages in the district's voice mail system.

If a cellular telephone assigned to an employee is lost, damaged or is malfunctioning, the Business Office must be notified immediately. Employees who fail to notify the Business Office immediately of a lost telephone may be responsible for all unauthorized calls made from their assigned cellular telephone and replacement costs.

The district will not reimburse employees for business use of their own cellular telephone. Employees are encouraged to use their office telephone for business telephone calls. Employees who have a personal cellular telephone are not expected to use that telephone for district business.

The Superintendent or his/her designee is authorized to review the use of district-issued cellular telephones by employees and to revoke the privilege of using a district-issued cellular telephone if it is determined that the cellular telephone is being used primarily for personal business or is being used in any other manner which is contrary to district policy.

Approved 10/26/2009

Reviewed _____

Revised 07/19/2010

Independence Community School District

Period Vendor Report by Fund

Page: 1

09/14/2011 07:20 PM

08/01/2011 - 08/31/2011

User ID: ARF

Fund: 10 OPERATING FUND

<u>Vendor Name</u>		<u>Total</u>
ACCENT LASER SERVICES	SUPPLIES	1,704.25
ADVANCED SYSTEMS INC	SUPPLIES	76.18
ALLIED 100 LLC	SUPPLIES	247.70
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	335.74
BEE READING COMPANY	SUPPLIES	993.20
BLAISDELL, MARY JEAN	REIMBURSEMENT	64.43
BUSINESS SYSTEMS INC.	SUPPLIES	75.81
CARSON-DELLOSA PUBLISHING, INC.	SUPPLIES	30.82
CEDAR BRIDGE SOLUTIONS	SOFTWARE	3,674.00
CENTER POINT-URBANA COMMUNITY SCHOOL	OE TUITION	11,176.60
CHANNING L. BETE CO INC	SUPPLIES	276.86
CHARACTER DEVELOPMENT GROUP, INC.	SUPPLIES	51.50
CITY LAUNDERING CO	SERVICE	50.00
CLARINDA COMMUNITY SCHOOLS	TUIT	2,431.24
CLASSROOM DIRECT	SUPPLIES	324.48
COLLEGE COMM SCHOOL DISTRICT	TUITION	7,617.28
COMPANION CORPORATION	SUPPLIES	599.00
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL	2,768.50
CRAWFORD, ROBIN	REIMBURSEMENT	54.35
CY & CHARLEY'S INC	REPAIRS/MAINT/SUPPLIES	384.49
DELTA	SUPPLIES	72.01
DEMCO INC	SUPPLIES	257.28
DON JOHNSTON INC	SUPPLIES	405.82
DON'S TRUCK SALES INC	SERVICE	337.89
DUNLAP MOTORS INC	SUPPLIES	54.72
EAI EDUCATION	SUPPLIES	210.66
EBSCO SUBSCRIPTION SERVICE	PERIODICALS	164.70
EDUCATION 2020	SUPPLIES	4,800.00
ELECTRICAL ENGINEERING & EQUIP	SUPPLIES	4,766.42
ESCHEN TARPY NAPA	SUPPLIES	124.21
EXCEPTIONAL PERSONS, INC	SERVICE	19.56
FARM PLAN	SUPPLIES	80.54
FASTENAL COMPANY	SUPPLIES	70.40
FIRST STREET DELI	SUPPLIES	105.00
FITNESS FINDERS	SUPPLIES	149.74
FOLLETT LIBRARY RESOURCES	SUPPLIES	100.86
FROG PUBLICATIONS	SUPPLIES	97.69
FUSION FORWARD	SERVICES	850.00
GOOGLE INC	SERVICE	6,386.75
HAMERAY PUBLISHING GROUP INC	SUPPLIES	45.65
HAMMOND & STEPHENS	SUPPLIES	139.44
HARDWARE HANK	SUPPLIES	2,407.97
HAWKEYE ALARM SIGNAL COMPANY	SERVICES	100.00
HAWKEYE FIRE & SAFETY	SUPPLIES	584.60
HAWKEYE INTERNATIONAL TRUCKS INC	REPAIRS	4,122.71
HEARTLAND PAPER COMPANY	SUPPLIES	3,357.51
HEINEMANN	SUPPLIES	1,364.00
HIGLEY CHEMICAL COMPANY	SUPPLIES	256.05

Fund: 10 OPERATING FUND

<u>Vendor Name</u>		<u>Total</u>
IASB	DUES/FEES	200.00
IASBO	DUES/FEES	100.00
IKON OFFICE SOLUTIONS	SUPPLIES/LEASE	579.87
INDEPENDENCE LIGHT & POWER	UTILITIES	10,022.39
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SERVICE	85.00
INNOVATION DESIGNS, LLC	SUPPLIES	(109.50)
IOWA PUPIL TRANSPORTATION ASSOC.	MEMBERSHIP	275.00
JOLLY LEARNING LTD	SUPPLIES	59.47
KEY EQUIPMENT FINANCE	LEASE AGREEMENT	448.95
KWIK TRIP/KWIK STAR STORES	GASOLINE	1,573.02
KWWL TELEVISION INC	ADS	1,055.00
LAKESHORE LEARNING MATERIALS	SUPPLIES	1,130.86
LYNCH DALLAS PC	SERVICES	1,516.50
MARI, INC.	BOOKS	23.98
MARTIN BROS DIST CO	SUPPLIES	162.94
MARY'S FLOWER PATCH	SERVICE	80.00
MCDONALD PUBLIISHING CO	SUPPLIES	43.55
MERRITT, SANDRA	REIMBURSEMENT	415.00
MIDAMERICAN ENERGY CO.	NATURAL GAS	741.04
MUSCATINE COMMUNITY SCHOOL DISTRICT	TUIT/SRV	2,842.53
NAGLE SIGNS INC	SERVICE	431.57
NASCO	SUPPLIES	74.25
NATIONAL SCHOOL PRODUCTS	SUPPLIES	37.45
OELWEIN GLASS, INC.	REPAIRS	18.94
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	1,161.46
OFFICE DEPOT, INC	SUPPLIES	4,059.43
OFFICE TOWNE, INC.	SUPPLIES	608.97
ORIENTAL TRADING CO	SUPPLIES	106.49
PACE SUPPLY	SUPPLIES	240.50
PAETEC	UTILITIES	1,188.03
PAPER CORPORATION	PAPER	14,894.40
PEPSI-COLA GEN BOT IN	SUPPLIES	12.00
PINICON FORD INC	SRV/SUP	175.23
PITNEY BOWES	LEASE	107.00
PITNEY BOWES INC	SUPPLIES	106.23
PRIMARY CONCEPTS	SUPPLIES	25.90
PRINT EXPRESS~MILLER PRINTERIE	SERVICES	109.50
PYRAMID SCHOOL PRODUCTS	SUPPLIES	35.46
READING READING BOOKS LLC	SUPPLIES	508.00
REALLY GOOD STUFF	SUPPLIES	1,043.31
REMEDIA PUBLICATIONS INC	SUPPLIES	14.99
RIDELL/ALL AMERICAN SPORTS COMPANY	SUPPLIES	5,365.00
RITE PRICE OFFICE SUPPLY INC	SUPPLIES	315.36
SCHOLASTIC INC	SUPPLIES	178.95
SCHOLASTIC STORE ONLINE	SUPPLIES	254.75
SCHOOL ADMINISTRATORS OF IOWA	SERVICES	2,848.00
SCHOOL BUS SALES	VEHICLE/SUPPLIES	20.00
SCHOOL NURSE SUPPLY, INC	SUPPLIES	266.55

<u>Vendor Name</u>		<u>Total</u>
SCHOOL SPECIALTY	SUPPLIES	33.32
SIOUX CENTRAL COMM SCHOOL DISTRICT	SERVICES	14,114.72
SPAHN & ROSE LUMBER CO INC	SUPPLIES	169.81
STAPLES CREDIT PLAN	SUPPLIES	86.93
SUMMIT LEARNING	SUPPLIES	69.50
SUPER DUPER PUBLICATIONS	SUPPLIES	34.95
SUPERIOR CLEANING SERVICES LTD	SERVICE	1,689.00
TEACHER DIRECT	SUPPLIES	300.76
TEACHER'S DISCOUNT	SUPPLIES	146.86
TEACHER'S DISCOVERY	SUPPLIES	20.89
THE NEWS	ADS/LEGALS	703.48
TOM'S AUTO TRIM	SERVICE	85.00
U.S. GAMES	SUPPLIES	233.18
UPSTART	SUPPLIES	59.65
US SCHOOL SUPPLY	SUPPLIES	86.00
USBORNE BOOKS	SUPPLIES	34.97
VERN'S TRUE VALUE	SUPPLIES	3,125.36
VISA CARD SERVICES	SUPPLIES	811.83
VSA INC	SUPPLIES	30.27
WALMART COMMUNITY	SUPPLIES	372.85
WASTE MANAGEMENT OF WI-MN	SERVICE	170.64
WEBER PAPER COMPANY	SUPPLIES	11,566.73
WEST DES MOINES MARRIOTT	LODGING	206.08
WEST MUSIC CO INC	SUP/SRV/EQUIP	1,070.60
YOUTHLIGHT, INC.	BOOKS	152.68
Vendors Listed:	121	Total: 155,197.99

Independence Community School District
09/14/2011 07:20 PM
Fund: 21 STUDENT ACTIVITY FUND

Period Vendor Report by Fund
08/01/2011 - 08/31/2011

Page: 4
User ID: ARF

<u>Vendor Name</u>		<u>Total</u>
ACADEMA	SUPPLIES	475.00
BLUE MOOSE TEES	SUPPLIES	319.92
HERMAN, MARY	SERVICES	100.00
I.C.S. GENERAL FUND	REIMBURSEMENT	325.00
IHSMA	REG FEES	25.00
KESSLERS TEAM SPORTS, INC.	SUPPLIES	1,302.60
KINSETH, JUSTIN	SERVICE	500.00
MUSTANG FOUNDATION	REFUND	620.00
NICK NURSE ENTERPRISES	DUES/FEES	2,310.00
RATCHFORD, THOMAS	OFFICIAL	75.00
RICHTER, ROBERT	OFFICIAL	75.00
TENDER LAWN CARE	SERVICES	250.00
VISA CARD SERVICES	SUPPLIES	4,592.95
Vendors Listed:	13	Total: 10,970.47

<u>Vendor Name</u>	<u>Total</u>
AUL SPECIAL PAY TRUST	296.75
EMPLOYEE INVESTMENTS	
Vendors Listed: 1	Total: <u>296.75</u>

09/14/2011 07:20 PM

08/01/2011 - 08/31/2011

User ID: ARF

Fund: 33 LOCAL OPTION SALES AND SERVICES TAX

<u>Vendor Name</u>		<u>Total</u>
INDEPENDENCE PLUMBING/HTG INC	IMPROVEMENT	1,701.71
PLUMB SUPPLY COMPANY	IMPROVEMENT	1,030.31
STEPHEN A. MILLER CONSTRUCTION	IMPROVEMENT	8,367.27
THE LOUIS BERGER GROUP INC	IMPROVEMENT	2,000.00
WBC MECHANICAL, INC.	IMPROVEMENT	14,432.50
Vendors Listed:	5	Total: <u>27,531.79</u>

Fund: 36 PHYSICAL PLANT & EQUIPMENT

<u>Vendor Name</u>		<u>Total</u>
AHLERS AND COONEY, P.C.	SERVICES	2,971.39
DIAMOND ENTERPRISES	IMPROVEMENT	550.00
DONNELLY WOOD FLOORING & REF.	IMPROVEMENT	2,150.00
Vendors Listed:	3	Total: <u>5,671.39</u>

Fund: 61 SCHOOL NUTRITION FUND

<u>Vendor Name</u>		<u>Total</u>
GOODWIN TUCKER GROUP	REPAIRS/MAINT	1,530.46
HAWKEYE FOODSERVICE	SUPPLIES	146.32
HORN, TERESA	REFUND	13.40
INDEPENDENCE ROOTS AND SHOOTS GARDEN SUPPLIES		250.00
OFFICE TOWNE, INC.	SUPPLIES	85.00
SCOTT SMALLEY S&S PRODUCE	SUPPLIES	485.00
WEBER, JESSICA	CHANGE	222.00
Vendors Listed:	7	Total: <u>2,732.18</u>

<u>Vendor Name</u>		<u>Total</u>
HAUSERS WATER SYSTEM	SUPPLIES	11.00
MARY'S FLOWER PATCH	SERVICE	23.99
VISA CARD SERVICES	SUPPLIES	40.13
Vendors Listed:	3	Total: <u>75.12</u>

<u>Vendor Name</u>	<u>Vendor Description</u>	
<u>Checking</u>	1	
Checking Account: 1	Fund: 10	OPERATING FUND
A CHANCE TO GROW	REG FEES	
	Vendor Total:	1,880.00
A WAY THROUGH LLC	SUPPLIES	
	Vendor Total:	157.90
ACCENT LASER SERVICES	SUPPLIES	
	Vendor Total:	114.95
ADA BADMINTON & TENNIS	SUPPLIES	
	Vendor Total:	322.28
ADVANCED SYSTEMS INC	SUPPLIES	
	Vendor Total:	76.18
AHLERS AND COONEY, P.C.	SERVICES	
	Vendor Total:	245.70
APPLE INC	EQUIPMENT	
	Vendor Total:	3,284.00
AREA EDUCATION AGENCY 267	TUIT/SUPP/SERV	
	Vendor Total:	26,457.56
ARNOLD, GEORGE	REIMBURSEMENT	
	Vendor Total:	1,500.00
AUTO-JET MUFFLER CORPORATION	SUPPLIES	
	Vendor Total:	494.51
B & B FARM STORE INC.	SUP/SRV	
	Vendor Total:	43.00
BLAISDELL, MARY JEAN	REIMBURSEMENT	
	Vendor Total:	22.92
BOARD OF EDUCATIONAL EXAMINERS, STATE OF IOWA	DUES/FEES/REG	
	Vendor Total:	65.00
BOB'S WELDING & REPAIR	IMPROVEMENTS	
	Vendor Total:	80.00
BOUBIN TIRE CO INC	SUPPLIES	
	Vendor Total:	621.23
BRIGHT APPLE	SUPPLIES	
	Vendor Total:	30.99
BROWN & SAENGER	SUPPLIES	
	Vendor Total:	69.42
BUCHANAN COUNTY ABSTRACT CO.	SERVICE	
	Vendor Total:	200.00
BUCHANAN COUNTY TREASURER	TAXES	
	Vendor Total:	1,784.00
BUSINESS SYSTEMS INC.	SUPPLIES	
	Vendor Total:	1,290.33
CAMCOR INC.	EQUIPMENT	
	Vendor Total:	37.54
CAROLINA BIOLOGICAL SUPPLY	SUPPLIES	
	Vendor Total:	106.80
CENGAGE LEARNING	WORKBOOKS	
	Vendor Total:	769.56
CENTRAL IOWA DISTRIBUTING	SUPPLIES	
	Vendor Total:	39.52
CITY LAUNDERING CO	SERVICE	

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	50.01
CLASSROOM DIRECT	SUPPLIES		
		Vendor Total:	2,417.19
COMMON CORE INSTITUTE	REG FEES		
		Vendor Total:	149.00
CONSOLIDATED ENERGY CO/HARTLAND FUEL	DIESEL		
		Vendor Total:	4,055.99
CREATIVE THERAPY STORE	SUPPLIES		
		Vendor Total:	29.95
CRYSTAL BROOK DIRECT	SUPPLIES		
		Vendor Total:	106.00
DEAN'S VIKING SEWING CENTER	SUPPLIES		
		Vendor Total:	1,267.55
DECKER EQUIPMENT	REPAIR/MAINT		
		Vendor Total:	114.52
DEMCO INC	SUPPLIES		
		Vendor Total:	158.61
DENNY'S SERVICE & REPAIR	REPAIRS		
		Vendor Total:	180.70
DHS CASHIER 1ST FLOOR	MEDICAID		
		Vendor Total:	1,120.40
DICK BLICK	SUPPLIES		
		Vendor Total:	1,285.18
DISCOVERY EDUCATION	SUPPLIES		
		Vendor Total:	3,885.00
DONNELLY, MICHAEL	REIMBURSEMENT		
		Vendor Total:	700.00
DON'S TRUCK SALES INC	SERVICE		
		Vendor Total:	4,367.24
DOORS INC.	IMPROVEMENTS		
		Vendor Total:	101.34
DROSTE AUTO GLASS	SUPPLIES		
		Vendor Total:	698.67
EBSCO SUBSCRIPTION SERVICE	PERIODICALS		
		Vendor Total:	320.71
ELECTRICAL ENGINEERING & EQUIP	SUPPLIES		
		Vendor Total:	2,456.23
ESCHEN TARPY NAPA	SUPPLIES		
		Vendor Total:	317.38
ETA/CUISENAIRE	SUPPLIES		
		Vendor Total:	122.75
EXCEPTIONAL PERSONS, INC	SERVICE		
		Vendor Total:	47.34
FAREWAY STORES INC	SUPPLIES		
		Vendor Total:	24.63
FASTENAL COMPANY	SUPPLIES		
		Vendor Total:	1.64
FITZPATRICK WATER & PLUMBING, INC.	SUPPLIES/SERVICE		
		Vendor Total:	85.00
FOLLETT LIBRARY RESOURCES	SUPPLIES		
		Vendor Total:	386.27

<u>Vendor Name</u>	<u>Vendor Description</u>		
FOUR OAKS-RESIDENTAL	INSTRUCTION	Vendor Total:	226,350.39
FRESH FACS PUBLISHING	SUPPLIES	Vendor Total:	105.00
FUSION FORWARD	SERVICES	Vendor Total:	1,930.00
GAGE EXTERMINATING	SERVICES	Vendor Total:	1,400.00
GLENCOE/MCGRAW HILL	BOOKS	Vendor Total:	326.04
GOPHER SPORT	SUPPLIES	Vendor Total:	2,326.01
GREENLEY LUMBER INC	SUPPLIES	Vendor Total:	168.07
HAMERAY PUBLISHING GROUP INC	SUPPLIES	Vendor Total:	41.70
HAMMOND & STEPHENS	SUPPLIES	Vendor Total:	792.52
HAWKEYE ACCESSIBILITIES	SERVICE	Vendor Total:	700.00
HAWKEYE ALARM SIGNAL COMPANY	SERVICES	Vendor Total:	615.50
HEADSPROUT	SUPPLIES	Vendor Total:	5,300.00
HEARTLAND PAPER COMPANY	SUPPLIES	Vendor Total:	1,310.76
HOUGHTON MIFFLIN	SUPPLIES	Vendor Total:	78.06
HYDE TELECOM	SRV/SUP	Vendor Total:	2,390.00
I.C.S. ACTIVITY FUND	REIMBURSEMENT	Vendor Total:	15,575.00
IHSMA	REG FEES	Vendor Total:	642.00
IKON OFFICE SOLUTIONS	SUPPLIES	Vendor Total:	359.00
INDEPENDENCE LIGHT & POWER	UTILITIES	Vendor Total:	13,492.34
INDEPENDENCE MUSTANG BOOSTER CLUB	REIMBURSEMENT	Vendor Total:	200.00
INDEPENDENCE PLUMBING/HTG INC	IMPROVEMENT	Vendor Total:	67.01
INDY CROP CARE, INC.	SUPPLIES	Vendor Total:	41.25
INFRASTRUCTURE TECHNOLOGY SOLUTIONS	SERVICE	Vendor Total:	4,580.50
IOWA ASCD	DUES/FEES	Vendor Total:	405.00
IOWA COMMUNICATIONS NETWORK	SERVICE	Vendor Total:	1,181.28
IOWA DIVISION OF LABOR SERVICES	BUILDING REPAIRS		

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Vendor Total:</u>
		250.00
IOWA FUTURE PROBLEM SOLVING PROGRAM	REG FEES	Vendor Total: 255.00
IOWA HIGH SCHOOL MUSIC ASSOC	DUES/FEES	Vendor Total: 100.00
IOWA HIGH SCHOOL SPEECH ASSOC.	DUES/FEES/SUPPLIES	Vendor Total: 50.00
ITEC CONFERENCE	REG FEES	Vendor Total: 810.00
JEFFERSON HIGH SCHOOL	ENTRY FEES	Vendor Total: 125.00
JESUP COMMUNITY SCHOOL	TUIT/FEES/REIMB	Vendor Total: 22,315.76
JOHN DEERE FINANCIAL	SUPPLIES	Vendor Total: 333.86
JOHN WILEY & SONS, INC.	SUPPLIES	Vendor Total: 134.64
KEENAN, DAWN	REIMBURSEMENT	Vendor Total: 10.00
KEPHART'S MUSIC CENTER INC	SUPPLIES	Vendor Total: 1,118.90
KEY EQUIPMENT FINANCE	LEASE AGREEMENT	Vendor Total: 448.95
KILBY, SHERRY	REIMBURSEMENT	Vendor Total: 145.92
KNOTT, SUSAN	REIMBURSEMENT	Vendor Total: 94.14
KNUTSON, RITA	REIMBURSEMENT	Vendor Total: 20.00
KU CENTER FOR RESEARCH & LEARNING	SUPPLIES	Vendor Total: 1,056.00
KWIK TRIP/KWIK STAR STORES	GASOLINE	Vendor Total: 1,474.81
LAKESHORE LEARNING MATERIALS	SUPPLIES	Vendor Total: 459.19
LEARNING A-Z	SUPPLIES	Vendor Total: 1,990.94
LEARNING ZONE	SUPPLIES	Vendor Total: 316.50
LINN-MAR HIGH SCHOOL	FEES	Vendor Total: 100.00
MAGIC STORYTELLER CO	SUPPLIES	Vendor Total: 800.00
MARTIN BROS DIST CO	SUPPLIES	Vendor Total: 754.01
MATTHIESEN, NIKKI	REIMBURSEMENT	Vendor Total: 100.00
MAXIMOVICH, VALERIE	REIMBURSEMENT	Vendor Total: 24.87
MCGRAW'S CARPETS	IMPROVEMENT	Vendor Total: 56.05

<u>Vendor Name</u>	<u>Vendor Description</u>		
MENARDS	SUPPLIES	Vendor Total:	85.56
MIDAMERICAN ENERGY CO.	NATURAL GAS	Vendor Total:	362.63
MID-IOWA SCHOOL IMPROVEMENT CONSORTIUM	SERVICES	Vendor Total:	2,664.80
MNJ TECHNOLOGIES DIRECT, INC	SUPPLIES	Vendor Total:	36.84
NASCO	SUPPLIES	Vendor Total:	974.42
NEWS-2-YOU, INC.	SUPPLIES	Vendor Total:	133.00
NORTHWEST EVALUATION ASSOCIATION	TESTING SERVICES	Vendor Total:	13,137.50
OELWEIN COMMUNITY SCHOOLS	TUIT/FEES/REIMB	Vendor Total:	2,794.50
OELWEIN GLASS, INC.	REPAIRS	Vendor Total:	205.20
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	Vendor Total:	690.00
OFFICE DEPOT, INC	SUPPLIES	Vendor Total:	752.29
OFFICE TOWNE, INC.	SUPPLIES	Vendor Total:	6,329.34
OFFICEFURNITURE.COM LLC	SUPPLIES	Vendor Total:	460.00
OLD CREAMERY THEATRE COMPANY	SUPPLIES	Vendor Total:	600.00
O'REILLY AUTOMOTIVE, INC.	SUPPLIES	Vendor Total:	78.54
ORIENTAL TRADING CO	SUPPLIES	Vendor Total:	15.99
PAETEC	UTILITIES	Vendor Total:	1,185.90
PINICON FORD INC	SRV/SUP	Vendor Total:	183.99
PITNEY BOWES	LEASE	Vendor Total:	107.00
PLUMB SUPPLY COMPANY	IMPROVEMENT	Vendor Total:	347.11
PRINT EXPRESS-MILLER PRINTERIE	SERVICES	Vendor Total:	1,497.96
REALITY WORKS INC.	SUPPLIES	Vendor Total:	241.50
REALLY GOOD STUFF	SUPPLIES	Vendor Total:	433.80
RELIANCE COMMUNICATIONS INC	SERVICE	Vendor Total:	3,150.00
RENAISSANCE SAVERY HOTEL	LODGING	Vendor Total:	524.16
RITE PRICE OFFICE SUPPLY INC	SUPPLIES		

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	1,139.12
RJS MOTORSPORTS & WELDING	IMPROVEMENT		
		Vendor Total:	400.00
SARGENT-WELCH	SUPPLIES		
		Vendor Total:	885.47
SCHOLASTIC INC	SUPPLIES		
		Vendor Total:	1,058.48
SCHOOL ADMINISTRATORS OF IOWA	SERVICES		
		Vendor Total:	623.00
SCHOOL BUS SALES	VEHICLE/SUPPLIES		
		Vendor Total:	661.16
SCHOOL HEALTH CORP	SUPPLIES		
		Vendor Total:	1,808.95
SCHOOL SPECIALTY	SUPPLIES		
		Vendor Total:	2,052.10
SIGNS AND MORE	SUPPLIES		
		Vendor Total:	66.00
SIMPLICITY PATTERN CO INC	SUPPLIES		
		Vendor Total:	19.95
SOCIAL STUDIES SCHOOL SERVICE	SUPPLIES		
		Vendor Total:	17.99
SOFTWARE UNLIMITED INC	SVC/SUPPLES/TRNG		
		Vendor Total:	80.00
SOURCE SIGN	SUPPLIES		
		Vendor Total:	1,177.96
SPAHN & ROSE LUMBER CO INC	SUPPLIES		
		Vendor Total:	806.08
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT		
		Vendor Total:	241.05
STORE FOR KNOWLEDGE	SUPPLIES		
		Vendor Total:	95.60
SUPERIOR CLEANING SERVICES LTD	SERVICE		
		Vendor Total:	2,031.75
TEACHER'S DISCOUNT	SUPPLIES		
		Vendor Total:	198.26
TEACHER'S DISCOVERY	SUPPLIES		
		Vendor Total:	74.30
TEACHER'S DISCOVERY-SPANISH	SUPPLIES		
		Vendor Total:	107.60
THE NEWS	ADS/LEGALS		
		Vendor Total:	831.66
TIMBERLINE BILLING SERVICES LLC	SERVICES		
		Vendor Total:	31.82
TOWNSEND PRESS	SUPPLIES		
		Vendor Total:	93.00
TREASURER STATE OF IOWA	UNCLAIMED PROPERTY		
		Vendor Total:	84.19
U.S. CELLULAR	TELEPHONE		
		Vendor Total:	1,357.50
ULTIMATE OFFICE	SUPPLIES		
		Vendor Total:	78.40

<u>Vendor Name</u>	<u>Vendor Description</u>		
UNITED RENTALS	SUPPLIES	Vendor Total:	663.81
UNIVERSITY BOOK & SUPPLY	SUPPLIES	Vendor Total:	695.92
VALLEY BAND BOOSTERS	ENTRY FEES	Vendor Total:	125.00
VANHORN, BURT	REIMBURSEMENT	Vendor Total:	28.80
VERN'S TRUE VALUE	SUPPLIES	Vendor Total:	2,637.64
VISA CARD SERVICES	SUPPLIES	Vendor Total:	2,884.99
VSA INC	SUPPLIES	Vendor Total:	40.36
WALMART COMMUNITY	SUPPLIES	Vendor Total:	1,344.85
WASTE MANAGEMENT OF WI-MN	SERVICE	Vendor Total:	3,756.38
WATERLOO COMMUNITY SCHOOLS	OE TUITION	Vendor Total:	4,668.72
WAUKEE HIGH SCHOOL	ENTRY FEES	Vendor Total:	125.00
WEBER PAPER COMPANY	SUPPLIES	Vendor Total:	635.25
WIELAND & SONS LUMBER INC	SUPPLIES	Vendor Total:	1,921.20
		Fund Total:	450,406.00
Checking Account: 1	Fund: 22 MANAGEMENT FUND		
SMITH - D & L INSURANCE	SERVICES	Vendor Total:	290.00
		Fund Total:	290.00
		Checking Account Total:	450,696.00
Checking 2	Fund: 61 SCHOOL NUTRITION FUND		
FAREWAY STORES INC	SUPPLIES	Vendor Total:	13.12
HAWKEYE FOODSERVICE	SUPPLIES	Vendor Total:	19,436.03
HEARTLAND FARMS	SUPPLIES	Vendor Total:	108.75
INTERSTATE BRANDS CORP.	BREAD	Vendor Total:	1,086.26
KREMER, LISA	SUPPLIES	Vendor Total:	13.00
OFFICE TOWNE, INC.	SUPPLIES	Vendor Total:	223.45
ORCHARD, DEANER	SUPPLIES	Vendor Total:	108.00
PRAIRIE FARMS DAIRY INC	DAIRY	Vendor Total:	2,752.37
RAPIDS WHOLESALE EQUIPMENT CO.	EQUIPMENT		

<u>Vendor Name</u>	<u>Vendor Description</u>	<u>Vendor Total:</u>	
S&S PRODUCE	SUPPLIES	4,576.52	
SCOTT SMALLEY S&S PRODUCE	SUPPLIES	297.50	
STONE CITY DISTRIBUTION	SUPPLIES	27.50	
TREASURER STATE OF IOWA	UNCLAIMED PROPERTY	3,601.37	
WALMART COMMUNITY	SUPPLIES	6.90	
WILSON RESTAURANT SUPPLY INC	SUPPLIES	56.42	
		173.01	
		32,480.20	
		32,480.20	

Checking Account Total: 32,480.20

Checking 3
Checking Account: 3 **Fund:** 21 **STUDENT ACTIVITY FUND**
ANDERSON, SCOTT OFFICIAL

Vendor Total: 125.00

BOSSOM, JIM OFFICIAL

Vendor Total: 75.00

BRITTAIN, CHARLES SERVICE

Vendor Total: 350.00

BRYANT, CHAD OFFICIAL

Vendor Total: 125.00

BSN SPORTS SUPPLIES

Vendor Total: 222.29

D & S PORTABLES, INC. SUPPLIES

Vendor Total: 213.66

GALLAGHER BLUEDORN PERFORMING ARTS SERVICE
CENTE

Vendor Total: 190.00

GREGG'S SPORTING GOODS SUPPLIES

Vendor Total: 648.00

HAMILTON, STEVE OFFICIAL

Vendor Total: 138.50

I.C.S. GENERAL FUND REIMBURSEMENT

Vendor Total: 3,964.71

INDEPENDENCE MUSTANG BOOSTER CLUB REIMBURSEMENT

Vendor Total: 3,682.63

IOWA GIRLS COACHES ASSOCIATION REGISTRATION

Vendor Total: 70.00

IOWA GIRLS' HS ATHLETIC UNION SUPPLIES

Vendor Total: 108.95

IOWA SPORTS SUPPLY INC SUPPLIES

Vendor Total: 37.00

LANGGUTH, MIKE OFFICIAL

Vendor Total: 125.00

MARY'S ORIGINALS SERVICES

Vendor Total: 259.50

MOVIE LICENSING USA SUPPLIES

Vendor Total: 400.00

<u>Vendor Name</u>	<u>Vendor Description</u>		
O'CONNER, SEAN	OFFICIAL	Vendor Total:	125.00
OLSON, FRANCIS J.	OFFICIAL	Vendor Total:	86.40
PACE SUPPLY	SUPPLIES	Vendor Total:	1,680.00
PEPSI-COLA GEN BOT IN	SUPPLIES	Vendor Total:	1,995.54
SAM'S CLUB DIRECT	SUPPLIES	Vendor Total:	2,166.77
SCHMALL, JOE	OFFICIAL	Vendor Total:	125.00
SCHOLASTIC INC	SUPPLIES	Vendor Total:	90.25
SHAFER, BEN	OFFICIAL	Vendor Total:	125.00
SIGNS AND MORE	SUPPLIES	Vendor Total:	967.45
TEKIPPE, TERRANCE E.	OFFICIAL	Vendor Total:	125.00
TRAINING ROOM INC	SUPPLIES	Vendor Total:	1,025.23
TREASURER STATE OF IOWA	SALES TAX	Vendor Total:	49.00
TREASURER STATE OF IOWA	UNCLAIMED PROPERTY	Vendor Total:	225.85
TRIMBLE, COLE	OFFICIAL	Vendor Total:	55.00
WALMART COMMUNITY	SUPPLIES	Vendor Total:	66.64
WOOLVERTON PRINTING	SUPPLIES	Vendor Total:	500.00
		Fund Total:	20,143.37

Checking Account: 3 Fund: 91 AGENCY POP FUND
HAUSERS WATER SYSTEM SUPPLIES

Vendor Total: 21.00
Fund Total: 21.00

Checking Account Total: 20,164.37

Checking 4
Checking Account: 4 Fund: 33 LOCAL OPTION SALES AND SERVICES TAX
ATHLETIC PERFORMANCE SOLUTIONS IMPROVEMENT

Vendor Total: 72,925.00

Vendor Total: 3,933.00

Vendor Total: 1,284.00

Vendor Total: 3,204.00

Vendor Total: 865.00

J & J CONSTRUCTION CO INC IMPROVEMENT

<u>Vendor Name</u>	<u>Vendor Description</u>		
		Vendor Total:	523.55
LAURIE CARLSON & ASSOCIATES, LTD	EQUIPMENT		
		Vendor Total:	3,275.00
MCGRAW'S CARPETS	IMPROVEMENT		
		Vendor Total:	3,418.34
MILLER QUARRY	IMPROVEMENT		
		Vendor Total:	150.04
MUNICIPAL PIPE TOOL CO., INC.	IMPROVEMENT		
		Vendor Total:	1,100.00
PLUMB SUPPLY COMPANY	IMPROVEMENT		
		Vendor Total:	1,587.90
RJS MOTORSPORTS & WELDING	IMPROVEMENT		
		Vendor Total:	559.70
VIPS	EQUIP/IMPROVEMENT		
		Vendor Total:	58,972.66
WBC MECHANICAL, INC.	IMPROVEMENT		
		Vendor Total:	3,295.00
WEBB CONCRETE	IMPROVEMENT		
		Vendor Total:	26,988.68
		Fund Total:	182,081.87
Checking Account: 4	Fund: 36 PHYSICAL PLANT & EQUIPMENT		
CAMCOR INC.	EQUIPMENT		
		Vendor Total:	11,698.44
HEWLETT-PACKARD	EQUIPMENT		
		Vendor Total:	32,662.74
STEPHEN A. MILLER CONSTRUCTION	IMPROVEMENT		
		Vendor Total:	1,162.22
		Fund Total:	45,523.40
		Checking Account Total:	227,605.27

Independence Community School District
09/13/2011 02:30 PM

Expenditure Report by Facility/Object w/gaap
Regular; Processing Month 08/2011; Fund 10

Code	Account Description	Budget	FYTD Net GAAP	% of Budget	Balance at Budget
#					
10	OPERATING FUND				
100	Salaries	\$506,236.83	\$24,912.20	0.05	\$481,324.63
200	Benefits	\$229,771.24	\$8,076.74	0.04	\$221,694.50
300	Purchased Prof/Tech Svcs	\$119,744.74	\$8,733.77	0.07	\$111,010.97
400	Purchased Property Svcs	\$45,449.26	\$10,098.87	0.22	\$ 35,350.39
500	Other Purchased Svcs	\$586,306.83	\$2,908.03	0.00	\$583,398.80
600	Supplies	\$36,770.59	\$5,399.01	0.15	\$ 31,371.58
700	Property	\$15,008.20	\$0.00	0.00	\$ 15,008.20
800	Debt Services	\$6,269.31	\$89.00	0.01	\$ 6,180.31
900	AEA Flow-Through	\$672,351.04	\$0.00	0.00	\$672,351.04
0000	DISTRICTWIDE	\$2,217,908.04	\$60,217.62	0.55	\$1,936,053.40
100	Salaries	\$264,904.73	\$17,119.34	0.06	\$247,785.39
200	Benefits	\$52,096.10	\$4,083.37	0.08	\$ 48,012.73
300	Purchased Prof/Tech Svcs	\$4,292.98	\$275.00	0.06	\$ 4,017.98
400	Purchased Property Svcs	\$19,435.25	\$5,447.57	0.28	\$ 13,987.68
500	Other Purchased Svcs	\$5,390.02	\$19.56	0.00	\$ 5,370.46
600	Supplies	\$93,989.73	\$3,617.36	0.04	\$ 90,372.37
700	Property	\$1,412.76	\$0.00	0.00	\$ 1,412.76
0010	BUS GARAGE	\$441,521.57	\$30,562.20	9.84	\$398,453.21
100	Salaries	\$52,269.67	\$7,210.24	0.14	\$ 45,059.43
200	Benefits	\$7,671.82	\$1,143.06	0.15	\$ 6,528.76
300	Purchased Prof/Tech Svcs	\$14,101.72	\$0.00	0.00	\$ 14,101.72
500	Other Purchased Svcs	\$0.00	\$0.00	0.00	\$ 0.00
600	Supplies	\$9,595.28	\$6,663.20	0.69	\$ 2,932.08
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
0011	CURRICULUM	\$83,638.49	\$15,016.50	18.62	\$68,621.99
100	Salaries	\$99,263.37	\$18,453.82	0.19	\$ 80,809.55
200	Benefits	\$18,940.87	\$4,020.50	0.21	\$ 14,920.37
300	Purchased Prof/Tech Svcs	\$26,658.17	\$7,646.75	0.29	\$ 19,011.42
400	Purchased Property Svcs	\$1,587.47	\$0.00	0.00	\$ 1,587.47
500	Other Purchased Svcs	\$5,725.48	\$0.00	0.00	\$ 5,725.48
600	Supplies	\$15,396.94	\$16,468.21	1.07	\$- 1,071.27
700	Property	\$3,410.47	\$0.00	0.00	\$ 3,410.47
0012	TECHNOLOGY	\$170,982.77	\$46,589.28	40.17	\$121,878.55
100	Salaries	\$30,948.56	\$4,325.94	0.14	\$ 26,622.62
200	Benefits	\$4,571.92	\$471.27	0.10	\$ 4,100.65
400	Purchased Property Svcs	\$13,777.18	\$0.00	0.00	\$ 13,777.18
600	Supplies	\$62,135.39	\$47,175.23	0.76	\$ 14,960.16
700	Property	\$206.00	\$0.00	0.00	\$ 206.00
0019	DISTRICT GROUNDS	\$111,639.05	\$51,972.44	51.91	\$53,692.60
100	Salaries	\$345,825.39	\$51,458.10	0.15	\$294,367.29
200	Benefits	\$74,996.40	\$11,601.39	0.15	\$ 63,395.01
300	Purchased Prof/Tech Svcs	\$79,933.81	\$2,153.69	0.03	\$ 77,780.12
400	Purchased Property Svcs	\$12,500.79	\$1,343.62	0.11	\$ 11,157.17
500	Other Purchased Svcs	\$33,650.17	\$4,383.22	0.13	\$ 29,266.95
600	Supplies	\$25,294.32	\$6,367.18	0.25	\$ 18,927.14
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
800	Debt Services	\$1,745.95	\$139.70	0.08	\$ 1,606.25
0090	ADMINISTRATION	\$573,946.83	\$77,446.90	15.25	\$486,429.06
100	Salaries	\$201,782.61	\$4,065.75	0.02	\$197,716.86
200	Benefits	\$55,337.34	\$1,037.59	0.02	\$ 54,299.75
300	Purchased Prof/Tech Svcs	\$10,217.93	\$1,241.00	0.12	\$ 8,976.93
400	Purchased Property Svcs	\$3,399.87	\$768.81	0.23	\$ 2,631.06
500	Other Purchased Svcs	\$0.00	\$0.00	0.00	\$ 0.00
600	Supplies	\$11,601.55	\$43.95	0.00	\$ 11,557.60
700	Property	\$1,901.03	\$0.00	0.00	\$ 1,901.03
800	Debt Services	\$0.00	\$0.00	0.00	\$ 0.00
1110	ECSE CENTER	\$284,240.33	\$7,157.10	14.98	\$241,670.56
300	Purchased Prof/Tech Svcs	\$43,873.82	\$0.00	0.00	\$ 43,873.82
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	\$964.79	\$0.00	0.00	\$ 964.79
700	Property	\$0.00	\$0.00	0.00	\$ 0.00

1120	KIDSVILLE PRE-SCHOOL GRANT	\$44,838.61	\$0.00	0.00	\$44,838.61
300	Purchased Prof/Tech Svcs	\$54,521.61	\$0.00	0.00	\$ 54,521.61
500	Other Purchased Svcs	\$0.00	\$0.00	0.00	\$ 0.00
600	Supplies	\$1,088.97	\$0.00	0.00	\$ 1,088.97
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
1130	ST. JOHNS PRE-SCHOOL GRANT	\$55,610.58	\$0.00	0.00	\$55,610.58
300	Purchased Prof/Tech Svcs	\$51,337.69	\$0.00	0.00	\$ 51,337.69
500	Other Purchased Svcs	\$0.00	\$0.00	0.00	\$ 0.00
600	Supplies	\$370.26	\$0.00	0.00	\$ 370.26
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
1140	WEE CARE PRE-SCHOOL GRANT	\$51,707.95	\$0.00	0.00	\$51,707.95
100	Salaries	\$47,862.80	\$45.40	0.00	\$ 47,817.40
200	Benefits	\$13,390.18	\$7.25	0.00	\$ 13,382.93
300	Purchased Prof/Tech Svcs	\$153.21	\$0.00	0.00	\$ 153.21
500	Other Purchased Svcs	\$35.60	\$0.00	0.00	\$ 35.60
600	Supplies	\$1,446.76	\$146.86	0.10	\$ 1,299.90
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
1150	INDEE PRE-SCHOOL GRANT	\$62,888.55	\$199.51	14.32	\$53,880.51
100	Salaries	\$0.00	\$0.00	0.00	\$ 0.00
200	Benefits	\$0.00	\$0.00	0.00	\$ 0.00
300	Purchased Prof/Tech Svcs	\$0.00	\$0.00	0.00	\$ 0.00
400	Purchased Property Svcs	\$0.00	\$0.00	0.00	\$ 0.00
600	Supplies	\$0.00	\$0.00	0.00	\$ 0.00
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
800	Debt Services	\$0.00	\$0.00	0.00	\$ 0.00
1409	DISTRICT ELEMENTARY	\$0.00	\$0.00	0.00	\$0.00
100	Salaries	\$1,430,514.41	\$30,346.14	0.02	\$1,400,168.27
200	Benefits	\$434,251.69	\$7,566.25	0.02	\$426,685.44
300	Purchased Prof/Tech Svcs	\$15,966.03	\$970.68	0.06	\$ 14,995.35
400	Purchased Property Svcs	\$13,030.55	\$423.90	0.03	\$ 12,606.65
500	Other Purchased Svcs	\$30,332.97	\$0.00	0.00	\$ 30,332.97
600	Supplies	\$67,298.51	\$9,220.82	0.14	\$ 58,077.69
700	Property	\$490.47	\$0.00	0.00	\$ 490.47
1418	EAST ELEMENTARY	\$1,991,884.63	\$48,527.79	14.32	\$1,709,905.66
100	Salaries	\$1,756,330.12	\$25,124.24	0.01	\$1,731,205.88
200	Benefits	\$528,008.00	\$6,805.94	0.01	\$521,202.06
300	Purchased Prof/Tech Svcs	\$5,775.47	\$2,155.00	0.37	\$ 3,620.47
400	Purchased Property Svcs	\$15,645.21	\$601.34	0.04	\$ 15,043.87
500	Other Purchased Svcs	\$172,825.48	\$0.00	0.00	\$172,825.48
600	Supplies	\$138,555.69	\$5,568.61	0.04	\$132,987.08
700	Property	\$15,215.92	\$0.00	0.00	\$ 15,215.92
800	Debt Services	\$303.85	\$0.00	0.00	\$ 303.85
1427	WEST ELEMENTARY	\$2,632,659.74	\$40,255.13	14.34	\$2,255,615.27
100	Salaries	\$954,382.50	\$7,776.69	0.01	\$946,605.81
200	Benefits	\$315,341.44	\$2,908.85	0.01	\$312,432.59
300	Purchased Prof/Tech Svcs	\$686.13	\$0.00	0.00	\$ 686.13
400	Purchased Property Svcs	\$321.65	\$0.00	0.00	\$ 321.65
500	Other Purchased Svcs	\$150,033.76	\$0.00	0.00	\$150,033.76
600	Supplies	\$12,691.51	\$1,550.60	0.12	\$ 11,140.91
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
800	Debt Services	\$267.80	\$0.00	0.00	\$ 267.80
2209	MIDDLE SCHOOL	\$1,433,724.79	\$12,236.14	12.89	\$1,250,384.74
100	Salaries	\$2,548,554.97	\$43,326.76	0.02	\$2,505,228.21
200	Benefits	\$729,147.64	\$11,033.73	0.02	\$718,113.91
300	Purchased Prof/Tech Svcs	\$1,638.42	\$385.00	0.23	\$ 1,253.42
400	Purchased Property Svcs	\$34,528.39	\$1,587.86	0.05	\$ 32,940.53
500	Other Purchased Svcs	\$196,266.60	(\$2,420.89)	0.01	\$198,687.49
600	Supplies	\$196,063.05	\$11,870.99	0.06	\$184,192.06
700	Property	\$14,574.64	\$6,695.75	0.46	\$ 7,878.89
800	Debt Services	\$5,567.15	\$0.00	0.00	\$ 5,567.15
3109	HIGH SCHOOL	\$3,726,340.86	\$72,479.20	15.08	\$3,174,096.94
100	Salaries	\$3,605.00	\$583.34	0.16	\$ 3,021.66
200	Benefits	\$526.39	\$91.76	0.17	\$ 434.63
300	Purchased Prof/Tech Svcs	\$19,988.52	\$0.00	0.00	\$ 19,988.52
400	Purchased Property Svcs	\$0.00	\$0.00	0.00	\$ 0.00

500	Other Purchased Svcs	\$397,569.83	(\$115,167.62)	- 0.29	\$512,737.45
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	\$421,689.74	(\$114,492.52)	10.07	\$379,214.64
100	Salaries	\$261.62	\$0.00	0.00	\$ 261.62
200	Benefits	\$20.02	\$0.00	0.00	\$ 20.02
3299	SCHOOL ACTIVITIES	\$281.64	\$0.00	141.42	(\$116.66)
100	Salaries	\$138,572.25	\$1,337.00	0.01	\$137,235.25
200	Benefits	\$52,297.29	\$1,051.66	0.02	\$ 51,245.63
300	Purchased Prof/Tech Svcs	\$231.75	\$0.00	0.00	\$ 231.75
400	Purchased Property Svcs	\$222.70	\$0.00	0.00	\$ 222.70
500	Other Purchased Svcs	\$555.32	\$0.00	0.00	\$ 555.32
600	Supplies	\$1,073.08	\$86.93	0.08	\$ 986.15
700	Property	\$0.00	\$0.00	0.00	\$ 0.00
3309	SUCCESS CENTER	\$192,952.39	\$2,475.59	16.37	\$161,372.03
10	Grand Total:	\$14,498,456.56	\$350,642.88	14.49	\$12,443,309.64

Annual Settlement – June 30, 2011 Depository Bank Balances

September 19, 2011

Lynnette Engel

Iowa code section 279.33 requires the Board Treasurer to furnish the Board with June 30 depository information prior to the first meeting of the new school board. The district's June 30, 2011 cash balances are shown below.

Our auditors, Nolte, Corman and Johnson, confirmed the bank balances during their annual audit fieldwork in August 2011.

DEPOSITORY	BALANCE
Bank Iowa	\$ 2,492,166.33
Security State Bank	<u>\$ 2,063,842.45</u>
TOTAL	\$ 4,556,008.78

Less: Outstanding Checks	<u>\$ 110,963.56</u>
Equals: Treasurer's Balance	\$ 4,445,045.22

Treasurer's Balance by Fund	BALANCE
General	\$ 1,697,171.04
Activity	\$ 131,310.50
Management	\$ 506,052.09
PPEL	\$ 12,487.83
Local Option Sales Tax	\$ 1,744,016.62
Debt Service	\$ 173,135.76
Nutrition	\$ 134,008.94
Flex Benefits Plan	\$ 37,371.43
Agency	<u>\$ 9,491.01</u>
TOTAL	\$ 4,445,045.22

INDEPENDENCE COMMUNITY SCHOOL DISTRICT
1207 1ST STREET WEST
INDEPENDENCE, IOWA 50644
319-334-7400 E-mail: lengel@independence.k12.ia.us

REQUIRED ANNUAL SETTLEMENT INFORMATION: (As of June 30,2011)

Due by September 13,2011

Name of Depository or
Financial Institution:

Bank Iowa

Address

230 1st St E

City Independence

State IA

Zip 50644

Telephone 319-334-7181

Contact Person *(sign below)

Erica Lunning

Please indicate the balance in any Independence Community School District accounts as of June 30, 2011. If there are no accounts or -0- balances, please state "none" and return the authorization to the Board Treasurer as noted. (Please sign below!)

Type of Account	Account Number	Balance
Certificates of Deposit	<u>none</u>	
Savings Accounts	<u>See Attachment</u>	
Checking Accounts	<u>See Attachment</u>	
Treasury Bonds	<u>none</u>	
Other	<u>none</u>	

Return to:
Independence Community School District
Administration Office
Lynnette Engel, Board Treasurer
1207 1st Street West
Independence, Iowa 50644

Erica Lunning
Signature of Depository Contact



230 First Street East • P.O. Box 229

Independence, Iowa 50644-0229

Independence Community School District
June 30, 2011 balances

Type of Account	Account Number	Balance
CHECKING	4139523	\$137,128.42
CHECKING	5817242	\$637,095.65
CHECKING	70002845	\$2,985.55
SAVINGS	50003409	\$1,537,360.38
SAVINGS	50003417	\$140,224.90
SAVINGS	50021450	\$37,371.43

STANDARD FORM TO CONFIRM ACCOUNT BALANCE INFORMATION WITH FINANCIAL INSTITUTIONS

ORIGINAL
To be mailed to accountant
DUPLICATE
To be retained by bank

Independence CSD

CUSTOMER NAME

We have provided to our accountants the following information as of the close of business on June 30, 2011, regarding our deposit and loan balances. Please confirm the accuracy of the information, noting any exceptions to the information provided. If the balances have been left blank, please complete this form by furnishing the balance in the appropriate space below.* Although we do not request nor expect you to conduct a comprehensive, detailed search of your records, if during the process of completing this confirmation additional information about other deposit and loan accounts we may have with you comes to your attention, please include such information below. Please use the enclosed envelope to return the form directly to our accountants.

Financial Institution's Name and Address

[Security State Bank]
[231 1st Street East PO Box 511]
[Independence, IA 50644]

1. At the close of business on the date listed above, our records indicated the following deposit balance(s):

ACCOUNT NAME	ACCOUNT NO.	INTEREST RATE	BALANCE*
	<u>238998</u>		<u>134,018.84</u>
	<u>36161</u>		<u>183.40</u>
	<u>238931</u>		<u>1,929,540.21</u>
	<u>66</u>		<u>100.00</u>

2. We were directly liable to the financial institution for loans at the close of business on the date listed above as follows:

ACCOUNT NO./ DESCRIPTION	BALANCE*	DATE DUE	INTEREST RATE	DATE THROUGH WHICH INTEREST IS PAID	DESCRIPTION OF COLLATERAL

[Signature]
(Customer's Authorized Signature)

9-1-11
(Date)

The information presented above by the customer is in agreement with our records. Although we have not conducted a comprehensive, detailed search of our records, no other deposit or loan accounts have come to our attention except as noted below.

[Signature]
(Financial Institution Authorized Signature)
Vice President
(Title)

9/6/11
(Date)

EXCEPTIONS AND/OR COMMENTS

Please return this form directly to our accountants:

NOLTE, CORNMAN & JOHNSON, P.C.
CERTIFIED PUBLIC ACCOUNTANTS
117 WEST 3RD STREET, NORTH
NEWTON, IOWA 50208

* Ordinarily, balances are intentionally left blank if they are not available at the time the form is prepared.

Board Report for September

Jennifer Sornson, Junior/Senior High School Principal

Junior-Senior High Parent-Teacher Conferences are September 22, 3:30-7:30. No dinner break. All conferences will be held on the same nights this year. No separate schedules for Junior and Senior High.

MAP testing for grades 9-11 was conducted September 8-16. This is the first time Senior High has taken the MAP tests in many years. We used the library, MacLab, and ICN room. It worked well to keep the students in one general location (air conditioned) and to use laptops from our mobile labs. We will take MAP again in the spring.

Homecoming week – September 19 – September 24

All activities are planned. Parade route same as last year. Held assembly on Friday, September 16 to announce court and to go over appropriate behavior. We had students who vandalized cars last year. I will remind them this year that any one caught vandalizing will not be allowed to participate in any homecoming activities including the dance. They also will be suspended from all school activities (athletics, fine arts).

Junior-Senior High Committees have met once. Committees will continue to work toward their overall goals. Again all teachers are on one of the following committees: Building Leadership Team, Advisor Formation, Respect and Protect, Professional Development, and Data Analysis.

The first weeks of school have gone extremely well. The changes to the schedule and bell times are working great!!! We are serving 5 lunches but it is also working well. It is a much nicer atmosphere for 7th and 8th grade lunch and advisor. Our new staff additions to the building have made a positive impact on students and staff.

ACT report – It is a separate agenda item and I will have a handout for you on the evening of the board meeting.

We are using the new automated school messenger service to contact parents when their student has been counted absent. It has made a real difference in the amount of time spent on attendance.

September Junior High Report

The Junior High is off to a great start this fall. The students and staff are getting settled into the daily routines.

The staff has been working on ways to improve the reading skills of the Junior High students. The Junior High Staff has been working on establishing a Recreational Reading program this year. This program is designed to provide time during the day to allow the Junior High Students an opportunity to practice reading. The requirement is for kids to read quietly for 25 minutes each day. They must choose a chapter book to read. Each day the students chart the number of pages read. On Fridays each Rec. Reading group will do a comprehension activity as well as alternative reading. The activities include book discussions and peer reviews of what they are reading. Friday's students may read Magazines, Newspapers, and other print as sources for their alternative reading time. This time is invaluable for our students to practice reading skills needed for our assessments and their growth.

The Junior High will also be selling magazines again this year. The magazine sales will kick off on Friday September 16th. We are encouraging every 7th & 8th grade student to renew or sell 5 subscriptions so we can reach our goal. This fundraiser is vital to our Junior High being able to offer many extras beyond what our school district can fund to enhance the education of our students including our annual EWALU trip.

Finally the Junior High Staff will be working with Google applications as part of their professional development. The first installment of this training was on Google Docs and the ways teachers can use it to support collaboration in their classroom. It is an exciting tool for students to work with.

**Report to the Board Of Education
West Elementary
September 19, 2011**

Great Start

We have had a great start to the school year. We registered 23 new students. We have lost to date 14 students. There are 2 new students who are enrolling this week. Everyone seems to be settling in and ready for a great school year.

Schools in Need of Assistance (SINA)

Staff and students worked very hard last year and we saw positive results in many ways except on our ITBS testing data. One of those indicators is the number of students who are in our Gifted and Talented program this year. We don't typically add very many older kids. This year we have added 4 4th graders, 5 5th graders, and 7 6th graders! Jackie Berryhill, the teacher, is convinced that our small group intervention time was a big factor in this increase. We monitored the progress of our students who were below grade level last year during math intervention time and saw great progress in their computation.

When we wrote our SINA plan last year, it was a two year plan and we were told that it would be difficult to get off the list in one year and that became a reality this year. We continue to be "on the list" for our subgroups (low socio-economic and special education) in the area of math and this year added reading to the list. Our total population continues to be within the proficient range. The concern is when we look specifically at our low socio economic group and the students who are in special education.

Our building leadership team has met as has our staff. We have the following plan in place for the 2011-12 school year:

Math-Last year we implemented a *small group intervention time* in which teachers worked with small groups of students on an identified skill/concept for 6 weeks, 3 days per cycle/week. Students' progress was monitored on a weekly basis. At the end of an intervention cycle (6 weeks of instruction), teachers reviewed data and re-grouped students according to their needs and started another 6 weeks of instruction. We started our intervention time in November and had time for about 3 rounds of instruction. Data at the end of the year showed evidence that this instructional time was beneficial to students.

We will continue with our small group intervention time from last year with a couple of changes: non-proficient students will be in groups of no more than 6. We will continue to monitor their progress on a weekly basis but this year if a student is not making progress in the small group, the teacher will bring the child to our building intervention team quicker for additional discussion on what can be done to help the student make progress. Students will be graphing their own progress this

year. We are planning to begin our intervention time in October, which is a month earlier than last year.

We have a list of students who were not proficient on ITBS last year. Those students will receive support from our *math interventionist*, Allison Anderson. We will closely monitor the progress of these students on a monthly basis and make changes in instruction as deemed necessary.

Special education teachers will meet with me monthly to review student progress and discuss students who are not making progress.

The after school program will continue again this year and have 2 sessions like we did last year to provide support in reading and math. Students who were not proficient on ITBS will be given priority and encouragement to attend the program.

Teachers will incorporate into their *daily lesson plans* math questions that get students to think deeper. Teachers will include a “story problem” each day that has students using higher level thinking skills.

Our *building professional development* this year will be focused on high quality math tasks that get students to think deeper.

Each grade level has 3-4 *binders of research based math activities* that can be used during math class and small group intervention time.

Several teachers have changed from whole group instruction in math to *small group instruction*.

Students who were not proficient on ITBS will take an *Interim ITBS test* in November to give us information on how they are progressing. Data from this test will provide us information on what we need to focus on in instruction.

Reading-We have been working on reading instruction during the last few years and last year fully implemented *Guided Reading*. Guided Reading is a process for teaching reading that is based on small group instruction and instruction that is at the students’ instructional level. Students are assessed routinely to determine reading level. Students are then grouped for instruction into groups of 4-6 based on their reading level/concepts that they need to work on to become better readers. When not working with the teacher, students are actively engaged in independent activities that allow them to practice their reading skills. Students read books at their instructional level that are a combination of fiction and non-fiction. Teachers are feeling more comfortable with this process this year and are already getting it started this fall.

We had a *consultant work* with our staff last year on how to improve instruction and include more non-fiction experiences. We purchased more non-fiction books for our resource library over the summer and have them ready for teacher use this fall.

Teachers received *question starters* last year that provide prompts for asking higher level questions. A team of teachers will be expanding on that this fall to include questions that include author's purpose, theme of the story, inference, etc.

Teachers will devote time to working on *vocabulary*. Some of our students have a more limited vocabulary and need exposure to richer words.

As in math, we have a list of students who were *not proficient in reading* on ITBS. These students will be monitored closely. Students who are not making progress will be brought to our intervention team for discussion of what needs to be done.

We will continue with our *At Home Reading Program* with some added incentives to try to get students to do more reading at home.

Students can get more support in reading with our *reading interventionists*, Marie Alston and Victoria Reinkoester. Students who were not proficient on ITBS will have first priority. Their progress will be monitored closely.

Students who were not proficient on ITBS will take an *Interim ITBS test* in November to give us information on how they are progressing. Data from this test will provide information on what we need to focus on in instruction.

Our *5th grade reading book club* will expand this year to include 6th graders. Students meet once a week during their recess to discuss a book they are reading. Adult volunteers facilitate the discussion.

The *after school program* will continue again this year and have 2 sessions like we did last year to provide support in reading and math. Students who were not proficient on ITBS will be given priority and encouragement to attend the program.

Special education teachers will meet with me monthly to review student progress and discuss students who are not making progress.

Sandy Merritt

**Board Meeting
East/ECC Principal's Report
Mary Jean Blaisdell
September 19, 2011**

1. 2011-12 Enrollment update

East

Kindergarten	First Grade	Second Grade
20	20	20
20	20	20
20	21	20
20	21	20
18		19
<hr/>		
98	82	98

	05-06	06-07	07-08	08-09	09-10	10-11	11-12	Change
District K-2	289	293	305	297	300	263	278	+15

2. 2. Open House:

East Elementary Open House is Thursday, Sep 29, 6-7:30pm. Please join us!

2. 3. Assessment:

We have completed K-2 assessment for the fall and will be analyzing that data soon.

2. 4. Inservice:

9/7 was spent learning/practicing Googledocs.

9/21 will be spent learning/practicing Googlesites.

2. 5. PK4:

We are working on learning/using the Curriculum Gold Assessments for PK4 this year.

2. 6. Response to Intervention

East will be implementing the RtI initiative and developing interventions/progress monitoring for common learning issues.

ACTIVITIES SEPTEMBER BOARD REPORT
Activities Director Rob Arnold

Fall Sports and Activities are under way. The football team opened their season with a tough non-district schedule. Games against Columbus and Union proved to be a tough test. The team opened district play at Waverly Shell Rock and will continue to battle in the district. The team will be at home versus Charles City on the 16th and then Homecoming Week will be against Oelwein.

The Volleyball team has also been battling this fall. They are showing great improvement in each match and are working very hard. The sophomore team won the Beckman Catholic Sophomore Volleyball Invitational.

The Cross Country team is also in full swing, as their home meet will cap a great Homecoming Week. The team is preparing to host their home meet on Sept 24 out at the MHI grounds. Its a beautiful place run and kids are looking forward to running home.

Homecoming Festivities are coming together. The schedule for the week has been established with the highlight being the Community Pep Rally on Wednesday Night. The parade will be Friday at 2 with the Varsity Game that night. This is a great celebration of school pride.

I want to send out a very sincere THANK YOU to the many people who donated money and time and efforts to the Multipurpose Facility. The football team has enjoyed using the facility to prepare for each game as well as break down film and hold team meetings. This is a splendid facility and our kids are very fortunate to have such an amazing building.

I want to thank the Independence Booster Club members for all of their efforts to help Mustang Athletics. Their support and hard work allow us to provide equipment, materials, and services vital to the success of our programs. This can be a tireless and thankless job but our Boosters do a great job of enhancing our athletics and deserve our thanks.

Name of Organization	Purpose	Desc. Of Sold	Dates
West Elementary Book Club	Raise money to purchase books for club	Afterschool Snacks	Year Long
West El.	Classroom Activities and Field Trips	Box Tops	Year Long
West El.	Classroom Activities and Field Trips	Milk Moola	Year Long
Cheerleading	Uniforms State Wrestling Uniforms State	Home FB T Shirts Jackets Games	
Cheerleading	Wrestling Raise funds	Kids Clinic	9/17/2011
H.S. Student Council	for future dances	Homecoming Tickets	9/19/11 to 9/24/11
Cross Country	Banquet Costs	Concessions at Home Meet	9/24/2011
West El.	Field Trips Percent of	QSP magazine names	February
West	Spring Pictures	Parents choose pict. Group	May-12

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

State Reports

Our Annual Progress Report and Comprehensive School Improvement Plan have been submitted to the state for approval. The Annual Progress Report is also part of the Report to the Community, which I will share at the September board meeting.

ITBS/ITED Now the Iowa Tests

I have attended a workshop and participated in 2 webinars focused on the changes that have been made to these tests. The state will be piloting an electronic version of the test the next two years. I have not heard whether districts will have an opportunity to volunteer for the electronic version or if districts will be chosen. There has been more color added to the test and the questions are all new to better align with the national Common Core concepts and skills. They will focus more attention on more complex thinking. They also are now called the Iowa Tests.

Districts may give a practice test to get students acquainted with the new test. We will be taking advantage of that opportunity. We will also be giving what is called an Interim Test to our students who were not proficient on last year's ITBS/ITED in November to give us information on how these students might do on the test when we take it in January/February.

These changes to the tests and the fact that the federal expectations are now changing annually make it challenging to meet proficiency targets for district across the country.

Plans for Improving Scores

I have met with Rob and Jennifer to put a plan together for improving student achievement in their building. They will share our thoughts at the board meeting. We have a series of 3 meetings scheduled for their building data analysis team. At these meetings we will review last year's ITBS/ITED data, determine areas of need, and develop a plan for improvement.

School Improvement Advisory Committee

We have all positions filled for the committee and will have our first meeting later this month. A list of members is included for your approval. Note that the board representative has not been determined.

Sandy Merritt



Independence

Community School District

Office of Stephen Noyes
Technology Director

September 19, 2011

It is hard to believe we are in September already.

Project Easier/Certified Enrollment is due by the end of the month with final certification in October. We have an improved process in place this year. The office secretaries are more comfortable with data in PowerSchool and how to update the information. I have created a database to help remember field names and how to search for missing/wrong information. Project Easier/Certified Enrollment is time-consuming for everyone.

I am updating the calendar events, staff directories and main content pages for the new website. The new website should be functional and we will continue to see improvements over the next month.

Staff phone numbers have been added to PowerSchool for the nightly updates into School Messenger. The staff will have the same options as parents to monitor a variety of different phone numbers, emails and instant messages. We will not be mailing the instructions for the staff, but will make the instructions a shared Google document.

Students are taking advantage of their email addresses with many of the students accessing email on the first day of availability. We are expecting most of the students to access email within the first week or two and plan to actively use email as a tool for instruction in October.

The district has a second staff training on Google scheduled for September 21. We are going to break into smaller groups and have more practice for staff. We were in groups of about 10-12 on September 7 and will be in groups of 5-8 for the 21st. We are also going to keep the staff at their own buildings with familiar surroundings.

NWEA testing at the Junior Senior High is going well. The network is holding together under the extreme load of testing. We will be testing at West and finish up grades 7/8 later in the semester.

There are plenty of technology issues for this year and we are working through them. I moved my District Ticket System to a different server over the summer and staff have better access to it. PowerSchool is working with only the normal kinds of issues. The server has not crashed in a very long time. The new version runs much faster on the same hardware.

The semester has started out rough, but we are gaining on the issues.

Sincerely,

Stephen B. Noyes
District Technology Director

Sept. 19th, 2011Nutrition/Food ServicesBoard ReportNutrition

Great news coming from the JSHS lunch room! Switch Juice is the new hit with the kids this school year. It is 100% carbonated fruit juice that has two fruit servings in each 8.3 oz. can. Our current profit from this product is averaging \$900 every 3 weeks!

Independence CSD district is competing in the Iowa School Breakfast Challenge! All schools in the state of Iowa are to try and raise their ADP for breakfast by 20%. Right now we are at 28.9% and are challenged to raise it to 34.56%. Four Gold Awards of \$4,000 each and four Silver Awards of \$2,500 each, will be awarded to the districts with the greatest percent increase of breakfast served per child enrolled. We are really looking to increase kids that are on the Eligibility Program, due to the fact they may not even be able to receive a breakfast at home and are more than able to here at school and low participation percentage from that group. We will be trying to raise the awareness of why a healthy breakfast is beneficial to all children as well.

Lunches will also be filled with great locally grown fruits and vegetables for the rest of the month of September.

Farm to School

We were fortunate enough to receive 1200 ears of corn from Scott Smalley and the FFA program at Oelwein High School on August 18, 2011. We were blessed with a copious amount of volunteers that day, close to 20! For it being my first organized Farm to School event I was highly pleased with the turn out and support. And the kids and staff enjoyed eating the corn!

Our office received a call on September 7, 2011, from Ruth Duritsa and the Presbyterian Church. They have a group for Trivia Night that would like to donate to the F2S program. We would like to use this donation to help pay for the field trips in the spring and tools/plants for the garden. A great big THANKS goes out to the group and the church!

I also went to my first Farm to School meeting at UNI's Center for Environmental Energy Engineering to learn more about the program and what other schools are doing in the area. We discussed last year's successes and short falls and what exciting things we had planned for the upcoming year. It was very exciting and great to feel that schools are looking up to Independence as a leader for F2S.

Equipment/Budget

Because of our substantial positive budget from last year, we decided to purchase a new warmer/proofer for West and JSHS kitchens. The previous machines were only able to reach 140°F (which is where all food must be stored at hot) and were not insulated. They were not "green" or very trust worthy to whether the food was being held at the correct temperature. The new machines are insulated and can reach 190°F in less than 10 minutes! So far all of our staff is pleased with the product! It makes their jobs easier and enjoyable knowing that they have reliable equipment. Also, the kids have even noticed it at West. One little boy said, "Wow! It's actually hot, not just kind of warm."

The East kitchen asked for a few new pans and that was all they needed at this time.

Respectfully Submitted,
Jessica Weber, Food Service Director

Board Report September 2011
Buildings, Grounds, Transportation

Transportation:

Busing has been going good so far this year. The routes are starting to settle in.

We moved one shuttle stop over 1 block in the morning and seems to be working out well. Moved it from 3rd St and 9th Ave NE to 2nd St and 9th Ave NE. It is now the same am and pm stop. The change was publicized on the website and also the town paper.

Buildings:

All buildings doing general maintenance and getting ready for the heating season.

Getting bids on replacing 6 outside doors at East and West.

Grounds:

Have been busy mowing the fields, and all grass. Have been keeping the fields lined for football practice and football games.

Burt Van Horn
Chad Obrien
Kim Chesmore

6.A.

**UNOFFICIAL ELECTION RESULTS
BUCHANAN COUNTY, IOWA
SEPTEMBER 13, 2011 SCHOOL ELECTION**

INDEPENDENCE COMMUNITY SCHOOL DISTRICT:

Director District #1 vote for one

Brian C. Eddy	2766
Scattering	53

Director District #2 vote for one

Eric B. Smith	2779
Scattering	28

Director District #3 vote for one

Rusty Donnelly	2313
Charles E. McCardle	918
Scattering	11

PUBLIC MEASURE A 60%

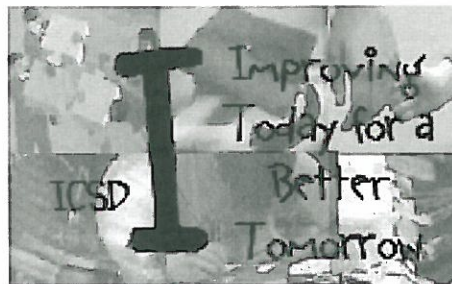
YES	2441
NO	1081

“Shall the Board of Directors of the Independence Community School District in the Counties of Buchanan and Benton, State of Iowa, be authorized to contract indebtedness and issue General Obligation Bonds in an amount not to exceed \$12,480,000 to provide funds to build, furnish and equip a junior/senior high school building and to improve the site?”



Independence Community Schools

*2010 -2011
Annual Progress Report*



“A Forward Moving District”

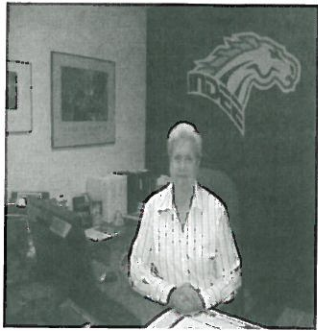
www.independence.k12.ia.us

We are pleased to present this Annual Progress Report for the Independence Community School District. This report provides an overview of our students' academic performance for the 2010-2011 school year. Our staff is committed to meeting the needs of each and every student who enters our doors every year.

Our staff development has focused on improving curriculum and instructional practices. While there were many successes experienced this year, there are areas for improvement as well. These areas have become goals for the 2011-2012 school year.

Please review the data in these pages and feel free to contact any of our principals or me if you have questions. The Independence Community School District is committed to working together to create an environment of lifelong learning, achievement and excellence. We truly are a Community of Learners who believes in Academic Excellence!

Thank you,
Jean Peterson, Superintendent



Jean Peterson
Superintendent of Schools

Independence Community School District Board of Education

2010-2011

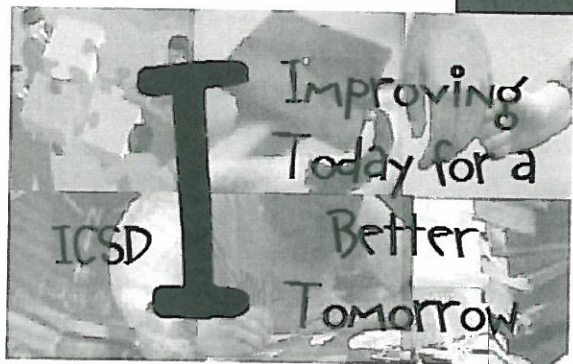
Dawnye Sturtz – President
Charlie McCardle – Vice President
John Christensen – Director
Kathryn Jensen – Director
Stacy Henderson – Director
Lynnette Engel – Secretary
Jean Peterson – Superintendent



2010-2011 Management Team

Jennifer Sornson (High School Principal), **Dave Jacobson** (Junior High Principal and Activity Director), **Lynnette Engel** (Finance Director), **Mike Donnelly** (Transportation and Grounds), **Jean Peterson** (Superintendent), **Steve Noyes** (Technology Director), **Dr. Mary Jean Blaisdell** (East Elementary and ECC Principal), **Sandy Merritt** (West Elementary Principal and Curriculum/School Improvement Director), **Kelly Crossley** (Food Service Director).





Goals

The School Improvement Advisory Council is the district decision-making body for all issues relating to curriculum, instruction, and assessment. They also assist with decision-making in the area of professional development and have input into school improvement issues. During the 2010-2011 school year, the district focused attention on communication, high academic goals and expectations, aligning our curriculum and instructional practices to the Iowa Core Curriculum, and providing teachers time to collaboratively plan, develop and reflect on current practices.

2010-2011 School Improvement Advisory Council Members

Jean Peterson-Superintendent
Sandy Merritt-Director of Curriculum and
School Improvement, West Principal -
Facilitator
Kathryn Jensen-School Board
Dr. Mary Jean Blaisdell-East Principal
Dave Jacobson-JHS Assistant Principal,
Athletic Director
Jennifer Sornson-JHS Principal
Bret Adams-HS Guidance Counselor
Jeff Struck-AEA 267 Consultant
Brandi Klima-1st Grade
Teacher
Donalyn Pogue-Kindergarten Teacher
Kay Grover-4th Grade Teacher
Kelsie Wittrock-4th Grade Teacher
Tracy Curtis-8th Grade Teacher
Lori Dietzenbach-JH Special Education
Teacher
Mark Torgerson-HS Math Teacher
Judy Kress-West Media Associate
Tracy Steger-HS Language Arts Teacher
Judy Olsen-District Media Specialist
Stephanie Yonkovic-HS Special Education
Teacher
Tammy Rasmussen-Community
Amy McGraw-Parent
Anne McMillan-Parent
Shelly Bagge-Parent
Kevin Jimmerson-Parent
Jennifer Eddy-Parent
Margaret Wood-Parent
Nate Whited-Parent

Iowa Core Curriculum (ICC) is now part of the Common Core Curriculum (CC), a national initiative that will ensure every student has the skills and concepts he/she needs to be able to live and work successfully in the 21st Century. With CC, every state will have the same high expectations for their students.

The concepts and skills in the CC are very similar to that of the ICC. Only math and language arts have been developed at this time. The main difference between ICC and CC is that ICC's essential concepts and skills are in grade bands, K-2, 3-5, 6-8, and 9-12. Common Core has divided the concepts and skills into individual grade levels/courses.

We will begin our analysis and alignment to the Common Core with our math curriculum during the 2011-12 school year. Because of the district's hard work and focused attention on curriculum revision over the last nine years, there is already a fully aligned curriculum for every content area, putting us in the forefront for ICC and CC. This allows us to focus our attention on how we can improve our curriculum, instruction, and assessment. Teachers are studying ways to get students to think deeper and more creatively, as addressed in CC. We are definitely a "forward moving district."

Sandy Merritt- Director, Curriculum and School Improvement



Why Iowa Core/Common Core?

- To ensure high expectations for teachers and students
- To meet the needs of all students
- To address global and local challenges

Board of Education Goal

Through a series of work sessions and retreats, the Board of Education has created a goal statement. This goal statement is important because it communicates to the community the priorities and actions the BOE will take during the school year and possibly beyond. See the action steps the Board has created to accomplish the goal on the website at www.independence.k12.ia.us – and go to <District Information> and then <Board of Education>.

“

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

”

District Projects

Several projects took place during the 2010-11 school year, including Farm to School, increasing our volunteer and mentoring program, second annual Mustang Foundation Dinner, moving technology to the next level, and building projects.

In 2010-2011 the Independence Community Schools benefited from the time and talents of approximately 113 school volunteers and 55 mentors who donated a total of 1,850 logged hours to our students.

Our volunteers gave their time to read for testing, help students with sewing projects, serve as lunch greeters and door greeters, assist with the school library book fairs, clean and prepare "Farm to School" foods, serve on the Parent Advisory Councils, facilitate the Fifth Grade Reading Book Clubs, collate and fold documents for district parent mailings, and help with the district's first last day's school activities and much more!



Volunteers



Statistically, this gift of time, calculated conservatively at an average wage of \$8.25 per hour, means that our volunteers provided \$15,262.50 of services to the school district. But, even more, volunteers demonstrated in a meaningful, tangible way to our students how much our community values each one of them. Tales were told, smiles shared, and relationships begun that will touch young lives beyond the lunch line or the morning greeting.



There are also many volunteer hours within the school district that are not possible to be logged, such as selling tickets at all the sporting or music events, setting up for these events, or helping throughout the night with statistics, or time keeping, as well as concessions and a variety of other jobs that need to be done. These volunteers, too, positively impact the lives of many students.



Beneath the umbrella of our Volunteer Program, we have a group of volunteers who mentor students, interacting with them one on one, being an extra friend for many of our students. They go to recess, play games, read, eat lunch, and just chat with their younger friends for a half an hour each week. We are very fortunate to have some 60 mentors in the district and there are always students who are still waiting for that special adult to come into their lives.

If you would like to be a mentor or volunteer, for the above opportunities and more, please contact Val at 319-334-7400 ext. 626, by email vmaximovich@independence.k12.ia.us, or download the volunteer registration form on the School Web page.

District Projects

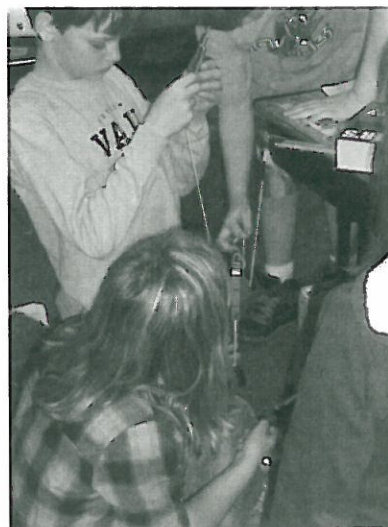
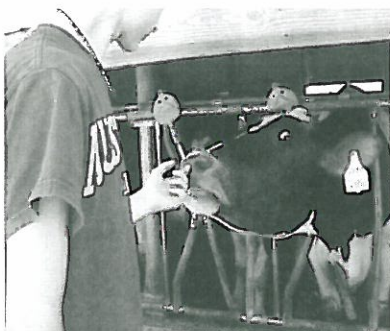
Farm to School (F2S)

Every child in our district is able to eat locally grown fruit or vegetables! To us, this is an amazing and humbling accomplishment. Some are even grown right here at school! We are very privileged to be able to do this; many schools in Iowa are not even involved in the Farm to School (F2S) program. With the help of local growers, many volunteers, and staff members, we are able to provide our kids with healthy meals and an understanding of where their food actually comes from.

Hansen's Dairy in Hudson, Applecart Orchard in Vinton, and CV Farms in Vinton were kind enough to let our 7th graders tour their farms this past year. They learned where some of the foods come from that they eat for lunch. A first grade class got a chance to see how mozzarella is made from scratch. Mark Armstrong from Acoustic Farms came to visit the children and let them experience how their cheese is made, and they got a taste test.

We can never thank enough all of our volunteers, from the young, to the young-at-heart, who shared their expertise, questions, comments, and elbow grease to make our Farm to School Project what it is today!

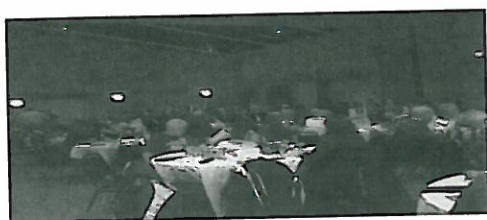
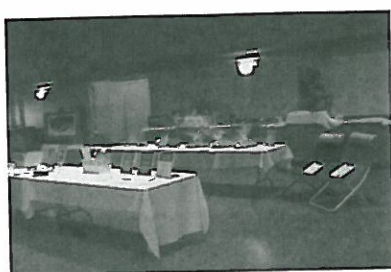
The upcoming year will be another exciting one for the Independence Area Farm to School Project. We're always looking to expand our work and add volunteers!



**Many thanks to our
MANY volunteers!**

District Projects

Mustang Foundation Dinner



The second annual Mustang Foundation Dinner was held on January 22nd at Heartland Acres. The theme was "Independence Past to Present." On the tables were yearbooks from previous years and trivia facts focused on Independence Community Schools over the years. It was a grand event with 208 people attending. There were 46 silent auction items and 9 live auction items, raising over \$16,000 for the Mustang Foundation. Approximately \$5,000 was earmarked for the new multi-purpose building. It is clear that this event, a joint effort of both the community and school, is quickly becoming a favorite for many!

Technology Moves to New Level

The district continued its commitment to providing our teachers and students current technological tools to improve and enhance instructional learning. As a first step toward becoming a one-to-one school, each teacher was provided a laptop at the end of the school year. During the 2011-12 school year, staff will receive professional development focused on understanding how to use and integrate technology in their curriculum. The current plan is to provide all 7-12th grade students personal laptops during the 2013-14 school year. Elementary buildings will have a mobile cart of laptops for each grade level.



District Projects



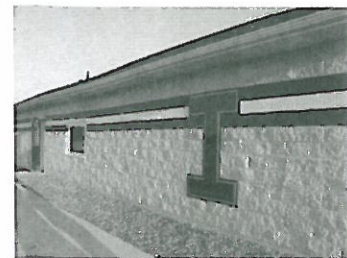
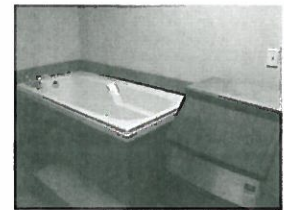
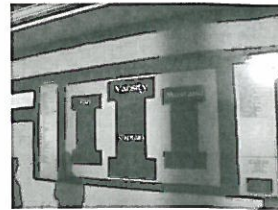
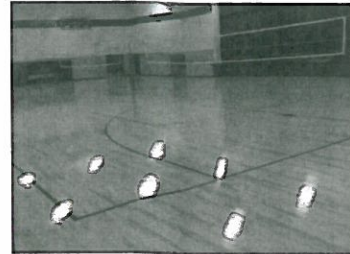
Building Projects

Open House and Ribbon Cutting at the new West Elementary



A state of the art **multi-purpose building** was built entirely with private donations of cash, materials and labor with the support of the Mustang Foundation. This facility includes a locker room, shower room, restrooms, training room, coaches' office and storage areas. It will be used primarily by the football, soccer and track programs but other athletic programs will use the facility as needed. The support from the community for this project has been overwhelming. It is exciting that our student athletes will now have such a fine facility that we can be very proud of for many years.

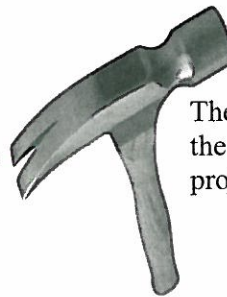
New gym floor at West



New Junior-Senior High School

An exploratory committee was formed by Superintendent Jean Peterson to examine the size, cost, and funding sources for a new Junior-Senior High School. A broad cross section of the district was represented on this committee that included parents, teachers, administrators, Board of Education members, coaches, farmers, city officials and alumni. The committee also had representation from all towns within the district (Brandon, Rowley and Independence).

The committee researched sizes and features of new school facilities of our similar size in eastern Iowa, as well as neighboring districts. They met with the architectural firm of HSR Associates, out of LaCrosse, Wisconsin, to evaluate the most efficient and effective size of a new facility. The committee worked together on the design of the new facility January through March, 2001. It was approved by the Board of Education in June. The date for the bond issue vote will be September 13, 2011.



Other Building Projects

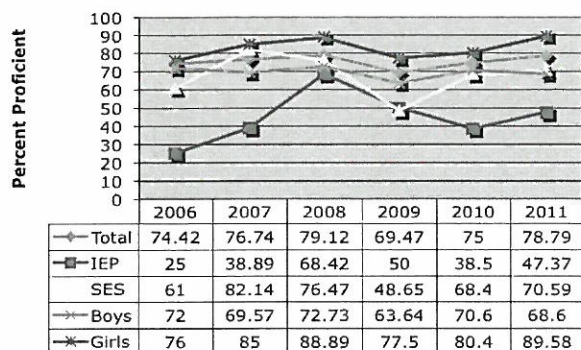
The Buildings and Grounds staff was busy during the school year. The following are a few of the projects completed around the district.

- × Installed new ceilings and lights in 6 classrooms at West
- × Installed staff bathroom at West
- × Replaced carpeting in 4 classrooms at West
- × Installed new doors to the media center at West
- × Replaced the water heater at West
- × Installed new water softener at West
- × Repaired and replaced concrete across the district
- × General maintenance and upkeep at East and Junior/Senior High

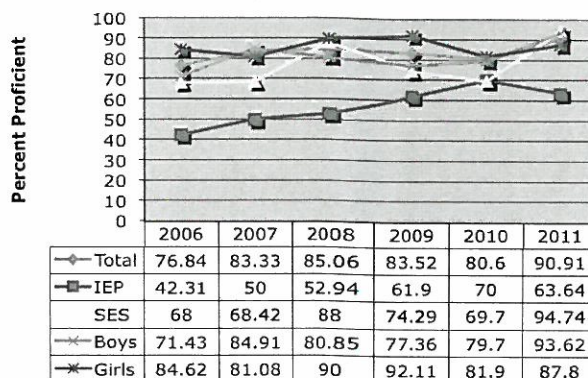
Reading Comprehension

The ability to read impacts every other content area and is one of the district's goal areas. Staff continually study research based reading strategies and seek ways to improve instruction. Districts are judged on their performance on Iowa Tests of Basic Skills (ITBS)/Iowa Test of Educational Development (ITED) in the areas of reading, math, and science for the total students and for the subgroups.

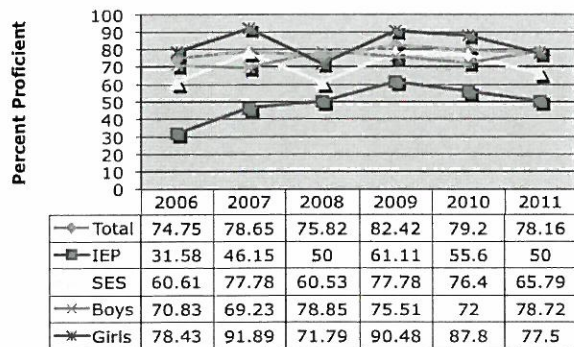
3rd Grade ITBS NPR Subgroups Reading Comprehension 2006-11



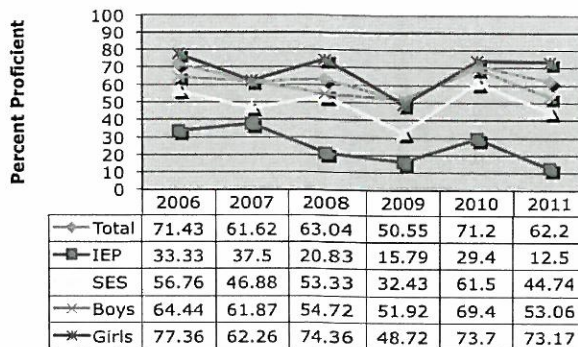
4th Grade ITBS NPR Subgroups Reading Comprehension 2006-11



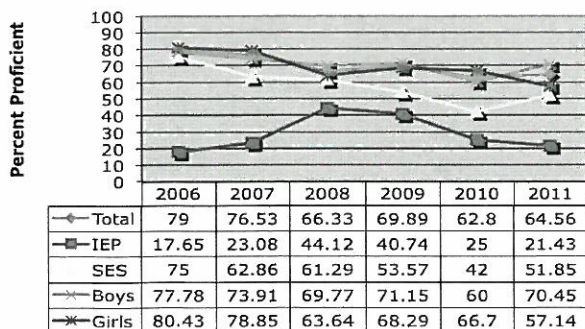
5th Grade ITBS NPR Subgroups Reading Comprehension 2006-11



6th Grade ITBS NPR Subgroups Reading Comprehension 2006-11



7th Grade ITBS Subgroups Reading Comprehension 2006-11

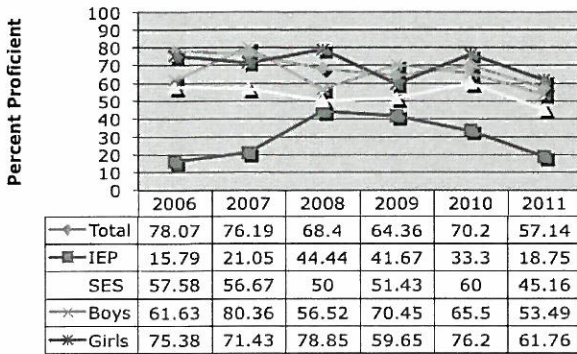


Sub Groups

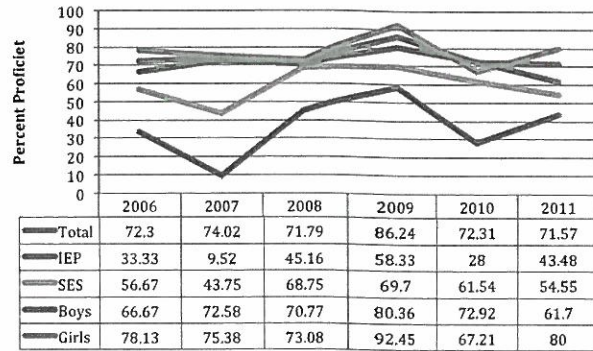
Iowa Tests of Basic Skills and the Iowa Tests of Educational Development include a wide range of tests given to students. Our sub group performance is important to us. Forty percent of our students fall into the low socio economic subgroup and 18% are in special education. By studying our data, we can isolate the students who are struggling or who need further challenge and find ways to help them succeed.

Reading Comprehension

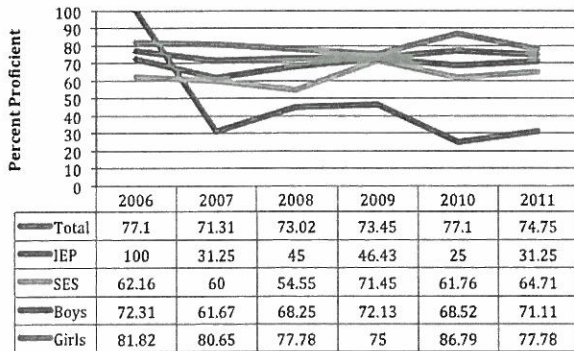
**8th Grade ITBS NPR Subgroups
Reading Comprehension 2006-11**



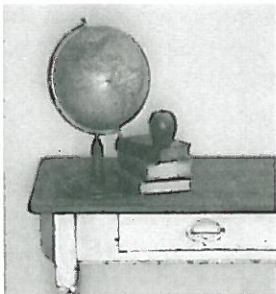
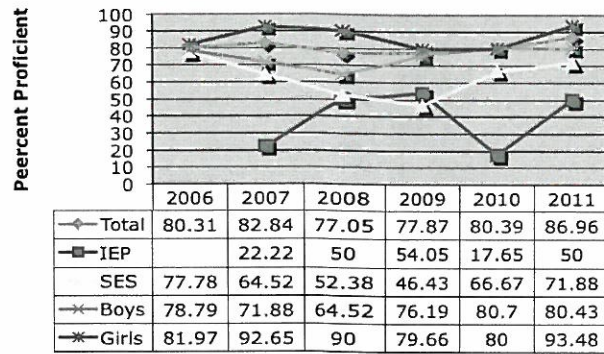
**9th Grade ITED Subgroups
Reading Comprehension 2006-11**



**10th Grade iTED NPR Subgroups
Reading Comprehension 2006-11**



**11th Grade ITED NPR Subgroups
Reading Comprehension 2006-11**

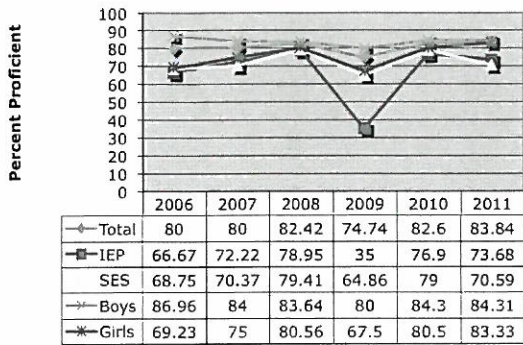


Analysis of Data

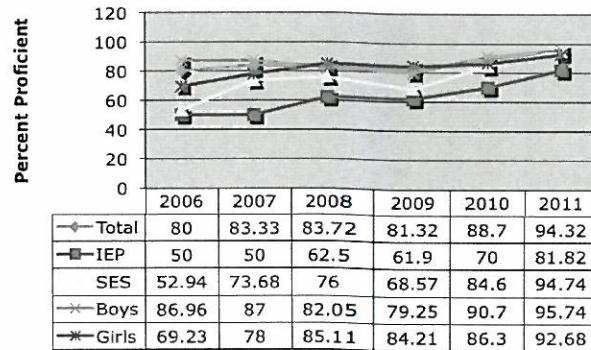
- Proficiencies in reading comprehension increased in grades 3, 4, 7, and 11. Grade 4 increased by 10%.
- Proficiency levels decreased in reading comprehension in grades 5, 6, 8, 9, and 10. Grade 8 dropped 13%.
- Students with IEPs increased proficiencies in reading comprehension in grades 3, 9, 10, and 11. Grade 11 increased 33%.
- Students with IEPs decreased proficiencies in reading comprehension in grades 4, 5, 6, 7, and 8. Grade 4 dropped 25%, grade 6 – 17%, and grade 8 – 15%.
- SES students in grades 3, 4, 7, 10, and 11 increased proficiencies in reading comprehension. Grade 4 increased 25%.
- SES students in grades 5, 6, 8, and 9 decreased proficiencies in reading comprehension. Grade 5 dropped 11%, grade 6 – 17%, and grade 8 – 15%.
- Students in grades 4 and 11 met the state performance targets for 2011.
- We must target our IEP and SES population in grades 5 – 8.

Math Total

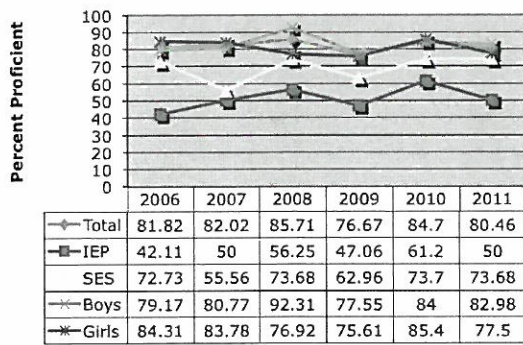
3rd Grade ITBS NPR Subgroups Math Without Computation 2006-11



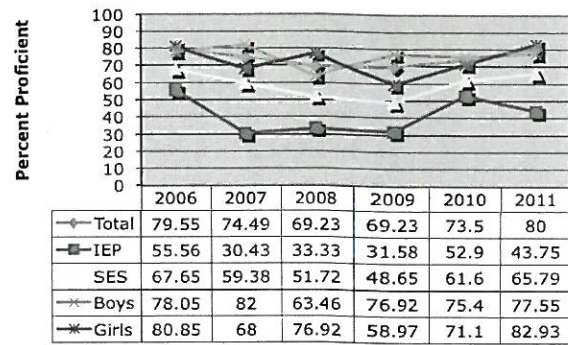
4th Grade ITBS NPR Subgroups Math Total without Computation 2005-11



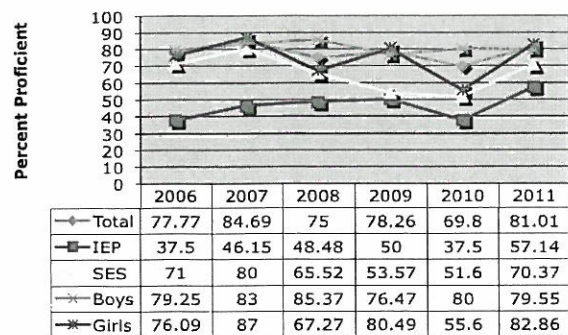
5th Grade ITBS NPR Subgroups Math Total without Computation 2006-11



6th Grade ITBS NPR Subgroups Math Total without Computation 2006-11

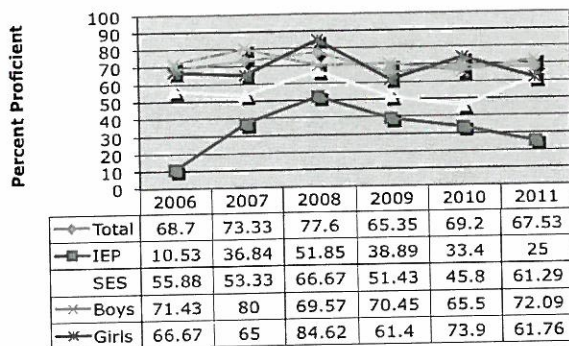


7th Grade ITBS NPR Subgroups Math Total without Computation 2006-11

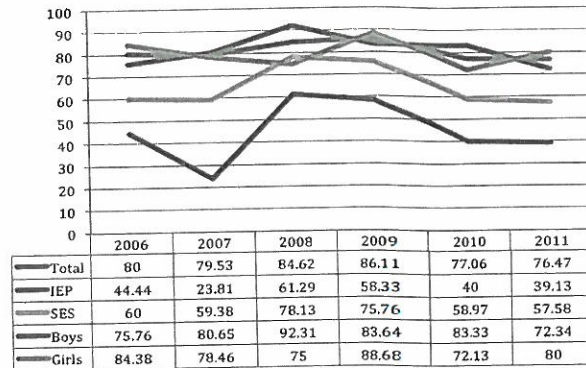


Math Total

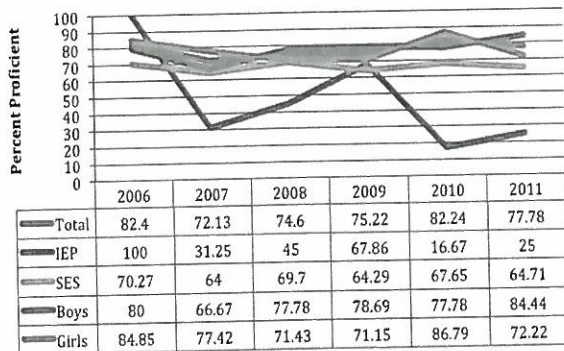
**8th Grade ITBS NPR Subgroups Math
Total without Computation 2006-11**



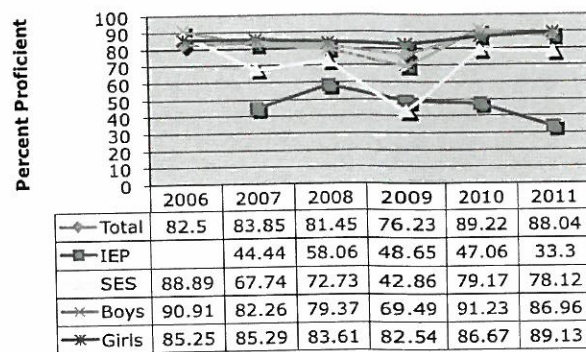
**9th Grade ITED NPR Subgroups
Math Concepts 2006-11**



**10th Grade ITED NPR Subgroups
Math Total w/o Comp. 2006-11**



**11th Grade ITED NPR Subgroups Math
Total without Computation 2006-11**



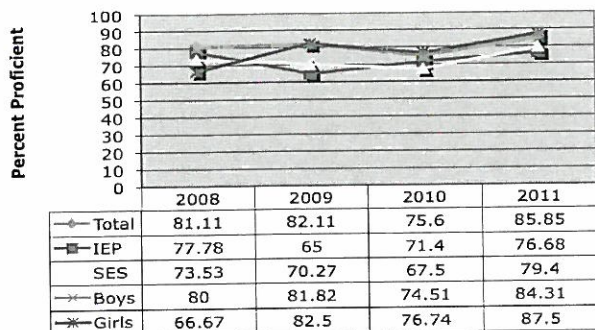
Analysis of Data

- Proficiency levels in math total increased in grades 3, 4, 6, and 7. Grade 7 increased 12%.
- Proficiency levels decreased in grades 5, 8, and 11.
- Students with IEPs increased proficiencies in grades 4, 7, and 10. Grade 4 increased 11% and grade 7 increased 20%.
- Students with IEPs decreased proficiency levels in grades 3, 5, 6, 8, 9, and 11. Grade 5 decreased 11% and grade 11 decreased 14%.
- SES students increased proficiency levels in grades 4, 6, 7, and 8. Grade 4 increased 10%, grade 7 increased 19%, and grade 8 increased 16%. Grade 5 remained about the same.
- SES students decreased proficiency levels in grades 3, 9, 10, and 11.
- Girls in grade 7 increased by 27%.
- Grades 3, 4, 6, 7, and 11 reached the state performance targets for 2011.
- Data indicates that we need to focus on our subgroups in math.

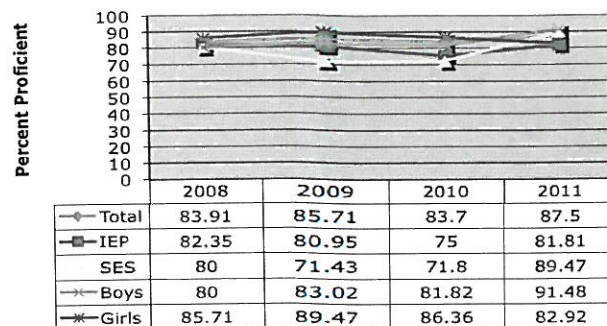


Science

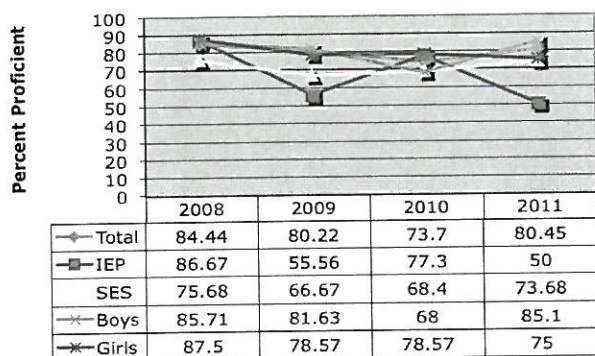
**3rd Grade ITBS NPR Subgroups
Science 2008-11**



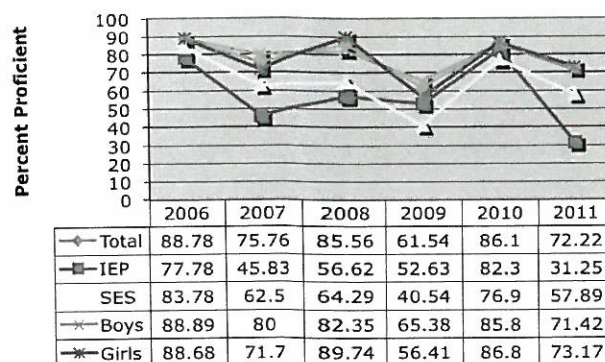
**4th Grade ITBS NPR Subgroups
Science 2008-11**



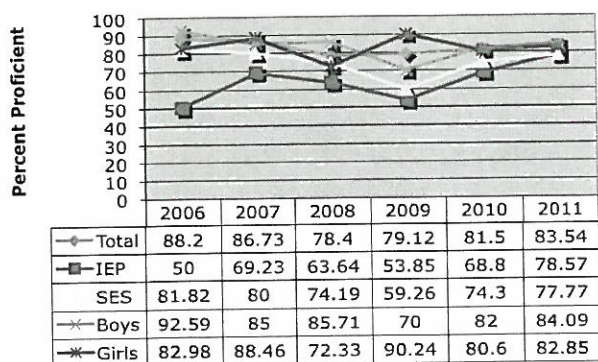
**5th Grade ITBS NPR Subgroups
Science 2008-11**



**6th Grade ITBS NPR Subgroups
Science 2006-11**

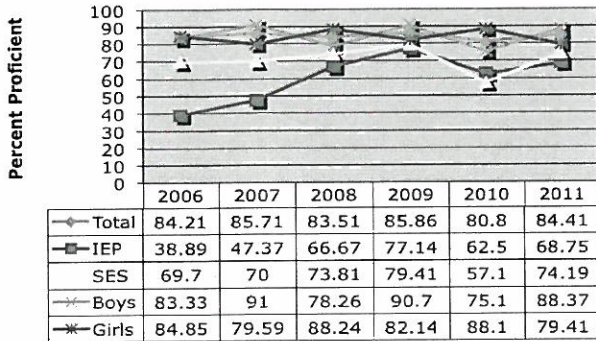


**7th Grade ITBS NPR Subgroups
Science 2006-11**

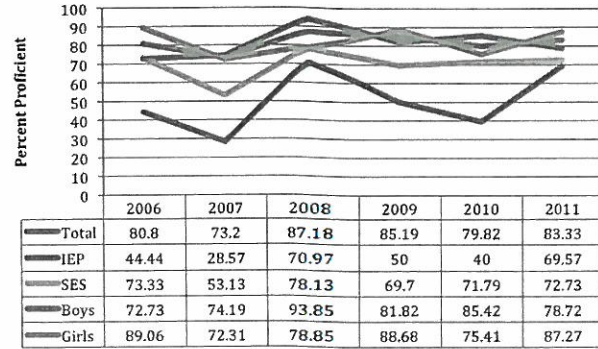


Science

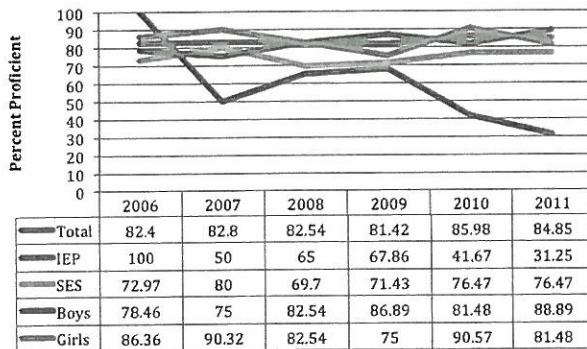
**8th Grade ITBS NPR Subgroups
Science 2006-11**



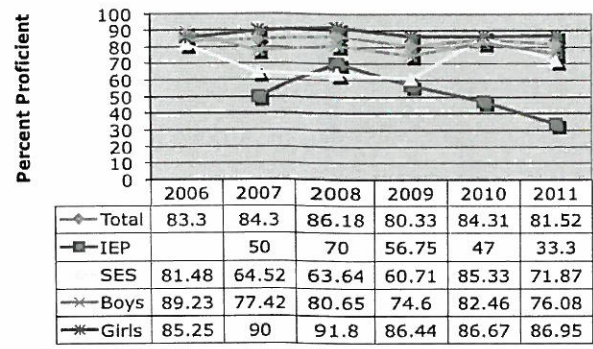
**9th Grade ITED NPR Subgroups
Science 2006-11**



**10th Grade ITED NPR Subgroups
Science 2006-11**



**11th Grade ITED NPR Subgroups
Science 2006-11**



Analysis of Data

- Proficiency levels in science increased in grades 3, 4, 5, 7, and 8.
- Proficiency levels decreased in grades 6, 9, 10, and 11.
- Students with IEPs increased proficiency in grades 3, 4, 7, and 8. Grade 7 increased 10%.
- Students with IEPs decreased proficiency levels in grades 5, 6, 9, 10, and 11. Grade 5 decreased 27% and grade 6 decreased 51%.
- SES students increased proficiency levels in grades 3, 4, 5, 7, and 8. Grade 3 increased 12%, grade 4 increased 18%, and grade 8 increased 17%.
- SES students decreased proficiency levels in grades 6, 9, 10, and 11. Grade 6 decreased 19%.
- Boys in grade 3 increased by 10%, boys in grade 4 by 10%, and boys in grade 5 by 18%.
- Excluding grade 6, the total percentage in every grade was 80% or higher.



Additional Information

Proficiency and What it Means

Proficiency is described as *any student who scores above the 41st percentile*. The goal is to increase the percent of students who score above the 41st percentile. We are also concerned with individual growth of students and with growth within and between grades. The state now combines grades to determine whether our district is making *adequate yearly progress*. Those groups are: 3-5, 6-8, and 11. From these percentages, the state determines whether we will be on the "Watch List" or a "School In Need of Assistance."

Not Proficient = 1st – 40th percentile

Intermediate Performance or Proficiency = 41st – 89th percentile

High Performance or Proficiency = 90th – 99th percentile



District Plan to Improve Student Achievement

The Independence Community School District is focused on student achievement and ensuring that ALL our students are successful and prepared for work and life after graduation. Our subgroups are not making adequate progress, which is a concern.

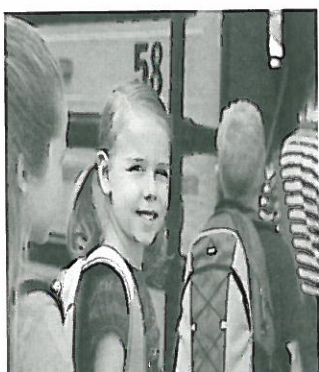
In studying what can be done to improve the academic levels of our subgroups, the district has decided to implement district wide an early intervention process known as Response to Intervention (RtI). With this process, teachers analyze district assessment data to identify students who are not making adequate progress and areas in which they are struggling. Teachers then provide additional instruction in a small group format and closely monitor progress of all students. Students are assessed routinely to ensure understanding of concepts covered in the small groups. Students who continue to struggle are moved to a more intense level of instruction. At this level, students work individually with the teacher or in very small groups. Again instruction is monitored closely. This is a continual process in which students are provided instructional supports based on their needs. Each building will develop a plan detailing how they will implement RtI in their building in the fall of the 2011-12 school year.

West Elementary and the Junior/Senior High buildings also have on staff reading and math interventionists. They work with students in small groups to increase their understanding of math and reading.

East Elementary has additional support in reading through their Title 1 and Reading Recovery programs.

West expanded its after school program to include two sessions so that students could get additional time to work on reading and math skills.

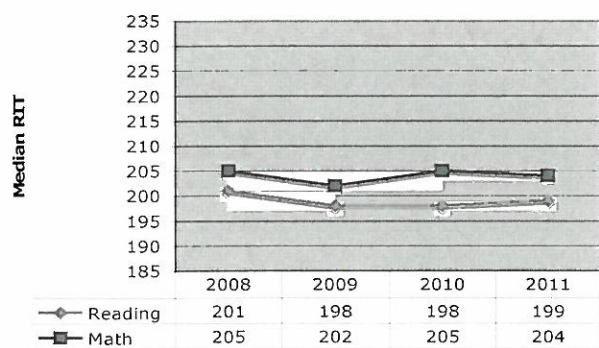
The Independence staff is dedicated to increasing student achievement!



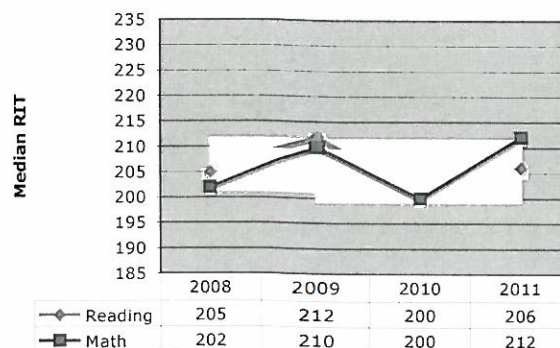
Our Second Assessment-NWEA

Districts must give a second assessment to at least part of their student body. Independence uses the MAP (Measures of Academic Progress) assessment in grades 3-8 for this purpose. This is a computerized assessment given in the fall and in the spring that indicates growth during a single school year and over multiple years in the areas of reading, language arts, math, and science. This assessment is different from ITBS/ITED in that it **is** not timed, is computer based and is set up to adjust to the student's knowledge level. If the student answers incorrectly, the test adjusts to a lower level. If the students answers accurately, the test takes the student to a higher level of questions. From the data, teachers are able to determine what skills and concepts each student is ready to learn. Scores are reported in RIT (Ready for Instruction Today) bands. Data from 2010-11 are presented on the graphs on this page. The first set of graphs illustrate scores over multiple years for reading, language usage, math, and science. The second set of graphs show growth from fall to spring over multiple years in the same content areas.

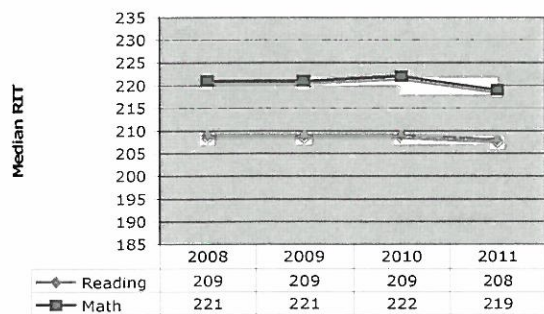
**3rd Grade MAP
Median RIT Spring 08-11**



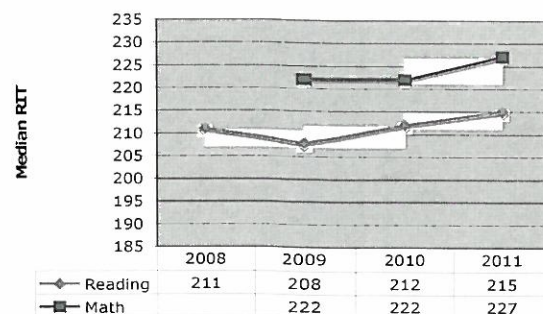
**4th Grade MAP
Median RIT Spring 08-11**



**5th Grade MAP
Median RIT Spring 08-11**

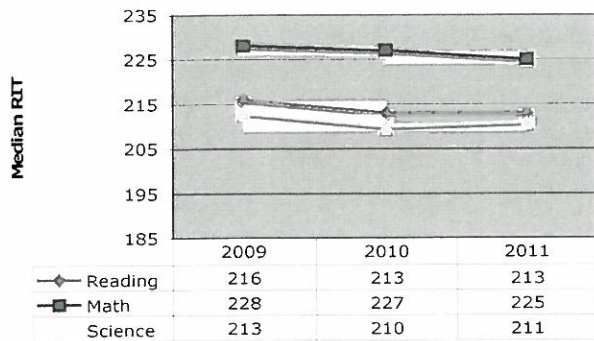


**6th Grade MAP
Median RIT Spring 08-11**

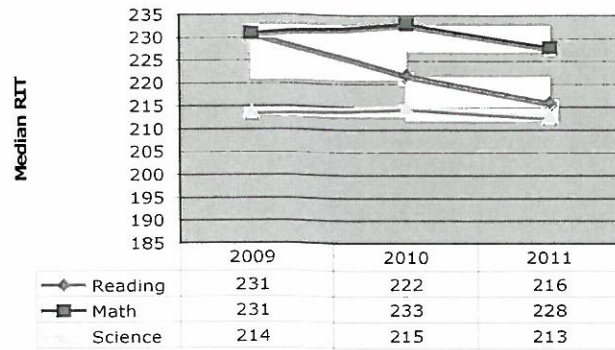


NWEA Assessment

**7th Grade MAP
Median RIT Spring 09-11**

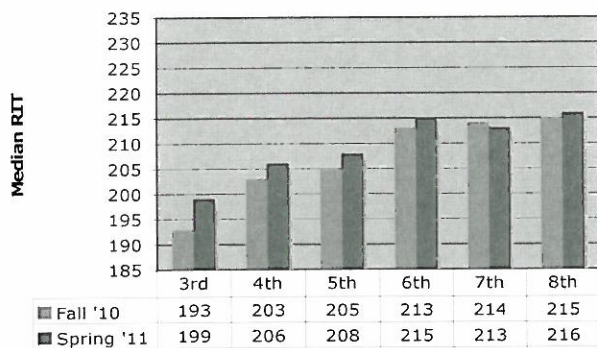


**8th Grade MAP
Median RIT Spring 09-11**

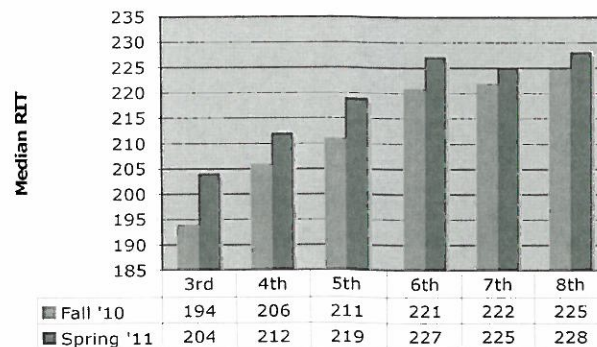


These graphs show growth from fall 2010 to spring 2011.

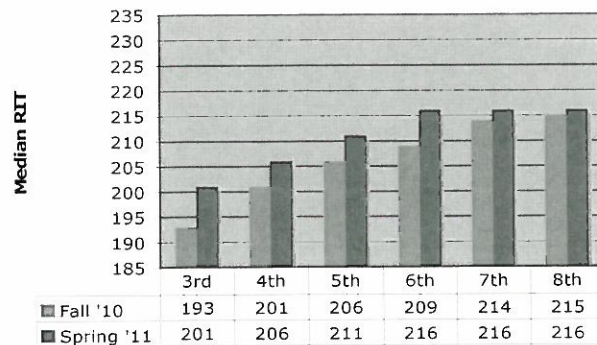
**Fall to Spring Growth
Reading Median RIT**



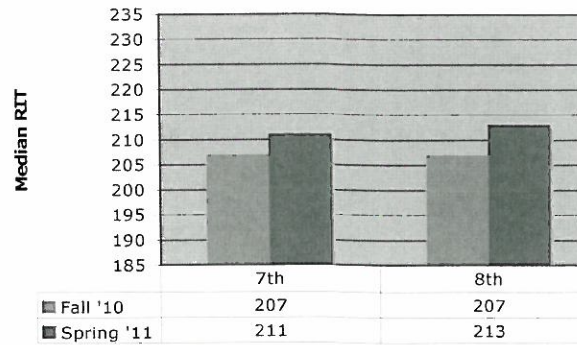
**Fall to Spring Growth
Math Median RIT 10-11**



**Fall to Spring Growth Median RIT
Language Usage**



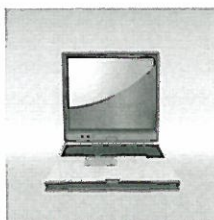
**Fall to Spring Growth Median RIT
Science**



Technology

Technology Integration Plans

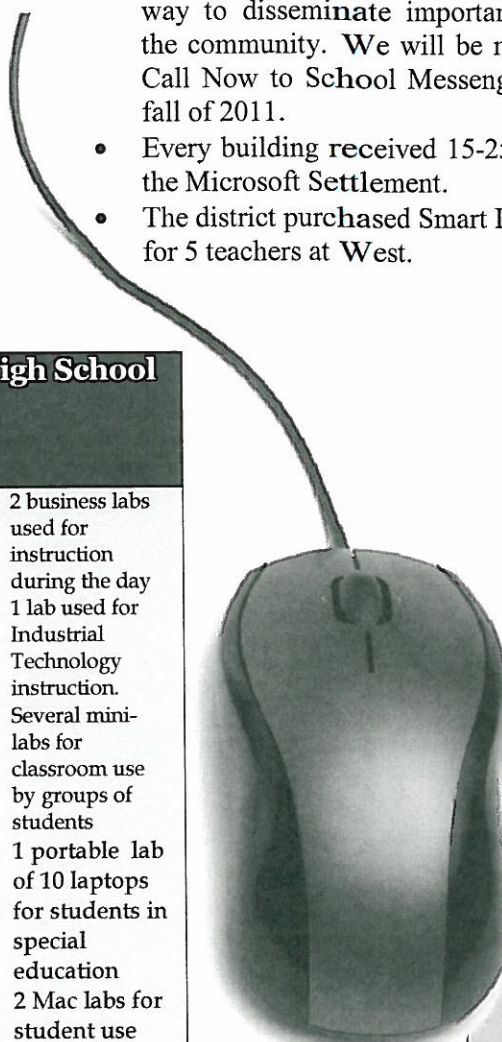
Technology is an integral part of the Iowa Core Curriculum and our district curriculums. One of our district goals is to increase the integration of technology into classrooms, increasing student achievement and providing students with the skills necessary to be prepared for working and living in the 21st century. Teachers continue to set goals to learn more about a specific technology or software every year. They are also learning how technology can enhance learning.



Technology Tidbits

- Teachers and **students** investigated more ways to integrate **technology** into their learning.
- Every classroom has Internet access and e-mail.
- 100% of **students** are proficient on the 8th grade technology assessment.
- Elementary **students** continued to get computer time to learn **keyboarding** skills.
- Public Access Channel 8 provides district information.
- Students in **special** education have access to portable labs in **each** building.
- Power School **will** be in its fourth year in the district and **continues** to improve.
- Automated **calling** continues to be an efficient way to **disseminate** important information to the community. We will be moving from One Call Now to School Messenger beginning the fall of 2011.
- Every building **received** 15-25 laptops through the Microsoft Settlement.
- The district purchased Smart Interactive Boards for 5 teachers at West.

Early Childhood Center	East and West Elementary	Junior High	High School
<ul style="list-style-type: none"> ❖ Each classroom is equipped with at least 1 computer ❖ Each classroom has a Smart Interactive Board 	<ul style="list-style-type: none"> ❖ 2 Mac labs for student use ❖ Each classroom has at least 2 computers ❖ Some classrooms have 2 or 3 computers for station learning ❖ 1 portable lab of 10 laptops for students in special education ❖ 1 portable lab of 15 laptops for student use 	<ul style="list-style-type: none"> ❖ 2 Mac labs for classroom use ❖ Each classroom has at least 2 computers ❖ 1 portable lab of 10 laptops for students in special education 	<ul style="list-style-type: none"> ❖ 2 business labs used for instruction during the day ❖ 1 lab used for Industrial Technology instruction. ❖ Several mini-labs for classroom use by groups of students ❖ 1 portable lab of 10 laptops for students in special education ❖ 2 Mac labs for student use ❖ 1 PC lab for Project Lead the Way



Visit the district website at www.independence.k12.ia.us to find out even more information related to what is taking place in the district. Grade Level Expectations are posted as well as a calendar of events, directions to home and away events, resources for students preparing for post-secondary schooling, resources for parents, and much more. As always, you may call 319-334-7400 if you have any questions or concerns.

Respect and Protect & Character Counts

Character Counts was added to the Respect and Protect Program in K-8 grades last year and continues to be an important part of the curriculum at each grade level. Supporting anti-bullying, Character Counts instills in students the 6 Pillars of Character listed below.

The Six Pillars of Character

Trustworthiness

Respect

Responsibility

Fairness

Caring

Citizenship

(Character Counts version of spelling "terrific")

Violence/Disrespect

Violence/disrespect is any mean word, look, sign or act that threatens or hurts a person's body, feelings, reputation, or things.

NO ONE IS ENTITLED TO USE VIOLENCE/DISRESPECT.

VIOLENCE/DISRESPECT IS NOT TOLERATED IN OUR SCHOOLS.

Goals of Respect and Protect

1. Reduce the severity and frequency of, and work towards eliminating all incidents of violence in the school setting.
2. Ensure the safety and well being of students and staff.
3. Eliminate enabling and the tolerance and entitlement that enabling allows.
4. Create a safe, supporting, nurturing atmosphere highly conducive to learning.

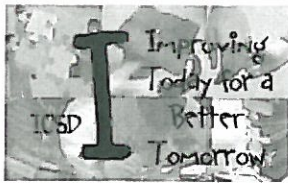
The district monitors school climate issues through various surveys:

- Iowa Youth Survey
- ICSD Respect & Protect Survey
- ICSD Student Survey



Crisis Prevention Institute, Inc.

A total of 30 teachers, teacher associates, and administrators were trained in Crisis Prevention during the 2010-2011 school year. The training helps adults better understand what causes aggressive acting out behaviors, how to help students de-escalate, and how to handle crisis situations when they occur. Training will continue during the 2011-2012 year.

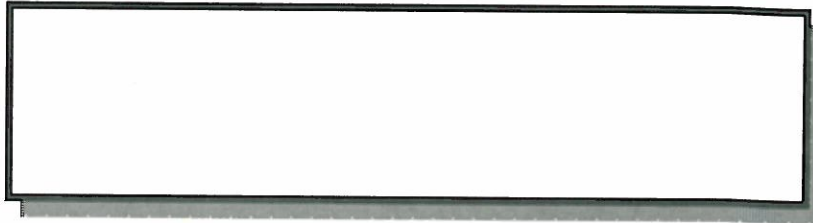


Independence Community School District

1207 1st Street West
Independence, Iowa 50644



Non-Profit Org.
PAID
Permit 197
Independence, IA



<u>East Elementary</u> Dr. Mary Jean Blaisdell, Principal 1103 1 st St. N. 334.7425	<u>Junior High</u> Dave Jacobson, Principal 514 5 th Ave. S.E. 334.7405
<u>West Elementary</u> Sandy Merritt, Principal 1301 1 st St. W. 334.7430	<u>High School</u> Jennifer Sornson, Principal 514 5 th Ave. S.E. 334.7405
<u>Success Center</u> Shelly Bertelli, Coordinator Jean Petersen, Principal 2349 Jamestown Ave. 334.7440	<u>Early Childhood Center</u> Dr. Mary Jean Blaisdell, Principal 1110 1 st St. W. 334.4780

Independence Community School District 2010-2011

Jean Peterson, Superintendent of Schools
Sandy Merritt, Director of Curriculum and School Improvement
Lynnette Engel, Business Manager/Board Secretary
Kelly Crossley, Food Service Director
Mike Donnelly, Transportation Director
Steve Noyes, Technology Director

1207 1st Street West * Independence, Iowa 50644 * 319.334.7400

Independence Community School District
Independence, Iowa

Resolution Committing Local Match Funds

A RESOLUTION OF THE INDEPENDENCE SCHOOL DISTRICT BOARD OF DIRECTORS
COMMITTING LOCAL MATCH FUNDS NECESSARY TO SECURE POTENTIAL GRANT
FUNDING MADE AVAILABLE FROM THE FEDERAL EMERGENCY MANAGEMENT
AGENCY THROUGH THE IOWA HOMELAND SECURITY EMERGENCY
MANAGEMENT DIVISION

WHEREAS, the Independence School District Board (hereinafter called "the Sub-grantee") has made an application, through the Iowa Homeland Security Emergency Management Division (IHSEMD), to the Federal Emergency Management Agency (FEMA) for funding from the Hazard Mitigation Grant Program (HMGP). Said Application proposes for constructing a community safe room. The total project budget is \$1,063,869.00, of which \$159,582.00, or 15% is local match;

WHEREAS, the Sub-grantee recognizes the fact that the federal share cannot exceed 75%; the state share cannot exceed 10%; and the local non-federal share must be at least 15% of the total grant amount.

NOW THEREFORE, it is hereby resolved by the Independence School District Board that the Sub grantee agrees to both provide and make available \$159,582.00 of local funds to be used to achieve the 15% cash requirement for this mitigation grant application.

Passed and approved this 19th day of September, 2011.

President of the Board
Independence School District Board

ATTEST:

Superintendent

6.D.

**UNOFFICIAL ELECTION RESULTS
BUCHANAN COUNTY, IOWA
SEPTEMBER 13, 2011 SCHOOL ELECTION**

INDEPENDENCE COMMUNITY SCHOOL DISTRICT:

Director District #1 vote for one

Brian C. Eddy	2766
Scattering	53

Director District #2 vote for one

Eric B. Smith	2779
Scattering	28

Director District #3 vote for one

Rusty Donnelly	2313
Charles E. McCardle	918
Scattering	11

PUBLIC MEASURE A 60%

YES	2441
NO	1081

"Shall the Board of Directors of the Independence Community School District in the Counties of Buchanan and Benton, State of Iowa, be authorized to contract indebtedness and issue General Obligation Bonds in an amount not to exceed \$12,480,000 to provide funds to build, furnish and equip a junior/senior high school building and to improve the site?"

Friday, September 1, 2011

Dear School Board and Administration:

Please approve the following band related item:

Optional Band trip to Indianapolis

The Independence Band Department would like to offer our annual optional band trip to Indianapolis, Indiana, on November 12-14. We will attend the semi-final competition of the Bands of America National Marching Band Championships. The students will be able to see the top 30 marching bands in the United States.

This is a student-funded trip. There will be no expenses incurred by the Independence School District. We will take a charter bus, so no school transportation will be necessary. They will miss 3rd & 4th period on November 11th only. A sub will be needed for 3rd block at the HS and possibly 6th Grade Band period.

If approved, this will be the eleventh time we have been able to offer this fantastic opportunity to the students of Independence.
(1996, 1997, 1998, 1999, 2001, 2002, 2003, 2005, 2006, 2009, 2010 & 2011?)

Thanks.

David Lang.

Independence Community School District TRAVEL REQUEST FORM

Any staff member requesting permission to attend meetings, conventions, or field trips shall file this form with their building supervisor at least 10 working days prior to the meeting or trip. If you are requesting overnight travel, the Superintendent must also approve your request. If your travel request is outside a 200 mile radius and outside the state of Iowa you also need the approval of the Board of Education.

If you are approved this form will be returned to you with the appropriate signatures. At this time, you can make your requests for any registration fees, hotel/motel accommodations and request a vehicle if it is needed. **DO NOT submit those requests until you are approved.** Please submit requests timely.

Requested By: David Lang Date: 8-23-11
 Check One: Professional Leave _____ Educational Field Trip ☒
 Purpose of Leave/Field Trip: Bands of America Grand Nationals

Dates of Meeting/Trip: Nov 11-13, 2011
 Departure Date: Nov 11, 2011 Date Returning: Nov 13, 2011
 Sponsoring Organization: HS Band
 Meeting Held At: Indianapolis (City) Indiana (State)

Will this workshop allow you to apply for and receive graduate credit? Yes ☒ No ☐

If yes, please explain _____

Are you being reimbursed by any other group or organization for any expenses or receiving a stipend for attending this meeting?
 Yes ☒ No ☐ If yes, please explain _____

Rational for Attendance: Observe The Top 30 marching bands in The US

Others in the District who you know are going to this meeting or convention? _____

Who are you coordinating your travel expenses/plans with? Students pay own expenses

Is this meeting/in-service applicable to any of our special school projects (i.e. Eisenhower, School-to-Work, Title I, etc. or are you requesting it to be paid by the General Fund? _____

Activity Fund _____ General Fund _____ Code(s): _____

Estimated Cost:

Transportation - (figure ground transportation costs @ \$.24 Per mile) \$ _____

Check One: School Vehicle _____ Public Transportation _____ Own Vehicle _____

Meals \$ _____

Lodging \$ _____

Registration Fee \$ _____

Cost of Sub \$ _____

Other \$ _____

TOTAL \$ _____

Jennifer Somoon
 Immediate Supervisor Date _____

Superintendent of Schools Date _____
 (Overnight or out of state trips ONLY)

Date Approved by Board of Education
 (Outside 200 mile radius & outside Iowa ONLY)

Date Returned to Employee by Central Office _____



**Bands of America
Grand National
Marching Band Championships
Indianapolis, Indiana
November 11-13, 2011**



Dear Mustang Marching Band,

It's time for our annual trip to the National Marching Band Championships in Indianapolis, Indiana on November 11-13. This is an optional trip, as we are not performing. We will attend the Semi-Finals performances, which include the top 30 marching bands in the United States. You will see some amazing performances. We take this trip every year except the big trip year. Our next big trip will be in 2013. Students can apply fundraising profit towards this trip. Students may also want to save fundraising profit for their big trip in 2013.

The cost of this trip will be \$200, which includes the Charter Bus, Hotel (2 Nights), and your ticket for the Grand Nationals Performance. The first 45 people who turn in their down payment and permission slip will be guaranteed a seat on the bus. If you are 46th+ you will be put on a wait list pending cancellations.

The payment schedule will be as follows:

Friday, September 9 (7:40 AM): Begin accepting registrations w/ \$75 down Payment
1st 45 in are guaranteed a seat (cut off date - Friday, September 16)

Friday, October 7: Second payment \$75 due
Friday, November 4: Last payment \$50 due

I hope that you will consider participation in this optional trip. All who have gone before will attest that it is an incredible experience.

Musically yours,

Mr. Lang

Hotel Information:

Drury Inn & Suites
8180 North Shadeland Ave
Indianapolis, Indiana 46250

Telephone: (317) 849-8900



**Bands of America
Grand National
Marching Band Championships
Indianapolis, Indiana
November 11-13, 2011**

Friday, November 11

10:45 AM - Report to the Choir Room
11:00 AM - Depart
12:15PM - Lunch Stop (IC Coral Ridge Mall)
1:00 PM - Depart for Indianapolis
9:00 PM - Arrive at Hotel
11:00 PM - Room Check

Saturday, November 12

6:30 AM - Breakfast in the Hotel
7:15 AM - Depart for Indianapolis
8:00 AM - Arrive at Lucas Oil Stadium
8:00 AM - 5:00 PM
-Watch top 30 Marching Bands
-Visit the Expo (Cool t-shirts and band stuff)
-Lunch on your own (Lots of good eats in the neighborhood)
5:15 PM - Depart for Dinner
8:00 PM - Arrive back at hotel
11:00 PM - Room Check

Sunday, November 13

7:00 AM - Breakfast in the Hotel
8:00 AM - Depart for Independence
4:00 PM - Approximate Arrival at IHS



BOA Permission Form



(Accepted only with \$75 down payment – Checks payable to *Independence Band Boosters*)

Name _____ has permission to travel on
charter busses to Indianapolis with the band on Nov. 11-13, 2011

Parent/Guardian Signature _____

Friday, September 9 (7:40 AM): Begin accepting registrations w/ \$75 down Payment
1st 45 in are guaranteed a seat (**FORM DUE** - Friday, September 16). If you are 46th+ you will
be put on a wait list pending cancellations.

Independence Community School District TRAVEL REQUEST FORM

Any staff member requesting permission to attend meetings, conventions, or field trips shall file this form with their building supervisor at least 10 working days prior to the meeting or trip. If you are requesting overnight travel, the Superintendent must also approve your request. If your travel request is outside a 200 mile radius and outside the state of Iowa you also need the approval of the Board of Education.

If you are approved this form will be returned to you with the appropriate signatures. At this time, you can make your requests for any registration fees, hotel/motel accommodations and request a vehicle if it is needed. **DO NOT submit those requests until you are approved.** Please submit requests timely.

Requested By: David + Lisa Lang Date 8-23-11

Check One: Professional Leave ☒ Educational Field Trip ☐

Purpose of Leave/Field Trip: Midwest Band Clinic

Dates of Meeting/Trip Dec 15-17, 2011

Departure Date: Dec 15, 2011 Date Returning: Dec 17, 2011

Sponsoring Organization _____

Meeting Held At Chicago IL
(City) (State)

Will this workshop allow you to apply for and receive graduate credit? Yes ☐ No ☒

If yes, please explain _____

Are you being reimbursed by any other group or organization for any expenses or receiving a stipend for attending this meeting?

Yes ☐ No ☒ If yes, please explain _____

Rational for Attendance Help raise standards of instrumental music in our district & to develop & learn new teaching techniques

Others in the District who you know are going to this meeting or convention? _____

Who are you coordinating your travel expenses/plans with? _____

Is this meeting/in-service applicable to any of our special school projects (i.e. Eisenhower, School-to-Work, Title I, etc. or are you requesting it to be paid by the General Fund? _____

Activity Fund _____ General Fund _____ Code(s): _____

Estimated Cost:

Transportation (figure ground transportation costs @ \$.24 Per mile) \$ _____

Check One: ☒ School Vehicle ☐ Public Transportation ☐ Own Vehicle

Meals \$ _____

Lodging \$ _____

Registration Fee \$ _____

Cost of Sub \$ _____

Other \$ _____

TOTAL \$ _____

Jennifer Larson
Immediate Supervisor Date

Superintendent of Schools Date
(Overnight or out of state trips ONLY)

Date Approved by Board of Education
(Outside 200 mile radius & outside Iowa ONLY)

Date Returned to Employee by Central Office



ANNUAL CONFERENCE

An Open Letter to School Administrators and Parent Booster Organizations

This letter has been prepared to inform school administrators and parent booster organizations of the importance of The Midwest Clinic.

PURPOSE

The Midwest Clinic exists for educational purposes exclusively; to raise the standards of music education; to develop new teaching techniques; to disseminate to school music teachers, directors and supervisors and others interested in music education, information to assist in their professional work; to examine, analyze and appraise literature dealing with music; to hold clinics, lectures and demonstrations for the betterment of music education; and in general to assist teachers and others interested in music education in better pursuing their profession.

WHEN AND WHERE

The Midwest Clinic is held every December at Chicago's McCormick Place West.

WHO ATTENDS

School Band and Orchestra Teachers
Instrumental Music Administrators
Professional Musicians
Military Musicians and Conductors
College and University Teachers, Students, and Administrators
Music Industry Representatives
Music Booster Representatives
Composers and Arrangers
Grade School and High School Music Students

THE NUMBERS

15,850 Annual Attendance
350+ Exhibitors • 565+ Booths
30 Concerts • 90 Clinics
All 50 states represented in attendance
Representatives from more than 30 countries

COLLEGE CREDIT

A program offered in cooperation with the University of Miami enables teachers to earn one or two graduate, undergraduate, or continuing education credits while attending The Midwest Clinic.

TEACHER RESOURCE CENTER

Computer Software -

A hands-on opportunity for teachers to review software relating to all phases of instrumental music education.

Internet Café -

Computer terminals and a wireless internet connection are available during the conference at no charge.

Career Center -

The free, online Career Center includes a listing of available positions. Organizations are invited to add their openings to this list. Individuals looking for a job may also post their resumes. Space is available for interviews.

Concert Tour/Exchange Program Network -

An online registration system links directors who would like to establish a concert exchange program.

ADVERTISERS AND EXHIBITORS

Music Publishers
Uniform Companies
Instrument Manufacturers
Colleges and Universities
Fundraising Companies
Festivals, Travel, and Competitions
Music Accessory Companies
Recording Companies
Photography
Stage Equipment Manufacturers
Music Journals
Software and Technology
Military Service Opportunities
Performing Organizations
Music Camps
Music Associations

COLLEGE NIGHT

College Night is an opportunity for students and teachers looking for undergraduate and graduate music programs to visit with representatives of more than seventy colleges, universities, and branches of the military.

CONCERT PERFORMANCES

Performances are given by thirty organizations from around the world. Grade school, middle school, high school, college, military, adult, and professional groups all present concerts.

CLINICS

More than forty clinicians offer guidance and inspiration covering all facets of instrumental music.

ASSOCIATION MEETINGS

Many of the major associations of instrumental music teachers hold meetings in conjunction with The Midwest Clinic.

American Bandmasters Association
American Music Conference
American School Band Directors Association
American String Teachers Association
Association of Concert Bands
Atlantic Coast Conference Band Directors Association
Big East Band Directors Association
Big Eight Band Directors Association
Big Ten Band Directors Association
Big Twelve Band Directors Association
Canadian Band Association
Christian Instrumental Directors Association
College Band Directors National Association
Kappa Kappa Psi and Tau Beta Sigma
Mid-American Conference Band Directors Association
National Association of School Music Dealers
National Band Association
National Catholic Bandmasters Association
National School Orchestra Association
North American Band Directors Coordinating Council
Phi Beta Mu
Phi Mu Alpha Sinfonia Fraternity
John Philip Sousa Foundation
Women Band Directors National Association
World Association of Marching Bands
World Association for Symphonic Bands and Ensembles

WHAT TEACHERS SAY ABOUT MIDWEST

"I believe The Midwest Clinic is one of the most valuable resources that exists for instrumental music education. I never fail to leave the clinic much inspired and with a sense of rejuvenation."

"I wanted to take a moment before my school year begins again to thank you for another exceptional Midwest Clinic. The exhibits themselves would take a couple of days to go through. The clinics were excellent, and as for the performing groups, there were times when they took my breath away! I always go back to school after attending this clinic so inspired."

"Let me congratulate you on yet another successful Midwest Clinic. Each year I think it can't possibly get any better, but you keep improving an already terrific experience."

"Thank you for another spectacular Midwest. What a positive boost it offers to all of us as we complete the year and reload for the upcoming second semester. I'm out of superlatives when describing the convention. It is silly to compare it to anything; for there is nothing like it."

"I find it is extremely valuable and learn a little more each time I come. It has a good feeling. It never gets too elitist. This is a great event for school music."

"It's always inspiring to come to The Midwest Clinic. Gives you the impetus to keep working hard to do your best."

"These years at Midwest have been my most stimulating experience professionally. I get information and inspiration. Thank You!"

For more information contact
The Midwest Clinic
828 Davis St., Ste. 100
Evanston, IL 60201
(847) 424-4163
FAX (847) 424-5185
www.midwestclinic.org
info@midwestclinic.org

The Midwest Clinic

An International Band and Orchestra Conference



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SEARCH: [GO](#)

Conference Information

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[Facebook](#) [Twitter](#) [LinkedIn](#)



**2011 Midwest Clinic
65th Annual Conference
McCormick Place West
Chicago, Illinois
December 14-17, 2011**

Future Conference Dates:
December 19-22, 2012

Registration Fees

Non-student Preregistration	\$110
Non-student On-Site Registration	\$135
Fulltime College Student Preregistration	\$50
Fulltime College Student On-Site Registration	\$75
<i>College students must present valid college ID at the conference to receive the student rate.</i>	
Elementary, Junior High School and High School Students	\$20

Registration Hours

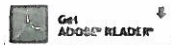
Registration will be available throughout the conference in the F1 Lobby, Level 3, McCormick Place West. More information will be available later this year.

Midwest Motifs



The official Midwest Clinic newsletter, *The Midwest Motifs*, is sent in September. Please fill out a [form](#) to be added to the mailing list.

October 2010 Motifs
(8 Pages, PDF File, 1.5 MB)



Administrator Letter
(2 Pages, PDF File, 157Kb)
This letter will inform your school administration and parent booster organizations of the importance of the Midwest Clinic.

Images from the Midwest Clinic
Photo copyright Jonathan Kim

[Top of page](#)

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Immerse yourself in your craft. Listen, learn, and establish lasting connections at The Midwest Clinic.

(Site best viewed in 1024 X 768 resolution. [Change your resolution](#). PC users should use [Internet Explorer](#), [Firefox](#) or AOL web browsers. Mac users should use [Firefox](#) or [Safari](#) web browsers. Videos require [RealPlayer](#).)

Friday, September 1, 2011

Dear School Board and Administration:

Please approve the following band related item:

HS Band & Choir Performance Tour

December 27, 2012 –January 3, 2013

To: Orlando, Florida (Disney World)

Preferred Travel Company: Group Dynamic of Winterset, Iowa

(see page attached to Blue Travel Request Form for details from Group Dynamic)

Roger Barloon and I are requesting approval to start planning our big trip for the 2012-2013 school year. We have taken our groups on a big trip every 4 years. Past trips include Hawaii 2001, Hawaii 2005, and Orlando, Florida in 2009. These trips are funded by the participants through fundraising that they have done through the past 3 years and this coming year. Students can also just make payments if they choose not to fundraise. Going during this time of year, allows for lots of family participation, and fewer conflicts with school days and school activities. Please approve this trip so we can start the process of organizing all details involved.

Thanks.

David Lang.

Independence Community School District TRAVEL REQUEST FORM

Any staff member requesting permission to attend meetings, conventions, or field trips shall file this form with their building supervisor at least 10 working days prior to the meeting or trip. If you are requesting overnight travel, the Superintendent must also approve your request. If your travel request is outside a 200 mile radius and outside the state of Iowa you also need the approval of the Board of Education.

If you are approved this form will be returned to you with the appropriate signatures. At this time, you can make your requests for any registration fees, hotel/motel accommodations and request a vehicle if it is needed. **DO NOT submit those requests until you are approved.** Please submit requests timely.

Requested By: D. Lang/R. Barloon Date 8-19-11

Check One: Professional Leave _____ Educational Field Trip ☒

Purpose of Leave/Field Trip: HS Band & Choir Trip to Florida

Dates of Meeting/Trip Dec 27, 2012 - Jan 3, 2013

Departure Date: ↓ Date Returning: ↓

Sponsoring Organization HS Band & Choir

Meeting Held At _____ (City) _____ (State)

Will this workshop allow you to apply for and receive graduate credit? _____ Yes _____ No

If yes, please explain _____

Are you being reimbursed by any other group or organization for any expenses or receiving a stipend for attending this meeting?

_____ Yes _____ No If yes, please explain _____

Rational for Attendance Performance trip every 4 yrs
w/ HS Band & Choir

Others in the District who you know are going to this meeting or convention? Roger Barloon,
David & Lisa Lang

Who are you coordinating your travel expenses/plans with? _____

Is this meeting/in-service applicable to any of our special school projects (i.e. Eisenhower, School-to-Work, Title I, etc. or are you requesting it to be paid by the General Fund? _____

_____ Activity Fund _____ General Fund Code(s): _____

Estimated Cost:

Transportation - (figure ground transportation costs @ \$.24 Per mile) \$ _____

Check One: _____ School Vehicle _____ Public Transportation _____ Own Vehicle

Meals \$ _____

Lodging \$ _____

Registration Fee \$ _____

Cost of Sub \$ _____

Other \$ _____

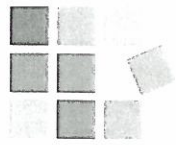
TOTAL \$ _____

Jennifer Somson
Immediate Supervisor Date

Superintendent of Schools Date
(Overnight or out of state trips ONLY)

Date Approved by Board of Education
(Outside 200 mile radius & outside Iowa ONLY)

Date Returned to Employee by Central Office



Group Dynamic

Group Dynamic Peridot

Alan Feirer

alan@groupdynamic.us

315-460-1969

Preliminary quote for Independence Music Department Trip

December 27, 2012 - January 3, 2013

**\$850 per participant quad occupancy (\$925 triple/\$1000 double/\$1300 single)
(cost assumes diesel fuel under \$4.50/gallon, and about 150 participants)**

-Round trip motorcoach transportation from Independence HS to Orlando, plus all transportation in Florida. (Windstar Lines coaches)

-5 nights lodging at the Rosen Centre

-Hot American buffet breakfast each morning at the hotel (5)

-4 meal vouchers for the parks.

-4 days admission to Walt Disney World, with "park-hopping" privileges.

-Beach day, with meal and changing facilities provided.

-Performances in the parks, pending application approval (parade and Candlelight)

-Snacks in rooms upon arrival.

-Tips for drivers and housekeeping at hotel.

-Hotel security guard.

-10 adults free.

-Group Dynamic's extra touches - Pocket itineraries; advance orientation; daily orientation in Florida; ticket pickup, organization, and delivery; student/parent note templates; trip handbook template and customization; total transparency on all costs; completely at your disposal 24 hours per day the entire time your group is in Florida.



MAILING ADDRESS:
1825 LOGAN AVENUE
WATERLOO, IOWA 50703-1999
319-226-2018
FAX 319-226-2070

August 31, 2011

Jean Peterson
Independence Community Schools
1207 1st Street West
Independence, IA 50644

Dear Jean Peterson:

Enclosed, please find two copies of a contract addendum for our students' clinical experience at your agency. We have also enclosed proof of insurance.

Please review the contract, and if it meets with your approval, please:

- 1) **Sign both copies of the contract addendum**, and.
- 2) **Return one signed copy of both documents** to us in the enclosed return envelope *immediately*. The other copy is for your records.

Individual faculty and/or program administrators will be in contact with appropriate persons in your organization regarding days, hours and objectives of student clinical experiences planned for fall, spring or summer terms.

Subsequent student clinical experience at your agency will be submitted for your approval in further addenda to this contract.

Your facility will play a significant role in providing excellent clinical experience for our students. We look forward to working with you and thank you for your valued participation.

We appreciate your prompt attention in this matter as students may not begin their preceptorship until all signed documents are received. If you have any questions or concerns, please contact our office at 319-226/2018.

Sincerely,

Nancy Kramer

Nancy Kramer, EdD, CPNP, ARNP, CNE, & Professor
Vice Chancellor of Academic Affairs, Allen College

NK/kd
Enclosures

MEMORANDUM OF AGREEMENT

AGREEMENT BETWEEN:

Allen College

And

Independence Community Schools

This is an Agreement made between the **Allen College** (hereinafter called the **COLLEGE**) and **Independence Community Schools** (hereinafter called the **COOPERATING AGENCY**).

I. PURPOSE OF AGREEMENT

This is a mutual Agreement between the **COLLEGE** offering nursing and allied health programs and the **COOPERATING AGENCY** providing clinical areas for selected student learning. The basic purpose of this Agreement is to establish cooperative relationships and to outline the responsibilities of the two cooperating parties as they contribute to the learning of students.

II. AGREEMENT

A. The **COLLEGE** agrees:

1. To provide classroom instruction and to assume responsibility for the clinical instruction throughout the entire program.
2. To arrange clinical instruction schedules after consultation with the **COOPERATING AGENCY**.
3. To submit the clinical instruction schedule to the **COOPERATING AGENCY** prior to its effective date with the following information included:
 - a. The clinical areas desired for use in the clinical instruction of students.
 - b. The hours when students will be in the areas.
 - c. The numbers of students to be in each area.
 - d. The identity of the faculty member responsible for the clinical instruction for students in each area.
 - e. Necessary changes to the submitted schedule shall be made by mutual agreement of the **COLLEGE** and the **COOPERATING AGENCY** as soon as possible prior to the time the altered schedule is to become effective.
4. To provide for continuous planning with the **COOPERATING AGENCY**, indicating the learning experiences desired for students.
5. That the **COOPERATING AGENCY** may request the **COLLEGE** withdraw from the clinical area any student whose clinical practice, conduct, or health may have a detrimental effect on its patients or personnel; and/or reserve the right not to accept any student who has previously been discharged by said **COOPERATING AGENCY** for reasons which would make acceptance as a clinical practice student inexpedient.
6. The clinical instructor is selected by the **COLLEGE** and shall orient the students appropriately to provide safety and welfare of both patients and students.
7. All students have signed a confidentiality statement regarding patient information. Both faculty and students have received the educational component related to Health Information Portability and Accountability Act (HIPAA) required of health care providers and are held accountable by the college. The Protected Health Information (PHI) about a patient or client is the property of the clinical agency.
8. Allen College conducts criminal background checks on all students at the time of admission and complies with Allen College Standard Operation Procedure 2-C-800-02.
9. Students shall be covered by the "Student Liability Insurance Plan" evidenced by Aon Risk Services, Inc. of Illinois, 200 East Randolph Street, Chicago, IL 60601. Limit of liability is \$1,000,000 for each claim and \$3,000,000 annual aggregate.
10. Each faculty member shall meet licensure, registry and/or certification requirements.

(continued)

11. Faculty and students shall receive orientation to the agency and unit. Faculty and **students** will uphold institutional and regulatory requirements of the **COOPERATING AGENCY** and the **COLLEGE** including observing the dress code.
12. Each student and faculty member shall have had a complete blood count, urinalysis, mantoux, and will have been tested for Rubella titer. Each student will receive Rubella vaccine, if necessary. In addition, each student shall receive Hepatitis B vaccine unless they have signed a form of refusal.
13. Faculty and students shall follow the **COOPERATING AGENCY'S** policies regarding OSHA's Bloodborne pathogen and other infection control/isolation policies.

Exposures will be reported through the **COOPERATING AGENCY'S** exposure report program, evaluation of the source's infection status will be the responsibility of the **COOPERATIVE AGENCY**. After the initial exposure evaluation, the student will be responsible for follow-up examinations and/or treatments. A copy of the exposure report form shall be sent to the **COLLEGE**.

The student shall be responsible for evaluation and follow-up examination/treatment for other injuries incurred while having the clinical experience as outlined in student handbook under clinical policies and procedures.

Incidents shall be reported through the **COOPERATING AGENCY'S** risk management program. When an incident results in serious outcome to the patient, the **COOPERATING AGENCY'S** Risk Manager shall be notified by the faculty member. Allen's Health System (the **COLLEGE**) Risk Manager shall be advised of any legal activity related to the incident by the **COOPERATING AGENCY'S** risk manager.

14. Both faculty and students have received the educational component related to OSHA'S STANDARD 29 CFR Part 1910.1030, "Occupational Exposure to Bloodborne Pathogens" and are certified in Basic Life Support.
15. Students shall be allowed to perform only those tasks commensurate with their level of education (as identified in the clinical objectives and course outlines).
16. That the **COLLEGE** shall hold harmless and indemnify the **COOPERATING AGENCY** from any and all claims, judgments, or expenses arising from acts or omissions of their students. Said expenses shall include but not be limited to attorney fees, court costs, and investigation expenses.

B. The **COOPERATING AGENCY** agrees:

1. To make clinical areas available for student learning as indicated in the addendum:

<u>Clinical Areas</u>	<u>No. of Weeks</u>	<u>No. of Students</u>
(See Attached)		(Maximum)
2. That the schedule for students assigned in the clinical areas shall be determined by the **COLLEGE'S** faculty in consultation with the supervisor and/or administration of the **COOPERATING AGENCY**.
3. That the Faculty member(s) of the **COLLEGE** program shall be responsible for determining desired learning experiences and for evaluation of students.
4. To accept the enrolled students without discrimination as to race, color, creed, sex, marital status, age, national origin, or qualified handicap.
5. To contribute toward promoting a positive atmosphere and one which is conducive to learning.
6. To observe the following student personnel policies:
 - a. Students shall be required to wear the adopted **COLLEGE** student uniform, or dress appropriate to the assigned agency as determined by faculty and agency personnel.
 - b. Students shall be responsible for providing and maintaining their own uniforms, including laundering.
 - c. Men and women students shall be permitted to use the rest rooms and dressing rooms.

(continued)

- d. Students may be permitted to eat in the dining facilities (if available) and purchase food at the regular rates. The **COOPERATING AGENCY** is not expected to provide meals for students.
- e. **COLLEGE** policy requires that department or service of the **COOPERATING AGENCY** will be notified of student absences as early as possible prior to the scheduled clinical experience period.
- f. Absences other than for illness shall be granted only by the supervising Faculty member(s) of the **COLLEGE'S** program.
- g. The student shall be responsible for providing his/her own transportation.

C. The **COLLEGE** and the **COOPERATING AGENCY** agree:

1. That the **COOPERATING AGENCY** retains responsibility for all patient/client care and their PHI.
2. To review this Agreement annually.
3. That if either party wishes to withdraw from this Agreement, the party shall give at least 60 days notice prior to action. The students enrolled in several clinical services shall be given an opportunity to complete the full program in those services.

This agreement shall remain effective indefinitely or at such time as it becomes necessary for either party to revise or terminate. This agreement becomes effective on 8/31/2011.

Approved for the **COLLEGE**

Approved for the **COOPERATING AGENCY**:

Nancy Kramer
 Nancy Kramer,
 EdD, CPNP, ARNP, CNE, & Professor
 Vice Chancellor of Academic Affairs, Allen College

 Administrator

COPY

8/31/2011

Date

 Date

Please provide the information requested below where applicable.

Director of Nursing _____

Accreditation/approval JCAHO (date) _____

IA Dept of Inspection & Appeals (date) _____

Other (date) _____

Please sign and return:

Allen College
 Attention: Katie Dulin
 1825 Logan Ave.
 Waterloo, IA 50703
 Phone: 319-226-2018
 Fax: 319-226-2070

ADDENDUM TO CONTRACT

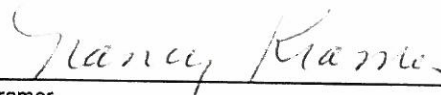
BETWEEN:

ALLEN COLLEGE

AND

Independence Community Schools

UNIT	DAYS/TIMES	STUDENTS	COURSE	INSTRUCTOR
Independence Community Schools Administrator: Jean Peterson Phone: 3193347400	Effective 8/31/2011 Hours, dates and times as arranged	Nursing Students	NU 450: NU 450: Nursing Care of Community as a Client	Mary Brown Phone: 3192262035


Nancy Kramer,
EdD, CPNP, ARNP, CNE, & Professor
Vice Chancellor of Academic Affairs, Allen College

Administrator

 **COPY**

8/31/2011
Date

Date

Please sign and return:

Allen College
Attention: Katie Dulin
1825 Logan Ave.
Waterloo, IA 50703
Phone: 319-226-2018
Fax: 319-226-2070

THE POWER OF FOCUS

66TH ANNUAL CONVENTION
IOWA ASSOCIATION OF SCHOOL BOARDS

Powerful Keynote Addresses

New and Expanded Pre-Convention Offerings

Relevant Education Sessions

Organized Networking Opportunities

Dynamic and Inspirational Learning

Vital Information and Dialogue

Timely Trends and Issues

Vibrant Exhibit Hall

Showcased Student Art and Entertainment

Schedule of Events November 16-17, 2011

Pre-Convention Events
Wednesday, Nov. 16

Convention
Thursday, Nov. 17

Hy-Vee Hall/Iowa Events Center
730 Third Street
Downtown Des Moines



*Be your best
on the board.
The stakes are high.*



Iowa Association
of School Boards
www.ia-sb.org

Pre-Convention Activities [I] Wednesday, November 16

You spoke; we listened! Members asked for expanded Pre-Convention programming to meet the diverse learning needs of our newest-to-most-experienced board members. So, check out this year's line-up that includes several new events designed to engage you in dynamic learning and give you the tools to help you *be the best on your board*.

Orientation to Board Governance: Foundations of Effective Board Service 8:30-11:30 a.m.

This dynamic program covers the nuts and bolts of boardmanship for new board members and provides a comprehensive review for experienced board members. Attending the workshop as a board team, along with your administrator, provides an opportunity for team building and networking through this shared experience. Light snacks included.

Facilitator: Mary Jane Vens, IASB Board Development Director

Cost: Members - \$50; Non-members - \$75

School Finance Boot Camp – Expanded again!

Introducing an advanced level of a Pre-Convention favorite! This year we are offering three levels of our School Finance Boot Camp. Select the best choice for you. A buffet lunch from 11:30 a.m.-1 p.m. is included in the registration fee.

Cost: Members - \$85; Non-members - \$128

School Finance 101 – Basic 1-3:30 p.m.

An introduction and overview of basic school finance concepts and terminology. This session will introduce budgeting and funding components in relation to your role as a board member.

*Facilitator: Robert Longmuir, retired superintendent,
Clarksville Community School District*

School Finance 201 – Intermediate 9-11:30 a.m.

Understanding key components and measures such as authorized budget, unspent balance and trends using real-world data will help you meet the challenges your district may face.

*Facilitator: Gary Sinclair, former superintendent,
Dallas Center-Grimes Community School District*

New!

School Finance 301 – Advanced 9-11:30 a.m.

This session provides more in-depth analysis of financial oversight and budget planning processes. Receive key information relating to budget strategies and newly-released IASB communication and financial planning tools to maximize your district's resources, priorities and needs.

*Facilitators: Jackie Black, IASB Education Finance Director and
Galen Howsare, IASB Chief Financial Officer*

Early Bird Workshops – Two powerful offerings this year!

New!

A second early bird workshop enhances our afternoon line-up! Our invited presenters bring expertise in leading and supporting both large, urban districts and smaller, rural districts. Select the session that best fits your needs. A buffet lunch from 11:30-1 p.m. is included in the registration fee.

Cost: Members - \$85; Non-members - \$128

Long-Term Student Achievement: 1-4 p.m. Board/Superintendent Teams Do Have an Impact

Bring your whole team to hear two nationally recognized speakers who had extensive influence on the dramatic gains in literacy, graduation rate and increased achievement levels of students in their urban districts.

Facilitators: Sam Stringfield, Distinguished Professor, Univ. of Louisville and former Baltimore, MD, school board member; and Tom Shelton, superintendent of Fayette County Public Schools in Kentucky and 2009 Tech-Savvy Superintendent of the Year

Accountability Matters: Twenty Questions School Board Members Should Be Asking 1-4 p.m.

No one gets school board members fired up better than Charlie Trainor, an internal auditor and former school board member who can tell you what questions you need to be asking your district administration in a manner that promotes collaboration.

Facilitator: Charlie Trainor, President of Management Audit Consultants, Inc., national presenter, certified internal auditor and former school board member

IASB Delegate Assembly 1 p.m. to adjournment

Make your voice heard! The Delegate Assembly will discuss education issues and set the 2012 Legislative Action Priorities, Beliefs and Resolutions. Nominations for seats on the IASB Board of Directors will be generated at caucuses during the Wednesday afternoon break.

Vendors' Reception

New!

4-6 p.m.

Before you go out to dinner with your board team, come to the Vendors' Reception for some networking time and relaxing fun while you check out more than 140 vendors with goods and services your district might need. Enjoy games and entertainment, free giveaways and delicious refreshments.

Convention Highlights [] Thursday, November 17

Registration and Exhibits open at 7:30 a.m.
Continental breakfast in Exhibit Hall until 8:15 a.m. Refreshments available all day.

Opening General Session 8:15-9:30 a.m.

Featured Speaker - Doug Reeves



School Boards Matter: How Policy Influences Leadership, Teaching and Student Achievement

Doug Reeves got rave reviews from his presentation to administrators at the Aug. SAI conference.

He has more in store for superintendent/board member teams in November as he emphasizes the *power of focus* on systemic improvement in Iowa schools. He will address the role of the board in the following areas:

- ♦ Focusing Board and Leadership Priorities
- ♦ Superintendent Assessment and Feedback
- ♦ System-Level Accountability
- ♦ Assessing Effective Implementation

This is one opportunity you will NOT want to miss!

Second General Session Noon-1 p.m.

Sit-down lunch included in registration cost

Featured Speaker - Jamie Vollmer



Welcome to The Great Conversation: Increasing Public Support for Iowa's Public Schools

Building on the themes presented in his book, *Schools Cannot Do It Alone*, Jamie makes the case that this is public education's most hopeful time. He acknowledges the threats arising from

multiplying mandates, shifting demographics, media hype and a changing economy, but he demonstrates how all districts can marshal the tremendous resources at their disposal to initiate a conversation that produces the *Four Prerequisites of Progress*: community understanding, trust, permission and support. This presentation includes a discussion of "Nostesia," the mental affliction that prevents Americans from appreciating the progress made by their local schools.

Closing General Session 3:30-4:30 p.m.

Featured Speakers - Iowa Governor Terry Branstad and Education Director Jason Glass

Working Toward a World-Class Education

The Governor and Director Glass will recap their busy year and lay out the expectations for the education plan to go before the legislature next January. It will be revolutionary - and you all will want to be in on the ground floor of information.

Education Sessions

Choose from these and other relevant, 45-minute education sessions. These breakouts address timely concerns impacting K-12, community college and AEA board members.

- ♦ Informal Q & A with Doug Reeves
- ♦ An Interactive Workshop with Jamie Vollmer
- ♦ Board Team Leadership to Improve Student Learning
- ♦ Technology and Innovation
- ♦ Improving Success in High School
- ♦ Collective Bargaining & Negotiations
- ♦ State Budget Outlook
- ♦ Financial Oversight & Accountability
- ♦ Budgeting During Tight Economic Times
- ♦ Designing Facilities to Support 21st Century Learning
- ♦ Board/Superintendent Relations: Building Strong Teams
- ♦ Superintendent Search & Hiring - Lessons Learned
- ♦ Communicating with the Public in Difficult Times
- ♦ Open Meetings and Public Records
- ♦ Sharing a Superintendent - Lessons and Tips
- ♦ Community Engagement - Key Communication Tips
- ...and many more!

Networking Sessions

New!

11-11:45 a.m. and 1:15-2:15 p.m.

Members say that networking is a key benefit to attending Convention, so we've created a time and place for members to network on "hot button" topics and issues. In a grassroots effort, specific networking topics will be determined by members in the coming months. Stay tuned to see how you can help set the vital network topics at your annual Convention!

Exhibit Hall and Refreshments

7:30 a.m.-2 p.m.

Spend time in the Exhibit Hall visiting vendors and enjoying wonderful refreshments throughout the day. Our exhibitors play a significant role in making our annual Convention possible, so please stop by to say hello and see what they have to offer your district.

Be sure to stop by the IASB and ISJIT booths to meet the staff, pick up your free bag before you visit all the vendor booths, and see what materials might be helpful to you as you navigate the issues at your board table. You might also be treated to one of our warm chocolate chip cookies!



Iowa Association of School Boards
6000 Grand Avenue, Des Moines, IA 50312-1417

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Jean Peterson
Independence Community Schools
1207 1ST ST W
INDEPENDENCE IA 50644-2375

2011 IASB CONVENTION FACTS

This November, you can join more than 1,000 school, community college and AEA board members, administrators and other education leaders in Des Moines for an abundance of learning opportunities. Whether you are a new board member or a veteran, from a small district or urban, changing expectations, policies and financial outlooks unite us in the need to find the best, most creative and most efficient ways to ensure the success of Iowa students in the classroom and beyond. Mark your calendar now!

LOCATION: Hy-Vee Hall, 730 Third St., Des Moines. All IASB activities are under one roof in the event space at Hy-Vee Hall, part of the Iowa Events Center Complex. The 2010 Best of Des Moines/Business Record named the Iowa Events Center the "Best Place for a Business Conference."

COST: Members, \$150/person; non-members, \$225/person. Cost includes continental breakfast and other refreshments served throughout the day, all Thursday programs, exhibit hall admission and full sit-down lunch. **PLEASE NOTE:** No-shows and cancellations received after Wed., Nov. 9, will be charged a \$50 cancellation fee. For members' spouses and guests, registration is complementary and pre-registration is not necessary; Lunch for spouses or guests is \$25 and must be pre-ordered.

LODGING: IASB has reserved blocks of rooms for Nov. 15-17 at area hotels. Rooms must be reserved by Fri., Oct. 15. More details are available on the IASB website at www.ia-sb.org/convention.

REGISTRATION: Register at www.ia-sb.org/convention for any or all events or call Missy Johnson at 1-800-795-4272 x 268.

THE POWER OF
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66TH ANNUAL CONVENTION
IOWA ASSOCIATION OF SCHOOL BOARDS



DATE: August 18, 2011

TO: Superintendents and Presidents of the Board of Education of schools located within AEA 267 Director District #7 (Dunkerton, East Buchanan, Independence, Jesup, Union and Waterloo)

FROM: Dr. Roark Horn, AEA 267 Chief Administrator

RE: Election of Director District #7 Representative to the AEA 267 Board of Directors

This is to officially notify you that one individual has filed a "Statement of Candidacy" form for election to be the representative for Director District #3 on the AEA 267 Board of Directors.

Enclosed is a copy of the **Statement of Candidacy** form completed by Bernice Richard, a resident of the Waterloo Community School District, who is currently serving as the representative to Director District #7. Board terms are for four years, beginning with the first regular meeting in October, 2011.

Please complete the enclosed **Ballot** which needs to be returned to Kerri Wilson, AEA 267 Board Secretary, by September 30, 2011 in the stamped, addressed envelope provided for your convenience.

If you have any questions, please contact me at (319)273-8201.

Enclosures (3)



Bernice Richard, Director District 7
 533 Warren Drive - Waterloo, IA 50703
 Ph. 319-233-2178 - bernice50703@yahoo.com

Districts represented: Union, Dunkerton, East Buchanan, Independence, Jesup, and Waterloo

Year Term Expires: 2011

Bernice is a retired educator who has served on the AEA board since 2006.

Our Promise to our Educational Partners:
We provide educational leadership, services, and support to the children, families, and educators we serve to build their capacity to positively impact and increase student achievement.

STATEMENT OF CANDIDACY

For Election to
Area Education Agency 267 Board of Directors

In the matter of the proposed candidacy for election as a director of Director
District Number 7 of the Area Education Agency 267 Board of Directors.

I, Bernice Richard, 535 Warren Drive, Waterloo IA 50703
(Name) (Address)

am an elector and resident of the Waterloo Community School District
(Name of School District)

and an elector and resident of Director District Number 7.

First sworn, deposed and say:

that I am a duly qualified candidate for director of Director District Number 7
of the Area Education Agency 267 Board of Directors.

Bernice Richard
(Signature)

Subscribed and sworn to before me this 6 day of July, 20 11.



Kerri Wilson
(Notary Public)

Black Hawk County
State of Iowa

*This form is "prescribed by the Department of Education" pursuant to Section 273.8(2).

BALLOT

For Area Education Agency
Board of Directors Election

Area Education Agency 267

Director District # 7


Candidate for Election:

**Bernice Richard, elector and resident of
Waterloo Community School District**

I, _____, being a member of the Board of
(Name)

Education and being duly authorized by the Independence Community
(Local School district)

School Board of Education, hereby cast the weighted vote of that Board for


_____ as director of District Number #7
(Candidate's Name)

for the Area Education Agency 267 Board of Directors.

Date: _____, 20 ____

Weighted Vote: 19.46%

A school district's weighted vote must be cast for one (1) candidate, and may not be divided among several candidates.

School Improvement Advisory Committee Membership for 2011-2012

K-2

Donalyn Pogue-K teacher 07-08
Brandi Davis-K teacher 09-10

3-6

Kay Reidy- 4th teacher 09-10
Kelsie Wittrock- 4th teacher 09-10

7-8

Lori Dietzenbach-8th special education 08-09
Tracy Curtis-8th math 09-10

9-12

Tracy Steger-JSH language arts 07-08
Bret Adams-guidance counselor 06-07
Judy Olsen-media specialist 10-11
Stephanie Yonkovic-special education 10-11

Classified

Terri Janaszak-para educator 11-12

Board of Education (to be determined)

Community

Kathryn Jensen 09-10
Amy McGraw-parent 07-08
Ann McMillan-parent and business owner 09-10
Tammy Rassmussen-Chamber of Commerce 10-11
Jennifer Eddy-parent 10-11
Kevin Jimmerson-parent 10-11
Margaret Wood-parent 10-11
Mike McGill-community 11-12

Students

Michaela Geertsema
Cara Miller

AEA

Jeff Struck

Administration

Jean Petersen-Superintendent
Jennifer Sornson-JSH Principal
Rob Arnold-JSH Assistant Principal/Activities Director
Sandy Merritt-West Principal/Director of Curriculum and School Improvement
Mary Jean Blaisdell-East and Early Childhood Principal
Steve Noyes-Technology Director

**ORGANIZATION RESOLUTION AND AGREEMENT
FOR CREDIT CARD PROGRAM**

Lynnette Engel, who is the undersigned Recordkeeper for Independence
Community School District, (the "Organization"), a (type of entity) organized under the laws of
Iowa (state), does hereby certify:

1. That he/she is the Secretary or Assistant Secretary, or an officer, partner, owner, principal, manager, member or other person having lawful custody of the official records of the above Organization (the "Recordkeeper") and is authorized to provide this document to UMB Bank, n.a. ("Bank").
2. That at a meeting of the governing body of the Organization duly held on 9/19/2011 (date) and at which a quorum was present and acting throughout, or pursuant to the unanimous written consent of its members, the following Resolution and Agreement was duly adopted and approved and is currently in full force and effect, and has not been amended or rescinded: RESOLVED, that a credit card authority for this Organization be established by the Designated Officer named in the section immediately below with UMB Bank, n.a., and that separate accounts and credit cards ("Cards") under said authority be opened and issued by Bank in the name of this Organization for use by employees and agents of this Organization who are identified from time to time by the Designated Officer, or by any successor to the Designated Officer identified from time to time by the Recordkeeper (or by the successor to the Recordkeeper), and that the Organization authorizes the use of the Cards in accordance with the Cardholder Agreement that is sent by Bank with the Cards; and

RESOLVED FURTHER, that Lynnette Engel is the Designated Officer referred to in the above section of this Resolution, and that the Designated Officer or any successor to the Designate Officer designated in writing by the Recordkeeper (or by a successor Recordkeeper) may from time to time: request that Cards be issued in the name of this Organization; request that the credit limits and purchase controls be changed on existing Cards issued in the name of this Organization; designate additional persons authorized to use Cards issued by Bank in the name of this Organization; request termination of use of existing Cards; and communicate other pertinent information to Bank; and

RESOLVED FURTHER, that the forgoing resolution shall remain in full force and effect until written notice of an amendment or rescission thereof is delivered to and received for by Bank; and

RESOLVED FURTHER, that the Recordkeeper be and he/she is hereby authorized and directed to certify to Bank this resolution and that the Recordkeeper signing this Resolution and Agreement or any person designated in writing by the Recordkeeper, is authorized to certify to the Bank the names and signatures of persons authorized to act on behalf of the Organization under the foregoing Resolution and Agreement, and from time to time hereafter, as additions to or changes in the identity of said Recordkeeper are made, such Recordkeeper or designee shall immediately report, furnish and certify such changes to the Bank, and shall submit to Bank a new incumbency certificate or other document reflecting such changes in order to make such changes effective; and

RESOLVED FURTHER, that the foregoing resolution was adopted in accordance with the governing documents of the Organization, and that such resolution is now in full force and effect.

IN WITNESS WHEREOF, the undersigned Recordkeeper has subscribed his or her name and, if appropriate or required, applied the seal of the Organization to this Resolution and Agreement as of this ____ day of ____, ____.

RECORDKEEPER

Signature by Secretary, Assistant Secretary or other
Person certifying to this Resolution and Agreement

ADDITIONAL OFFICER

Signature by Second Person, certifying to
incumbency of Recordkeeper

Signature _____

Name:

Title:

Signature _____

Name:

Title:

Affix Seal, if required by Organization's governing documents.

Independence Community School District
Independence, Iowa

Resolution Naming Depositories

WHEREAS, the District must name depositories to be custodians of its funds.

BE IT RESOLVED BY THE BOARD OF EDUCATION of the Independence Community School District that the District does hereby designate the following banks to be depositories for the Independence Community School District funds not to exceed the amounts named opposite each designated depository as follows:

Bank Iowa, Independence, Iowa	\$30,000,000
Security State Bank, Independence, Iowa	\$30,000,000

BE IT FURTHER RESOLVED that the Superintendent and his/her designee will have access to these accounts.

BE IT RESOLVED that this Resolution is passed by the Independence Community School District board of Education, Independence, Iowa, this 19th day of September 2011.

President, Board of Education

Independence Community School District
Independence, Iowa

Resolution to Pay Bills When the Board is not in Session

BE IT RESOLVED BY THE BOARD OF EDUCATION of the Independence Community School District that the District does hereby agree to follow School Board Policy #705.4 stating that the board authorizes the board secretary, upon approval of the superintendent to issue payment for verified bills when the board is not in session. The board secretary will examine the claims and verify bills. The Board will approve payment for the bills at the board's regular meeting.

BE IT RESOLVED that this Resolution is passed by the Independence Community School District board of Education, Independence, Iowa, this 19th day of September 2011.

President, Board of Education

Independence Community School District
Independence, Iowa

Resolution to Issue Payroll

BE IT RESOLVED BY THE BOARD OF EDUCATION of the Independence Community School District that the District does hereby agree to follow School Board policy #706.1 stating that it shall be the responsibility of the secretary to issue payroll to employees in compliance with this policy.

BE IT RESOLVED that this Resolution is passed by the Independence Community School District board of Education, Independence, Iowa, this 19th day of September 2011.

President, Board of Education

Independence Community School District
Independence, Iowa

Resolution to Authorize the Use of a Check Protector and Signer and the
Proper Control of the Signer

BE IT RESOLVED BY THE BOARD OF EDUCATION of the Independence Community School District that the District does hereby agree to follow School Board policy #705.4 stating that the Board President and Board Secretary may sign warrants by use of a signature plate or rubber stamp. If the Board President is unavailable to personally sign warrants, the Vice President may sign warrants on behalf of the President.

BE IT RESOLVED that this Resolution is passed by the Independence Community School District board of Education, Independence, Iowa, this 19th day of September 2011.

President, Board of Education