



Independence Community School District

1207 1st Street West
Independence, Iowa 50644

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Russell Reiter, Superintendent

Erin Burmeister, Director of School Improvement

Lori Flaherty, Human Resources Director

Laura J. Morine, Director of Finance/Board Secretary

Stephen Noyes, Director of Technology

March 18, 2022

To: All School Board Members

Kim Hansen – DD #3 ‘23

Charlie McCardle – DD #3 ‘25

From: Russell Reiter, Superintendent

Eric B. Smith – DD #2 ‘23

Gina Trimble – At Large ‘25

Brad Bleichner – DD #1 ‘23

Re: Working agenda for the regular meeting on **Monday, March 21, 2022** beginning at **6:00 p.m.**
at the **School Administration Office, 1207 1st Street West**, Independence, IA

1. PLEDGE OF ALLEGIANCE

A. Call to Order

2. APPROVAL OF AGENDA

3. CONSIDERATION OF ACTION ON CONSENT ITEMS

A. Approval of the minutes of the public hearing and regular meeting on February 21, 2022, the public meetings on February 24, 2022, the work session and special meeting on March 7, 2022, and the public meetings on March 14, 2022.

B. Approval of Board Policies (*changes noted)

Second Readings:

	POLICY #	POLICY NAME
1.	403.8, 403.8R1, 403.8R2, 403.8E1, 403.8E2, and 403.8E3 (Rescinded)	Employee Vaccination/Testing for COVID-19, Employee Vaccination/Testing for COVID-19 Regulation, Required Notices to Employees, Employee Personal Attestation of Vaccination Status, Medical Accommodation Request Form, and Religious Accommodation Request Form
2.	400*	Role of and Guiding Principles for Employees
3.	400.1*	Employee Procedures and Benefits Manual
4.	401.1*	Employee Orientation
5.	401.2	Equal Employment Opportunity
6.	401.3*	Employee Conflict of Interest
7.	401.4*	Nepotism
8.	401.5 and 401.5E1	Employee Complaints and Employee Complaint Form (Reviewed and Revised 01/17/2022)
9.	401.6* and 401.6R1*	Employee Records and Employee Records Regulation
10.	401.7*	Employee Relations to the Administration and to the Board
11.	401.8	Employee Involvement in Decision Making
12.	401.9	Use of School District Facilities & Equipment by Employees
13.	401.10	Use of School District Materials for Internal Communications
14.	401.11*	Limitations to Employment References
15.	401.12*	Travel for the Board of Education, Administrators and Employees
16.	401.13*	Employee Activity Passes
17.	401.14*	Recognition for Service of Employees
18.	401.15*	Employee Political Activity
19.	401.16*	Credit Cards
20.	401.17	Internet Acceptable Use Policy for Staff
21.	401.18	Email Acceptable Use Policy for Staff
22.	401.19	Meeting Expenses
23.	401.20	Employee Expression (Policy Adopted 09/20/2021)

First Readings:

	POLICY #	POLICY NAME
1.	402.1*	Release of Credit Information
2.	402.2* and 402.2R1	Child Abuse Reporting and Child Abuse Reporting Regulation
3.	402.3, 402.3E1, 402.3E2, and 402.3R1*	Abuse of Students by School District Employees, Abuse of Students by School District Employees Complaint of Injury to or Abuse of a Student by a School District Employee, Abuse of Students by School District Employees Report of Level I Investigation, and Abuse of Students by School District Employees Regulation
4.	402.4*	Gifts to Employees
5.	402.6*	Employee Relations to the Public
6.	402.7*	Employee Outside Employment
7.	402.8*	Employee Telephone Calls
8.	402.9*	Solicitations from Outside
9.	402.10	District Landline and Cellular Telephone Usage

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Charles Bare	JSH .5 FTE National Honor Society Sponsor	End of 2021-2022 School Year
Tina Daniels	JSH 8.0 hr Night Custodian	03/09/2022
Linda Hanna	East Elem 2.25 hr Cook/FS Worker	End of 2021-2022 School Year
Karen Hoaglan	East Elem 5.5 hr Special Ed Para	End of 2021-2022 School Year
Trish O'Loughlin	JSH .5 FTE National Honor Society Sponsor	End of 2021-2022 School Year
Tammy Silberstein	East Elem 7.0 hr Regular Ed Para	End of 2021-2022 School Year

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Jami Crawford	East Elem Full-Time Substitute Teacher	East Elem 2nd Grade Teacher	\$41,361*	08/17/2022
Scott Kleve	.5 FTE Assist Softball #'s Coach	Assist Softball Coach	\$2,930	05/02/2022

*Pending 2022-2023 Negotiations

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

NAME	ASSIGNMENT	SALARY	DATE
Tina Daniels	JSH 8.0 hr Night Custodian	\$13.15/hr plus \$224 pro-rated night stipend	03/07/2022
Kerry Northrop	JSH Family & Consumer Science Teacher	\$48,685*	08/17/2022
Kerry Northrop	JSH .5 FTE FCCLA (Family, Career and Community Leaders of America) Sponsor	\$818*	08/17/2022
Michaela Schuler	JSH 7.5 hr In-School Suspension Monitor	\$11.85/hr	03/08/2022

*Pending 2022-2023 Negotiations

F. Approval of Financial Reports

1. Bills – Director Hansen will have reviewed the bills – McCardle will review in April
2. Budget Report

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public. Residents of the District, students attending the District, parents/guardians of students attending the District, and District staff members may address the Board about any topic relevant to the District whether on the current agenda or not. Those who wish to speak must sign up at the beginning of the meeting. Speaker's participation is limited to three minutes once per board meeting. The Board President may need to reduce the three-minute time limit to accommodate more speakers in the 20 minutes allotted for the public forum. The Board President may modify this time limit, if deemed appropriate or necessary to allow all speakers up to three-minutes. The views and opinions of citizens addressing the Board do not necessarily reflect those of the Board, District administration, or staff. We ask speakers to remember that Iowa law prohibits the Board from discussing specific employees or students or their performance. Student speakers will state their name and school. Others will state their name and address. NOTICE: This communication and any response to it may constitute a public record, and therefore, may be available upon request under Iowa public records law, Iowa Code Chapter 22.

B. Comments from the Board/Superintendent

5. REPORTS

A. Building Administrator Reports

1. Junior-Senior High School Principal
2. Junior-Senior High School Assistant Principal
3. West Elementary Principal
4. East Elementary/Early Childhood Center Principal

B. District Director Reports

1. Activities Director Report
2. Director of School Improvement Report
3. Director of Technology Report
4. Director of Food Service Report
5. Director of Buildings & Grounds Report
6. Director of Transportation Report

6. OLD BUSINESS

A. Review East/West Elementary Construction Project

B. Update from the Junior/Senior High School Grading Coalition

7. NEW BUSINESS

A. Consider Approval of the AEA Purchasing Agreement for 2022-2023

B. Consider Approval of the Cooperative Agreement by and between University of Northern Iowa and Cooperating Educational Agencies for the 2022-2023 Academic Year

C. Consider Approval of the Agreement for Teacher Education Clinical Experience Placements between Independence Community School District and Morningside University for the 2022-2023 Academic Year

D. Consider Approval of the Amendment of the Independence Educational Support Personnel (IESP) Contract for 2022-2023 Fiscal Year

E. Consider Approval to Purchase a Main Street Banner for Independence's 175th Birthday

F. Discussion on Weighted Grading

8. ADJOURNMENT

EXEMPT SESSION

Negotiations Strategy Session

UPCOMING MEETINGS:

Monday, April 11th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

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

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

Monday, July 18th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, August 15th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

Monday, September 19th Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

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

Monday, November 21st Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence