

Red Oak Community School District

2011 North 8th Street

Red Oak, Iowa 51566

712.623.6600

www.redoakschooldistrict.com

Special Board of Directors Meeting

Meeting Location: Sue Wagaman Board Room
Red Oak CSD Administrative Center
The Technology Building, Red Oak High School Campus

Thursday, April 9, 2015 – 7:00 pm

- Agenda -

- 1.0 Call to Order – Board of Directors President Lee Fellers
- 2.0 Roll Call – Board of Directors Assistant Secretary Karla Wood
- 3.0 Approval of the Agenda – President Lee Fellers
- 4.0 Communications
- 5.0 Consent Agenda - none
- 6.0 General Business for the Board of Directors
 - 6.1 Old Business – none
 - 6.2 New Business
 - 6.2.1 Teacher Leadership Program Position Recommendations – 1-2
Presented by Supt. Terry Schmidt and Teacher Leader Coordinator John Gambbs
 - 6.2.2 Recommendation and Probable Action for the Employment of a Secondary Mathematics Instructor – High School Principal Jeff Spotts and Terry Schmidt 3,5-15
 - 6.2.3 Recommendation and Probable Action for the Employment of a Head Softball Coach for 2015 and Assistant Baseball Coach for 2015 – Director of Activities Barry Bower 3,16-25
 - 6.2.4 Personnel Resignation and Probable Action to Approve: Jeff Godbout, Maintenance, 2nd Shift 3-4, 26
 - 6.2.5 Recommendation and Probable Action for the Employment of a Maintenance Staff Member 4, 27-34

Red Oak Community School District Board of Directors Special Meeting
4.9.2015

6.2.6 Planning Update for the Tiger Vision Community Meeting of April 15, 7 pm and
the School Budget Hearing for April 13, 6:15 pm – by Terry Schmidt 35

7.0 Reports

7.1 Administrative Communication

8.0 Next Board of Directors Meeting: Monday, April 13, 2015 – 6:00 pm
6:05 pm Public Hearing for the 2015 – 2016 Calendar
6:15 pm School Budget for 2015 – 2016
Location: Red Oak High School Cafeteria

9.0 Adjournment

Special Note: Following the adjournment of the regular board of directors meeting, the board will meet in an exempt session to discuss negotiations strategy for upcoming contract discussions with our support and teacher units per Iowa Code section 20.17(3).

Item 6.2.1 Teacher Leadership Program Position Recommendations – Presented by
Supt. Terry Schmidt and Teacher Leader Coordinator John Gambs

Background Information: The Teacher Leadership Interview Team completed its work on March 26 through a marathon day of interviews for numerous TL assignments. Present tonight is Teacher Leader Coordinator John Gambs (perhaps other interview team members are present, too) to review the following:

Teacher Leadership Program Position Titles and Roster

Model Teachers (11)

1. Angela Montgomery, grade four
2. Curt Adams, middle level art
3. Hayley Perkins, middle level social studies
4. Jason Uhl, high school art
5. Rebecca Sterbick, grade two
6. Mary Carlson, middle level science

Student Instruction: 100%

Teacher Leader Duties/Stipend: 2 Additional Contract Days/\$1000

Mentor Teacher (2, shared district-wide)

7. Deb Blomstedt, pre K – 12

Student Instruction: 75%

Teacher Leader Duties/Stipend: 25% with 4 Additional Contract Days/\$2000

Instructional Coach (4, 2 per elementary/2 per secondary)

8. Janelle Erickson, grades 6 to 12
9. Trish Fellers, grades pre K to 5
10. SueAnn Crouse, grades pre K to 5
11. Leanne Fluckey, grades 6 to 12

Student Instruction: 50%

Teacher Leader Duties/Stipend: 50% with 4 Additional Contract Days/\$2000

Technology Coach (2, 1 each elementary/secondary)

12. Dan Black, grades pre K – 5
13. Tiegen Podliska, grades 6 – 12

Student Instruction: 75%

Teacher Leader Duties/Stipend: 25% with 4 Additional Contract Days/\$2000

Lead Teacher (4, 2 elementary: 1 math/1 reading, 2 secondary: 1 math/1 reading)

14. Tracy Vannausdle, reading grades 6 – 12
15. Dan Pollock, mathematics grades 5 – 12
16. Jewell Moore, reading grades pre K – 5
17. Melinda Smits, mathematics grades pre K – 4

Student Instruction: 75%

Teacher Leader Duties/Stipend: 25% with 4 Additional Contract Days/\$2000

Items 6.2.1 – continued

Teacher Leader Coordinator (1)

18. John Gambs – confirmed on 3.23.2015

Student Instruction: 50%

Teacher Leader Duties/Stipend: 50% with 4 Additional Contract Days/\$2000

Suggested Board Action: It is recommended the Board of Directors approve Teacher Leadership Program positions as presented for the 2015 – 2016 contract year with funding provided by the Teacher Leadership and Compensation Grant.

Items:

6.2.2 Recommendation and Probable Action for the Employment of a Secondary Mathematics Instructor – High School Principal Jeff Spotts and Terry Schmidt

Background Information: Enclosed this evening is background information for Mr. Brandon Jensen of Garden City, Kansas. Interviews for mathematics candidates recently were completed. The interview team for this position included High School Principal Jeff Spotts, Mathematics Instructor Darrell Berry, and Supt. Terry Schmidt. There is a formal recommendation to employ Mr. Jensen but this cannot receive board action until the required background check is completed from *One Source* in partnership with the Iowa Association of School Boards. This evening either Jeff Spotts or Terry Schmidt will complete this candidate review and offer insight to changes in the mathematics department for the next contract year.

Suggested Board Action: (will be provided on Monday, April 13)

6.2.3 Recommendation and Probable Action for the Employment of a Head Softball Coach for 2015 and Assistant Baseball Coach for 2015 – Director of Activities Barry Bower

Background Information: This evening Director of Activities Barry Bower (if available) or Principal Jeff Spotts will review the interview process and selection strategy for the head girls' softball program. Enclosed is application material for Mr. Tristin Johnson of Red Oak.

At publication time the required background check is not completed from *One Source* in partnership with the Iowa Association of School Boards. This may or may not be ready this evening. Final consideration could be scheduled for Monday, April 13.

Director of Activities Barry Bower needs to fill an assistant baseball coach for the summer program directed by Head Coach Mark Erickson. Enclosed is a recommendation for Nick Crouse to fill this position. Nick is currently a fulltime instructor of physical education for the school district.

Suggested Board Action: (to be provided if available for Tristin Johnson). It is recommended the Directors approve a supplemental contract for Nick Crouse, assistant baseball coach.

6.2.4 Personnel Resignation and Probable Action to Approve: Jeff Godbout, Maintenance, 2nd Shift

Item 6.2.4 – continued

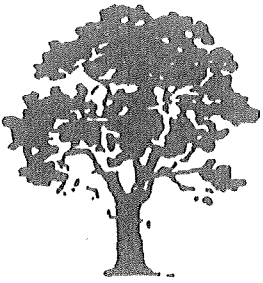
Background Information: Jeff Godbout has accepted a job offer from a company in Red Oak. His resignation is effective upon acceptance by the Board of Directors. Enclosed is his letter.

Suggested Board Action: It is recommended the Board of Directors accept the letter of resignation from Jeff Godbout.

6.2.5 Recommendation and Probable Action for the Employment of a Maintenance Staff Member

Background Information: Maintenance Director Carlos Guerra has determined the timing of Mr. Godbout's resignation with the current needs of the school district could fit nicely with a part-time worker. Enclosed is a recommendation to reemploy Mrs. Monica Murcek to work 16 hours per week at Red Oak High School on the second shift. This employment would become effective immediately.

Suggested Board Action: It is recommended the Directors approve an employment contract for Monica Murcek effective immediately to be compensated at the wage of \$9.76 per hour.



Red Oak Community School District
 2011 N. 8th Street
 Red Oak, Iowa 51566
 (712) 623-6600
www.redoakschooldistrict.com

4.8.2015

To: Board of Directors
 From: Jeff Spotts: High School Principal
 Subject: Teaching Recommendation

It is recommended that Brandon Jansen be hired as high school mathematics instructor for the 2015 – 2016 school year. Mr. Jansen has currently been teaching mathematics in Garden City, Kansas. Mr. Jansen has also been involved in extra-curricular activities as a football coach. Mr. Jansen has the energy to help build the overall math program at Red Oak. His ideas for teaching math has us excited about what he can bring to the students at Red Oak.

Sincerely,
 Jeff Spotts

**Red Oak Community School District
Staff selection Recommendations**

Date April 9, 2015

Building High School

Vacancy Math Teacher

* *The following information is needed for the Central Office. Please print*

Name Brawdon Jansen

Address _____

Certified:

Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
1	1	Class <u>BA</u> Step <u>1</u>	BA	34,230 14-15 Amount	On File <u>Pending</u>	Meets Filed for Temporary Permanent

If this is a coaching contract, this season runs from _____ to _____.

Classified:

Actual Years Experience	Years of Experience Granted	Classification Placement Level & Year	Hours Per Day	Hourly Rate	# of Days in Contract	Starting Date

[Signature]
Principal/Director Name

Please send form to Superintendent for Board Approval

Brandon Jansen

February 10, 2015

Karla Wood
Red Oak School District
2011 N 8th Street
Red Oak, IA 51566

Dear Karla Wood,

I am interested in applying for a Certified Secondary Mathematics Teacher position in the Red Oak School District. I am currently teaching my first year at Garden City High School in Garden City, Kansas. My wife and I are looking to move back closer to our family in Eastern Nebraska, with news of a baby on the way. After graduating from the University of Nebraska in 2014, I accepted my current position of Certified Mathematics Teacher at Garden City High School. I am currently teaching Geometry and Algebra 2.

It has brought me great joy, in my first year, to watch my students learn. I have used my strengths of strong rapport and engagement to benefit them. I observed my students thriving from the relationships that I have built with them this year. I have also worked with my mentor and many other teachers during our PLC time to address curriculum, school issues, and student concerns. I have created lesson plans and assessments for two classes and observed experienced teachers in their classrooms this year. Our district required one peer observation per semester; I made a goal to observe twice each semester. All this will help me transition into the second year of teaching smoothly.

My senior year of high school was when I truly transitioned from wanting a job that gave me an awesome wage, to wanting a job that I loved. I knew I loved being around kids after volunteering helping the youth program at my church. Once in my sophomore year at UNL, I delved into my passion for kids when I volunteered at Lincoln High helping students after school. My goal is to focus my passion for helping kids and aim it towards their understanding in my favorite subject; Mathematics. I will welcome any further contact with this district and hope to be working with you this upcoming school year.

Sincerely,

Brandon Jansen

Brandon Jansen

Education

Bachelor of Science in Education and Human Sciences
GPA : 3.3 on a 4.0 scale

Graduation Date: May, 2014
University of Nebraska-Lincoln

Endorsements: Mathematics

Praxis Status: Completed Praxis I

Certification: Local Substitute Teaching Certificate (Lincoln, NE)
Nebraska Initial Teaching Certificate
Kansas Exchange Teaching Certificate

Experience in Education

Certified Teacher, Garden City High School (USD 457), Garden City, KS
Geometry, Grade 10

August '14-May '15

- Taught 4 sections with 20 or more students per section
- Worked to create lessons structured on student led discussion to investigate and use geometric theorems
- Created Unit Projects allowing students to apply real-life situations to their knowledge of each unit's material

Algebra II, Grade 11

- Taught two sections with 20 students per section
- Worked with mentor to develop assessments, ACT prep materials, and manipulative materials to best fit and help our students

Comprehensive duties

- Working in Professional Learning Communities
- Collaborating on schedules and assessments for all courses
- Worked to provide evidence for a previously set student achievement goal
- Integrated Common Core Requirements into my lesson planning

Substitute Teaching, Lincoln Public Schools, Lincoln, NE

March-May 2014

- Experienced teaching from the substitute aspect
- Created lesson plans and notes for the days that I substituted as a student teacher

Student Teaching, Lincoln North Star High School, Lincoln, NE

January-May 2014

Differentiated Geometry, Grade 9

- Planned higher level thinking lessons, activities, and investigations for 26 advanced level students

Pre-College Math, Grade 12

- Focused the planning and teaching on Trigonometry with the Unit Circle

Pre-Calculus, Grades 11 & 12

- Taught 3 sections with an average of 25 students in each class with a wide range of a skills, including one student who was visually impaired
- Created, planned, and executed a unit on rational functions & exponential functions

Calculus, Grades 12

- Taught lessons and notes during a week period when my cooperating teacher was absent

Comprehensive Duties:

- Participated in Parent-Teacher Conferences
- Collaborated with other teachers during faculty meetings, including setting a rubric for tests

Practicum, Lincoln North Star High School, Lincoln, NE

August-December 2013

Pre-Calculus, Grades 11 & 12

- Observed and assisted in classroom teaching including grading of quizzes and tests

Off-Geometry, Grades 10, 11, &12

- Observed and assisted in classroom teaching of lower-level math students
- Developed a unit on Transformations using technology for each lesson, including Geogebra

Coaching Experience

Freshman Football Assistant Coach, Garden City High School, Garden City, KS July 2014-Present

- Coached 50 freshman football players helping each one get better physically and mentally, in preparation for Varsity level football
- Coached running-backs and defensive line, creating drills with varsity coaches

Volunteer Football Coach, Lincoln North Star, Lincoln, NE

August 2012–November 2013

- Coached a variety of positions on the Sophomore and Junior Varsity levels

Professional Skills

- Experience working with a multicultural population
- Basic Computer skills (Word, Excel, PowerPoint, Internet)

- Use of Ipad as source of instruction
- CPR and First-Aid Certification

Additional Experiences with Youth

Tutor, Lincoln High, Lincoln, NE

Fall Semester 2012

Church Youth Leader, Trinity Lutheran Church, Columbus, NE

Fall 2009 – Fall 2010

Reader, Columbus Elementary Schools, Columbus, NE

Fall 2008 - Fall 2010

RED OAK COMMUNITY SCHOOL DISTRICT
Teacher Application Form
 Red Oak Community School District
 2011 N 8th Street
 Red Oak, IA 51566

1. PERSONAL DATA

Name Brandon Michael Jansen	Home Phone
Address	Office Phone
City	State Zip

2. Position(s) for which you are applying:

Certified Teacher Secondary Mathematics

3. PROFESSIONAL PREPARATION

INSTITUTION	LOCATION	DEGREE & DATE	MAJOR	MINOR
University of Nebraska-Lincoln	Lincoln, NE	B.S.ED May 2015	Mathematics	
Central Community College	Columbus, NE			

4. STUDENT TEACHING/TEACHING EXPERIENCE

POSITION	DISTRICT NAME	CITY/STATE	FROM-TO
Certified Teacher	USD 457	Garden City KS	8/3/2014 - Present
Student Teacher	Lincoln Public Schools	Lincoln, NE	9/1/2013-5/20/2014

5. OTHER PERTINENT EXPERIENCE

TITLE	EMPLOYER	CITY/STATE	FROM-TO

6. REFERENCES

NAME	TITLE	OFFICE ADDRESS	OFFICE TELEPHONE
Beth Atchley	Math Department Head-GCHS	2720 Buffalo Way Garden City, KS 67846	620-805-5596
Charles Kipp	Associate Principal-GCHS	2720 Buffalo Way Garden City, KS 67846	620-805-5400
Lorraine Males	Assistant Professor-UNL	118 Henzlik Hall Lincoln, NE 68588	402-472-2231

7. PROFESSIONAL MEMBERSHIPS AND OFFICES HELD (please delineate)

8. BACKGROUND CHECK

In addition to the following information, a DCI background check may be made at the option of the School District.

If "Yes" is selected in response to any question, attach additional sheets and clearly identify as Background Check and Information with a detailed explanation:

"YES" answers to the following questions will not necessarily result in denial of an offer of employment. All of the circumstances will be considered, including the date and nature of events that have led to the actions described below. Your written explanation will assist in determining your eligibility and suitability for an offer of employment.

- A. Have you ever been convicted of, admitted committing, pleaded no contest, or are you awaiting trial for any crime (excluding only minor traffic violations not that do not involve any allegations of alcohol, drugs or reckless driving) or have any civil charges previously or pending involving allegations of child abuse or spousal abuse? You must answer "YES" if true, even if the matter was later dismissed, deferred, reversed, or vacated. If you answer "YES" you must provide dates of the proceedings, the name and address of the court where the proceedings occurred, a statement of the accusation against you and the final disposition of the case(s).

No Yes, attach a separate sheet for explanation

- B. Have you ever been dismissed (fired) from any job, or resigned at the request of or pressure from your employer, or left employment while charges against you or an investigation of your behavior was pending or been refused tenure, reappointment or continuing contract from any employer? You must answer "YES" if true, even if the matter was later resolved with any form of settlement or severance agreement, regardless of its terms. If you answer "YES" you must provide the date of termination or resignation and other action concerning tenure reappointment or continuing contract denial and the name, address and telephone number of the employer(s) and a statement of the alleged reasons for termination or resignation.

No Yes, attach a separate sheet for explanation

C. Have you ever had any license or certificate of any kind (teaching certificate or other professional license) revoked, suspended, or reprimanded, or have you in any way been sanctioned by or is any charge or complaint now pending against you before any licensing, certification or other regulatory agency or body, public or private? If you answer "YES" you must provide the dates of proceedings, name, address and telephone number of the agency or body where proceedings took place, a statement of the accusations against you, the final disposition and/or status of the charge or complaint.

No Yes, attach a separate sheet for explanation

D. Are you now being investigated for any alleged misconduct or other alleged grounds for discipline by any licensing, certification or other regulatory body (teacher certification or otherwise) or by your current or any previous employer? If you answer "YES" you must provide the name, address and telephone number of the employer or licensing body and statement of the accusation against you.

No Yes, attach a separate sheet for explanation

E. Have you ever been involved, or are you currently involved, or do you anticipate involvement in litigation either as the plaintiff/complainant or defendant/respondent?

No Yes, attach a separate sheet for explanation

9. CONTRACT STATUS/SERVICE RECORD

A. Do you currently hold a valid Iowa Teaching License?

No Yes Folder #

B. If yes, please indicate endorsements:

C. Are you currently under contract for any school district next year?

No Yes

D. If yes, has the possibility of a contract release been discussed with your current employer?

No Yes

E. In every public department and upon all public works in Iowa, and of the counties, cities, and school corporations of Iowa, veterans as defined in Iowa Code Section 35.1 who are citizens and residents of Iowa are entitled to preference in appointment and employment over other applicants of no greater qualifications. Are you a Veteran, as per Iowa Code Section 35.1?

No Yes

If yes, please indicate branch of service, dates of service, and type of discharge:

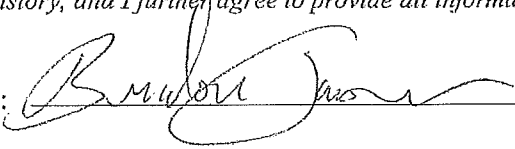
10. CERTIFICATION

I hereby certify that the statements made by me in this application and all related information which I have provided are true, accurate, and complete to the best of my knowledge. I understand that if I provide any false, inaccurate, or incomplete information, I will not be eligible for employment, or if I am hired, I will be subject to disciplinary action or dismissal regardless of the date on which the district discovers the violation of its policy regarding application form dishonesty.

I acknowledge that the position of teacher is a position of public trust, and I specifically authorize the Board or its agents to contact references, to investigate my background, and to make such other inquiries as the Board in its discretion deems relevant to assess my qualifications for the position of teacher. I authorize all current and former employers or any references to disclose personnel records and appraisals of my performance or information about my qualifications for the position for which I am applying and release them from any liability for such disclosure.

I further understand that if I apply for employment with the district, the district may conduct a check of my criminal background. I agree to sign a DCI Criminal Background Check Waiver authorizing the district to obtain a check of my criminal history, and I further agree to provide all information necessary to obtain this criminal background check.

Signature:



Date:

02/14/2015

Equal Employment Opportunity/Affirmative Action Employer

AFFIRMATIVE ACTION INFORMATION

Although completion of this form is optional, we would appreciate it if you would supply the requested information. In order to comply with regulations established by the U.S. Equal Employment Opportunity Commission, the office of the Civil Rights in the Department of Education, Iowa Code 19B.11 and IAC 281-Ch. 95, the district must report statistical summaries of the information requested. The information is used for this purpose and for other affirmative action purposes within the district. Please return the form with your completed application. This form then will be separated from the application prior to forwarding the application to the respective building principal for consideration.

Section I

- American Indian or Alaskan Native
- White, not of Hispanic origin
- Black, not of Hispanic origin
- Asian or Pacific Islander
- Latino or Hispanic
- Other

Section II

Male Female Age

Handicapped Yes No

Armed Forces Veteran Yes No

Dates of Service

Type of Discharge

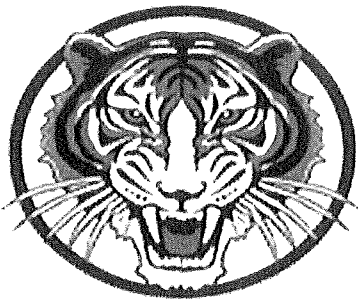
Section III

Please check the source from which you learned of this position:
Advertisement in newspaper, prof. journal, newsletter, Internet, or job registry, including Job Service of Iowa
(Please indicate name of publication)

- Position announcement at college/university
- Personal contacts by district
- Other (Please specify)

Position Sought:

(Optional) Name: _____ Date:



RED OAK COMMUNITY HIGH SCHOOL

2011 N. 8th Street

Red Oak, IA 51566
Phone: 712-623-6610
Fax: 712-623-6613

Barry Bower, Assistant Principal/AD

4-8-15

TO: Board of Directors
FROM: Barry Bower: Assistant Principal/AD
SUBJECT: Head Softball Coaching Recommendation

.....
It is recommended that Tristin Johnson be hired as Head Softball Coach for the 2015 season. Mr. Johnson has been an integral part of the youth programs in Red Oak Area and does an outstanding job of recruiting student-athletes. His expertise of being from Red Oak, being an alumni from this high school, and passion for building Red Oak Athletics will add excitement throughout our athletic department. This is another opportunity to give our student-athletes positive learning experiences by qualified instructors that want to build programs. Mr. Johnson will immediately fit the position and give what we need to accomplish for our Softball program to be successful.

Sincerely

Barry Bower

The Red Oak Community School District, in partnership with the community, commits to excellence: and we dedicate ourselves to creatively enhance diverse opportunities for each learner to grow to their maximum intellectual and social potential within an ever-changing world.

**Red Oak Community School District
Staff selection Recommendations**

Date 4-8-15

Building ROHS

Vacancy Head Softball Coach

The following information is needed for the Central Office. Please print

Name TRESTIN JOHNSON

Address _____

Certified:

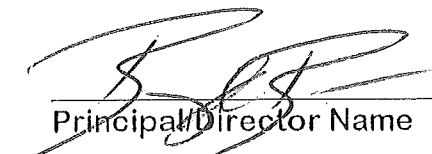
Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
1	1	Class _____ Step _____	<u>Coaching</u> <u>Assistant coach</u>	<u>4522.12</u>	On File Pending	Meets Filed for Temporary Permanent

If this is a coaching contract, this season runs from May to August.

Classified:

Actual Years Experience	Years of Experience Granted	Classification Placement Level & Year	Hours Per Day	Hourly Rate	# of Days in Contract	Starting Date


Principal/Director Name

Please send form to Superintendent for Board Approval

Tuesday, January 27, 2015

To Whom It May Concern:

I am writing this letter to let you know of my interest in the head softball coaching position that is available for the Red Oak Community School district, which I learned about from your website.

I am a graduate of Red Oak High School and have received my coaching authorization from the Iowa Board of Educational Examiners via classes at Southwestern Community College. I have been involved with volunteer coaching of youth for many years. I have coached children from first through 8th grades in baseball, basketball, tennis and football. I have also spent time officiating and announcing games, running the scoreboard, and scouting opposing teams for the Red Oak and Denison areas.

I learned many important life lessons from my time competing in sports throughout my academic years. Positive characteristic traits were reinforced by my coaches and I would love to pay it forward and have that impact on today's youth. I realize that as a coach I am set up with high standards from people in the community. I feel that as I grew up here and matured, I have seen many examples of this from the people of this community and I know I will take the responsibility seriously. Today's youth are tomorrow's leaders and I would be honored to be a positive role model for these children.

Thank you for your time in considering me for the position of head softball coach. I look forward to hearing from you soon.

Sincerely,

Tristin Johnson

TRISTIN JOHNSON

Education: Graduate of Red Oak High School 2007; Coaching authorization through the Iowa Board of Educational Examiners.

Skills: I have experiences with managerial, organizational, and training skills, as well as ad set up, production displays, and running reports. I have exceptional communication and organizational skills, and have valuable experience with problem solving techniques with customers and computers.

Work Experience: Fareway (December 2002-October 2012)

During that 10 year job, I gained experience with the following: running register, ordering produce, setting up displays, setting ads, ordering dairy products, rearranging shelves, organizing cooler and freezer, training new employees, running truck, managing night crew, running profit reports, and opening and closing the store.

GUARDSMARK (November 2012-August 2013)

I worked as security at the plant. I searched vehicles and employees entering and exiting the grounds. I did security checks around the plant and cold truck temp checks.

CHAT MOBILITY (September 2013-Present)

As a customer service representative I answered phones, sold and tested phones, and solved billing errors while on the phone with customers. As a billing specialist I handle credits and adjustments of customers' bills, run reports, solve operating system problems, and resolve issues with customers.

Volunteer Experience: I have coached 3rd through 8th grade baseball, including, 6th and 7th grade JVAA baseball, and 3rd through 5th grade YMCA baseball. I have worked with high school baseball coaches to better train the 6th and 7th graders for upcoming years. I have coached 3rd through 6th grade basketball, and 2nd through 6th grade flag football. I have refereed for the YMCA leagues as well as experiences with running the scoreboard for the Red Oak High School football and baseball teams. I have chaperoned youth activities and retreats for the First Christian Church of Red Oak.

References: Available upon request.

State of Iowa

Board of Educational Examiners Coaching Authorization

TRISTIN RICHARD JOHNSON

Folder Number 1019751 License Issue Date 12/5/2014 Expiration Date 12/5/2019



A handwritten signature in cursive script, appearing to read "D. T. Magee".

Duane T. Magee, Executive Director
Board of Educational Examiners



LEARNING
CENTER

Completion Certificate

Tristin Johnson

has successfully completed

Concussion In Sports

11/12/2014

Date of Completion

Iowa

State of Completion

Robert B. Gardner

NFHS Executive Director

925442AE819A

Completion Code

This certificate documents course completion, not mastery of content. This course is approved for 1(one) Clock Hour by the NFHS.



RED OAK COMMUNITY HIGH SCHOOL

2011 N. 8th Street

Red Oak, IA 51566
Phone: 712-623-6610
Fax: 712-623-6613

Barry Bower, Assistant Principal/AD

2-24-15

TO: Board of Directors
FROM: Barry Bower: Assistant Principal/AD
SUBJECT: Assistant Baseball Coaching Recommendation

.....

It is recommended that Nick Crouse be hired as an Assistant Baseball Coach for the 2015 season. Mr. Crouse has been an integral part of the High School Baseball Program as a volunteer the past 2 seasons. His expertise in Baseball coaching and his character qualities compliments what we are looking for in coaching leaders in the Red Oak Community School District. This is another opportunity to give our student-athletes positive learning experiences by qualified instructors.

Sincerely

Barry Bower

The Red Oak Community School District, in partnership with the community, commits to excellence: and we dedicate ourselves to creatively enhance diverse opportunities for each learner to grow to their maximum intellectual and social potential within an ever-changing world.

Barry Bower

From: Mark Erickson
Sent: Wednesday, February 4, 2015 11:51 AM
To: Barry Bower
Subject: Assistant Baseball Coach Opening

Mr. Bower,

I would propose that the position of Assistant Baseball Coach be offered to Nick Crouse. Nick has been a volunteer assistant in the program for four years. Through discussions with the former head coach, Darrell Berry, I know that he has been a valuable asset. He works hard and is passionate about the game. Over the past two years I have had the opportunity to work closely with Nick as an assistant football and baseball coach. I have no doubt that we would have an outstanding working relationship.

I am excited to continue to move the baseball program forward. Nick would be a great addition to our staff.

Please let me know if you need me to do anything further or if you have any questions.

Sincerely,

Mark Erickson
Head Baseball Coach
Red Oak Community School District

**Red Oak Community School District
Staff selection Recommendations**

Date 4/9/15

Building ROHS

Vacancy ASST. B.B. COACH

* *The following information is needed for the Central Office. Please print*

Name Nick Croose

Address _____

Red Oak, IA 51566

Certified:

Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
4	1	Class _____ Step _____	B.S. Coaching Approved	2917.50	On File Pending	Meets Filed for Temporary Permanent

If this is a coaching contract, this season runs from May to August.

Classified:

Actual Years Experience	Years of Experience Granted	Classification Placement Level & Year	Hours Per Day	Hourly Rate	# of Days in Contract	Starting Date


Principal Director Name

Please send form to Superintendent for Board Approval

Nick Crouse

Profile:

Passionate leader with a strong desire to teach. Aspiring K-12 Physical Education instructor and head baseball coach. Northwest Missouri State University graduate. Past experience includes practicum instruction in private and public school Physical Education classrooms, working with individuals with intellectual disabilities, and coaching high school and college baseball.

Education:

B.S.in Education- Physical Education Northwest Missouri State University Graduation Date-December 2013 (K-12)

Experience:

Northwest Missouri State University – Maryville, MO

Student Teaching Experience- Red Oak, IA – August 2013 – December 2013

Taught high school and primary school Physical Education

- Constructed and delivered various lessons.
- Gained experience with Aerobics, Weight Training and Physical Education classes.
- Collaborated with core subject educators for intervention strategies and integration into Physical Education.
- Instructed lessons based upon the Character Counts curriculum.

Northwest Missouri State University – Maryville, MO

Teaching Experience/ Observation & Practicum – Spring 2011- Fall 2012

Observed and taught Physical Education lessons in the Maryville Public & Private Schools.

- Constructed lesson plans for all lessons instructed.
- Observed over 50 hours in a Physical Education classroom.
- Taught over 30 hours in a Physical Education classroom.
- Volunteered over 30 hours with individuals with intellectual disabilities.

Northwest Missouri State University - Maryville, MO

Men's Baseball Student Assistant - August 2010 – May 2013

Student Assistant for Division II Men's Baseball Program.

- Prepare field and equipment for daily practice.
- Assist during drills.
- Collect hitting data during games.
- Ensure coaches have all necessities before practice begins.
- Prepare equipment for road trips.
- Instruct and run catcher's drills during 2011/12 season.
- Instruct and run outfielder drills during 2012/13 season.
- Align and make outfield calls during games.

Red Oak High School - Red Oak, IA

Assistant Baseball Coach JV/Varsity - April 2011-Present

Coach pitchers and catchers on Junior Varsity & Varsity level. Also assisted to coach all other positions.

- Organize all pitcher and catcher off-season open gyms.
- Set up all organize bull-pens for pitchers and catchers.
- Call pitches in all Junior Varsity and Varsity games.
- Collaborate with coaching staff to construct defensive changes/pitching strategies.
- Coach outfield drills during the season such as teach basic mechanics and mental strategies.
- Volunteered with the local seventh grade team in summer of 2012 to work with pitchers and catchers, team went on to win state tournament.

APR 06 2015
BY: _____

Jeff Godbout

April 2, 2015

Carlos Guerra
Transportation and Custodian Supervisor
Red Oak Community Schools
904 N Broad Street
Red Oak, IA. 51566

Dear Carlos Guerra:

Please except this official letter of my resignation. Let me first say, what a pleasure it has been to work for the Red Oak High School. The Staff has been nothing short of exemplary in conduct and cooperation in my assigned duties. That said one gnawing problem has arisen.

After one month of employment, it was disclosed that the Superintendent along with the school board are considering outsourcing the custodial and cafeteria positions in an effort to reduce cost. Unfortunately the determination is not to be known until approximately 40 days before contracts expire. This leaves very little time to except or decline the proposition should it be determined to outsource. The proposition most likely would result in lower wages and/or loss of benefits or reduced hours.

With this uncertainty, I felt it was necessary to seek employment elsewhere and have accepted a position with the Fres-Co manufacturing company and here-by give you two weeks' notice.

Sincerely,



Jeff Godbout
Custodian

RECEIVED
APR 07 2015

Red Oak Community School District
Administrative Center
2011 N 8th Street
Red Oak, IA 51566

April 6, 2015

Mr. Terry Schmidt
Superintendent
Red Oak Community School District

Dear Mr. Schmidt-

Due to the resignation of Jeff Godbout we are writing you this letter of recommendation to utilize Monica Murcek in a 16 hour per week position at the High School. Monica would work Monday, Tuesday, Thursday and Friday for 4 hours per day. With this change it will help with our budget cuts for next year. We would use a sub for events at the High School the same way we are doing for the Middle School.

Thanks,

Carlos Guerra
Director Transportation/Maintenance

**Red Oak Community School District
Staff selection Recommendations**

Date 4-7-15

Building High School

Vacancy night custodian

The following information is needed for the Central Office. Please print

Name Monica Murcek

Address _____

Certified:

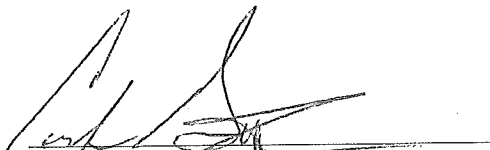
Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
		Class _____ Step _____			On File	Meets
					Pending	Filed for
						Temporary
						Permanent

If this is a coaching contract, this season runs from _____ to _____.

Classified:

Actual Years Experience	Years of Experience Granted	Classification Placement Level & Year	Hours Per Day	Hourly Rate	# of Days in Contract	Starting Date
			<u>16 weekly</u>	<u>9.66 day</u>		
			<u>4</u>	<u>9.76 night</u>		<u>4-14-15</u>


Principal/Director Name

Please send form to Superintendent for Board Approval

Application For Employment

RED OAK COMMUNITY SCHOOLS
2011 North 8th Street
RED OAK, IA 51566

RECEIVED
SEP 04 2013

We consider applicants for all positions without regard to race, color, religion, creed, gender, national origin, age, disability, marital or veteran status, sexual orientation, or any other legally protected status.

(PLEASE PRINT)

Position(s) Applied For <i>Custodial, will consider any full time work.</i>	Date of Application <i>8/30/2013</i>
How Did You Learn About Us?	
<input type="checkbox"/> Advertisement	<input type="checkbox"/> Friend
<input type="checkbox"/> Employment Agency	<input checked="" type="checkbox"/> Relative
	<input type="checkbox"/> Walk-In
	<input type="checkbox"/> Other _____

Last Name <i>Murcek</i>	First Name <i>Monica</i>	Middle Name <i>Susan</i>
Address <i>_____</i>	Number <i>_____</i>	Street <i>_____</i>
	City <i>Red Oak</i>	State <i>IA</i>
		Zip Code <i>51566</i>
Telephone Number(s) <i>Cell only</i>		

If you are under 18 years of age, can you provide required proof of your eligibility to work? *N/A* Yes No

Have you ever filed an application with us before? Yes No

If Yes, give date _____

Have you ever been employed with us before? Yes No

If Yes, give date _____

Are you currently employed? *(Intermittent position)* Yes No

May we contact your present employer? *I work 1 to 3 days a week.* Yes No

Are you prevented from lawfully becoming employed in this country because of Visa or Immigration Status? Yes No
Proof of citizenship or immigration status will be required upon employment.

On what date would you be available for work? *1 week after being hired.*

Are you available to work: Full Time Part Time Shift Work Temporary

Are you currently on "lay-off" status and subject to recall? Yes No

Can you travel if a job requires it? Yes No

Have you been convicted of a felony within the last 7 years? Yes No
Conviction will not necessarily disqualify an applicant from employment.

If Yes, please explain _____

Education

	Name and Address of School	Course of Study	Years Completed	Diploma Degree
Elementary School	Hilder Elementary 3705 Chandler Road Bellevue, NE 68147	Basics	To end of 6th grade	
High School	Bryan High School 4700 Giles Road Omaha, NE 68157	Basics	1977-80 12th grade	High school diploma
Undergraduate College	University of Nebraska 6001 Dodge St Omaha, NE 68182	Pre-registers for Nursing School	1 year	
Graduate Professional	Clackson College 101 So. 42nd Street Omaha, NE 68131	Nursing	3 years	Registered Nurse 3 year Diploma 1981
Other (Specify)				

Indicate any foreign languages you can speak, read and / or write			
	FLUENT	GOOD	FAIR
SPEAK			
READ			
WRITE			

Describe any specialized training, apprenticeship, skills and extra-curricular activities.

As a nurse, I have worked with a variety of people, co-workers, and patients, doctors, families, etc. I have good people skills, and have cleaned floors, washed patients and anything else that needed to be done. I have a lot of common sense.

Describe any job-related training received in the United States military.

NO.

However, I have worked and cared for ~~for~~ many of our Vets.

Additional Information

Other Qualifications

Summarize special job-related skills and qualifications acquired from employment or other experience.

I work well with others. I have very good work ethics. I'm in good health, and I have a lot of common sense, and I'm good at cleaning up a variety of messes!

Specialized Skills

Check Skills/Equipment Operated

<input type="checkbox"/> CRT	<input checked="" type="checkbox"/> Fax	Production/Mobile Machinery (list):	Other (list):
<input checked="" type="checkbox"/> PC	<input type="checkbox"/> Lotus 1-2-3	_____	_____
<input checked="" type="checkbox"/> Calculator	<input type="checkbox"/> PBX System	_____	_____
<input checked="" type="checkbox"/> Typewriter	<input type="checkbox"/> Wordperfect	_____	_____

State any additional information you feel may be helpful to us in considering your application.

I have always worked and I ~~want~~ want to work in the community I live in (Red Oak). I'm dependable and honest.

Note to Applicants: DO NOT ANSWER THIS QUESTION UNLESS YOU HAVE BEEN INFORMED ABOUT THE REQUIREMENTS OF THE JOB FOR WHICH YOU ARE APPLYING.

Are you capable of performing in a reasonable manner, with or without a reasonable accommodation, the activities involved in the job or occupation for which you have applied? A description of the activities involved in such a job or occupation is attached.

YES NO

References

- Debbie Skinner 7501 So. 71st St*
 (Name) *LaVista NE 68128* Phone # _____
 (Address) _____
- Fran Nielsen 111 Essex Ave*
 (Name) *Council Bluffs, IA 51503* Phone # _____
 (Address) _____
- Jim Houser 3021 So. 67th St*
 (Name) *LaVista, NE 68128* Phone # _____
 (Address) _____

Employment Experience

Start with your present or last job. Include any job-related military service assignments and volunteer activities. You may exclude organizations which indicate race, color, religion, gender, national origin, disabilities or other protected status.

1.	Employer	NWE VA Medical Center		Dates Employed		Work Performed
		Address	4101 Woolworth, Omaha, NE 68105	From	To	
	Telephone Number(s)	402-995-3889		Hourly Rate/Salary		Nursing - Cardiology I was offered an intermittent position, which would not require read status
	Job Title	R.N.	Supervisor	Starting	Final	
	Reason for Leaving	I want to work in Red Oak		around	same	
2.	Employer	NWE VA Medical Center		Dates Employed		Work Performed
		Address	4101 Woolworth, Omaha, NE 68105	From	To	
	Telephone Number(s)	402-995-3889		Hourly Rate/Salary		Nursing - Cardiology
	Job Title	R.N.	Supervisor	Starting	Final	
	Reason for Leaving	Moved to Red Oak - Could not take call		around	around	
3.	Employer	Creighton Cardiac Center		Dates Employed		Work Performed
		Address	601 No. 30th St Omaha, NE	From	To	
	Telephone Number(s)	(6513)		Hourly Rate/Salary		R.N. Manager for 3 Cath Labs
	Job Title	R.N.	Supervisor	Starting	Final	
	Reason for Leaving	My family needed me at home for		around	around	
4.	Employer	Creighton Cardiac Center		Dates Employed		Work Performed
		Address	601 No. 30th St	From	To	
	Telephone Number(s)			Hourly Rate/Salary		RN - Cardiology RN - Cath Lab
	Job Title	R.N.	Supervisor	Starting	Final	
	Reason for Leaving	Went through around				
		4 different managers				

If you need additional space, please continue on a separate sheet of paper.

List professional, trade, business or civic activities and offices held.

You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status:

Applicant's Statement

I certify that answers given herein are true and complete to the best of my knowledge.

I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time.

I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

In the event of employment, I understand that false or misleading information given in my application or interview(s) may result in discharge. I understand, also, that I am required to abide by all rules and regulations of the employer.

Morced S. Murcek

Signature of Applicant

8/30/2013

Date

FOR PERSONNEL DEPARTMENT USE ONLY

Arrange Interview Yes No

Remarks _____

INTERVIEWER DATE

Employed Yes No Date of Employment _____

Job Title _____ Hourly Rate/ Salary _____ Department _____

By _____ NAME AND TITLE DATE

NOTES _____

Monica S. Murcek

Goal: To obtain full-time employment in my community.

Work History:

2010 to present: NWI VA Medical Center
4101 Woolworth Ave.
Omaha, NE 68105

Intermittent R.N in Cardiology department.

2007 to 2009: NWI VA Medical Center
4101 Woolworth Ave.
Omaha, NE 68105

Full Time R.N in Cardiology department.

1998 to 2002 Creighton Cardiac Center
601 No. 30th St.
Omaha, NE 68131

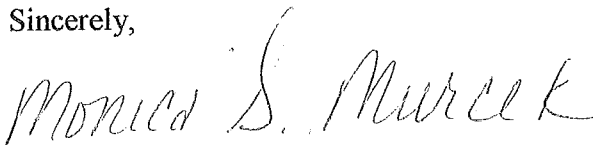
R.N. Manager of Creighton's three Cardiac Catheterization Labs.

Above is the last 15 years of my employment. I have worked as a Registered Nurse since January of 1981, and have worked in Cardiology since 1986. I will be glad to give you any further information concerning my nursing career if you would like.

However, my goal at this time in life is to obtain a full time job, that does not require me to do any nursing. I am looking for a position that I can do with others or by myself. I am in good physical condition, therefore, I can do physical work .

I would appreciate any interview.

Sincerely,



Monica S. Murcek

Item 6.2.6 Planning Update for the Tiger Vision Community Meeting of April 15, 7 pm
and the School Budget Hearing for April 13, 6:15 pm – by Terry Schmidt

Background Information: Two large community participation events will take place during the week of April 13 – 17. As time allows this evening, informal discussion should take place concerning:

April 13 – 6:15 pm: School Budget Hearing – logistics, information exchange, and action needed from the governing body

April 15 – 7 pm: Tiger Vision Update and Implementation Plans – facilitation by representatives of the BLDD Architects, Alley Poyner Macchietto Architecture, and Boyd Jones Construction

Suggested Board Action: (no formal action anticipated)