

Item 6.2.1 Consideration for Approval of the Candidates for Graduation in the Class of
2015 – Presented by Principal Jeff Spotts

Background Information: Enclosed is the list of qualified seniors who could graduate on May 17 given the completion of all requirements.

Suggested Board Action: It is recommended the Directors approve the recommended list of seniors to receive a diploma on Sunday, May 17 with the requirement that all responsibilities have been met as prescribed by board policy and the requirements of Red Oak High School.

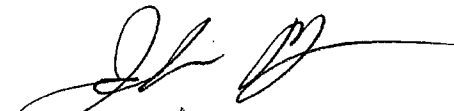
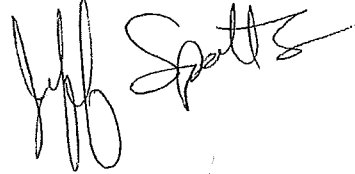
Ladies & Gentlemen:

On behalf of the board of education and myself, I am pleased to present these 75 candidates for graduation. They have fulfilled the graduation requirements as set forth by the Red Oak Community School Board of Directors.

The candidates are:

Last Name	First Name
Abraham	Savanna
Allensworth	Tatum
Ayre-Miller	Kristen
Bentson	MacKenzee
Bingham	Skylar
Birt	Brendon
Black	Nolan
Black	Reilley
Blomstedt	Grace
Brasher	Jordan
Breedlove	Vincent
Carlson	Nicholas
Childers	John
Cooper	Gilman
DiGiacomo	Sydney
Ellis	Devin
Fichter	Christa
French	Gavin
Gilbert	Madison
Gilliland	Tanner
Giroux	Angel
Goldsmith	Colton
Goodwin	Eric
Graber	Nicole
Hardy	Kendra
Jackson	Aaron
Jackson	Toni
Johnson	Akaela
Johnson	Cade
Johnson	John
Jones	Sarah
Keat	Dylin
Kort	Deborah
Lemus	Yessica
LeRette	Andrew
LeRette	MaKayla
Majerus	Shane
Mertz	Tanner
Miller	Karen
Miller	Seth
Milner	Priscilla
Musland	Shelby
Nelson	Gabriel
Nowlin	Brianna
Orme	Caleb
Pafford	Teanna

Palmer	Rylee
Parker	Andrew
Pate	Daniel
Patterson	Garrett
Perez	Shelbie
Plambeck	Ryan
Ramos	Eric
Ramos	Guadalupe
Rea	Chase
Robinson	Colton
Rodriguez	Luis
Sherman	Jared
Smith	Connor
Smith	Dean
Stephens	Cameo
Strange	Cody
Sunberg	Joshua
Tarbox	Jerrica
Taylor	Chloe
Taylor	Micayla
Torbett	Donald
Tranbarger	Tori
Uhlenberg	Sadie
Updegrove	Ronald
Walker	Kathryn
Wenberg	Dallas
Wessel	Johanna
Wilkinson	Shania
Zenor	Adam

5/1/15

5/1/15

Item 6.2.2 Personnel: Consideration and Probable Action for Possible Letters of Resignation from the Licensed Professional Staff and a Consideration with Probable Action for a Leave of Absence Requested from Paraeducator Brian Orr

Background Information: A letter of resignation is received from ROHS Spanish Instructor Gisele Sogas effective at the close of the current contract year. She will return one year early to Spain and England to pursue other personal goals.

Enclosed is a letter of request from Para Educator Brian Orr for a leave of absence for the first semester of the 2015 – 2016 school term. He will complete his student teaching assignment as he prepares for a career in education.

Suggested Board Action: It is recommended the Directors approve the resignation letter from Spanish Instructor Gisele Sogas and it is recommended the Directors approve a leave of absence per board policy and the ROSSA master contract for the first semester of 2015-2016.

May, 8th 2015

Superintendent Mr. Schmidt

Red Oak School District

2011 N. 8th Street

Red Oak, IA 51566

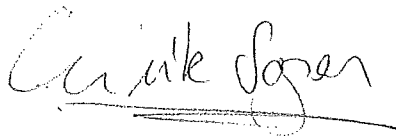
Phone: 712-623-6600

Dear Superintendent Mr. Schmidt,

This letter is to inform you that I will be resigning my position as a Spanish and French teacher at Red Oak High School for personal reasons.

Thank you for the support and the opportunities that you have provided me during the last two years. I have enjoyed and learned a lot during this process. I have gained further insights in education and new teaching methodologies in my two years at Red Oak High School. If I can be of any assistance during this transition, please let me know. I would be glad to help however I can. I wish you and the students nothing but the best.

Best wishes,

A handwritten signature in cursive script that reads "Gisèle Sogas". The signature is written in dark ink and is positioned above a horizontal line.

Gisèle Sogas

RECEIVED
APR 06 2015

Brian Orr

Red Oak, IA 51566

March 24, 2015

Mr. Schmidt
District Superintendent
Red Oak Community School District
2011 N. 8th St
Red Oak, IA 51566

Dear Mr. Schmidt,

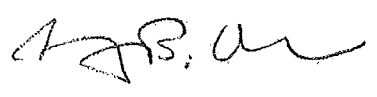
This letter is a formal request for a leave of absence, to allow me to conduct my student teaching with William Penn University, as a part of my program of study:

I am requesting a leave of absence during the 1st and 2nd quarters of the 2015-16 school year, and will return to work at the start of the 3rd quarter.

Please let me know if I can provide any further information or if you have any questions.

Thank you very much for your consideration in providing me with this opportunity for personal leave.

Respectfully,



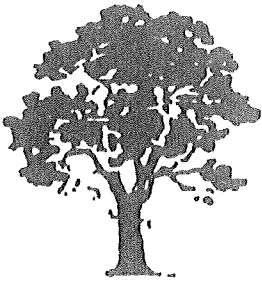
Brian Orr

Item 6.2.3 Personnel: Consideration and Probable Action for the Employment of Cheri McFarland, Secondary Special Education for the 2015 – 2016 School Term

Background Information: Cheri McFarland has adeptly managed a long-term substitute assignment in secondary special education since December of 2014. She is provisionally qualified to permanently manage the secondary assignment at Red Oak High School. She is working toward full licensure and will reach it in the year ahead. Administrators Spotts, Bower, and Allensworth – all endorse her candidacy.

Enclosed is the background information for Cheri McFarland.

Suggested Board Action: It is recommended the Directors approve an employment contract for Cheri McFarland for the 2015 – 2016 school term.



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

4.30.2015

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

It is recommended that Cheri McFarland be given a contract as High School Special Education Teacher for the 2015-2016 school year. Mrs. McFarland has been the long term substitute teacher in the special education classroom this semester and has done a tremendous job for Red Oak High Students. Mrs. McFarland has the passion, vision, and love for Red Oak to make her a great fit for the upcoming school year.

Sincerely,

Jeff Spotts

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

Date 5-1-15

Building High School

Vacancy Special Educator Teacher



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

Name Cheri McFarlan

Address _____

Certified:

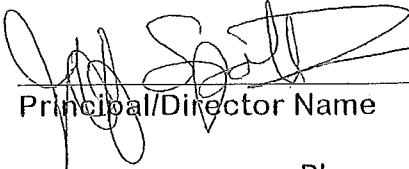
Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
		Class <u>BA</u> Step <u>0</u>		32,900.00	On File Pending	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


Principal/Director Name

Please send form to Superintendent for Board Approval

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 Cheri A. McFarland	Home Phone
Address	Office Phone 712-623-6610 Ext. 5205
City	State Zip

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

High School Special Education Instructor
--

3. PROFESSIONAL PREPARATION

INSTITUTION	LOCATION	DEGREE & DATE	MAJOR	MINOR
William Penn University	Oskaloosa, IA	Education, May 2012	US History/Psychology	ESL
William Penn University	Oskaloosa, IA	May 2016		Special Education

4. STUDENT TEACHING/TEACHING EXPERIENCE

POSITION	DISTRICT NAME	CITY/STATE	FROM-TO
Long-term Substitute: Special Education	Red Oak Community School District	Red Oak, IA	Jan.2015 -May 2015
Substitute Teacher	Red Oak Community School District	Red Oak, IA	Aug. 2012-Dec. 2014
Teacher: US History & Current Events	Red Oak Community School District	Red Oak, IA	Jan. 2012-May 2012
Teacher: Elementary ESL	Waukee Community Schools: Maple Grove	Waukee, IA	Nov. 2011

5. OTHER PERTINENT EXPERIENCE

TITLE	EMPLOYER	CITY/STATE	FROM-TO
Guidance/Building Secretary	Red Oak Community School District	Red Oak, IA	Aug. 2006- Nov. 2010
Preschool Teacher	La Petite Academy	Overland Park, KS & Richmond, VA	Jun. 1997-Jun. 1999 & Jul. 2001-Jul. 2003

6. REFERENCES

NAME	TITLE	OFFICE ADDRESS	OFFICE TELEPHONE
Kathy Ackerberg	Paraeducator	Red Oak HS, Red Oak, IA	712-623-6610
Trisha Earley	AD/Assist. Principal Secretary	Red Oak HS, Red Oak, IA	712-623-6610
Brad Schlieman	Social Studies Teacher	Platteview HS, Springfield, NE	

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:

Cheri A McFarland

Education

Bachelor of Arts in American History/Psychology Teacher Education
GPA: 3.746

Graduation Date: May 2012
William Penn University

Certifications & Endorsements

5-12 American History
5-12 Psychology
K-12 English as a Second Language

Iowa Initial License
Issue Date: 12/10/2014
Expiration Date: 12/31/2016

*Application is in process for provisional special education license.

Praxis Status

Praxis I

Reading: 182 Writing: 177 Mathematics: 183

Related Experience in Education

Long-term Substitute Teaching, Special Education, Red Oak High School
Multiple Subject Areas:

January 2015-Present

- Develop, adapt, implement, and assess lesson plans
- Complete grading, behavioral assessments, IEP goal assessment probes
- Assess Medicaid Billing logs for completion & accuracy, and complete teacher summary reports
- Conduct parent-teacher conferences, and attend IEP meetings
- Established positive relationships with AEA staff and other supporting agencies
- Maintained safe, positive and encouraging learning environment
- Established positive relationships with students, staff, parents, and community members
- Attended and participated in weekly PLC's

Substitute Teaching, Red Oak High & Middle Schools, Inman Elementary, Red Oak, IA

2012-- 2014

Multiple Subject Areas:

- Implemented lesson plans provided by instructors; improvised within lesson plans when necessary
- Use of Schoology and Infinite Campus
- Maintained safe and positive learning environment

Student Teaching, Red Oak High School, Red Oak, IA

January-May 2012

US History & Current Events

- Developed, adapted, implemented and assessed lesson plans
- Identified and emphasized standards and benchmarks within lessons
- Communicated and modeled assignment expectations with use of rubrics
- Integrated multiple teaching strategies for individual and group learning; differentiation and multiple intelligence
- Structured learning opportunities with the use of technology
- Maintained safe and positive learning environment
- Established positive relationships with students, staff, parents, and community members
- Attended and participated in weekly PLC's

Practicum, Maple Grove Elementary, Waukee, IA

November 2011

ESL:

- Collaborated and developed lesson plans
- Co-taught in a variety of classes and grade levels
- Provided direct instruction in pull-out and in classroom settings
- Completed assessment reports for student files

Cheri A. McFarland

Honors

Summa Cum Laude GPA: 4.0 Associate of Arts
Cum Laude GPA: 3.746 Bachelor of Arts

William Penn University, May 2010
William Penn University, May 2012

Relevant Coursework

Theory of Language & Linguistics
Language Acquisition
Introduction to Exceptional Learner
Transition Education
Behavior Management
Testing for Special Education
Collaboration Strategies

Differentiated Instruction Methods & Strategies
Remedial Reading
Learning Psychology
Developmental & Educational Psychology
Social Psychology
Abnormal Psychology
Personality Psychology

Work History

Substitute Teacher, Variety of classrooms, Red Oak Community Schools, Red Oak, IA	2012-2014
Cheerleading Sponsor: Football & Basketball Seasons, Red Oak High School, Red Oak, IA	2011– 2014
Supported Community Living Specialist, Nishna Productions, Inc., Red Oak, IA	2010-2011
Secretary/Guidance Secretary, Washington Intermediate & Red Oak High School, Red Oak, IA	2006-2009
Second Assistant Manager, Hy-Vee Grocery Store, Red Oak, IA	2008-2009
Assistant Manager/Manager, Pizza Hut, Red Oak/Harlan, IA	2003-2006
Assistant in Management, La Petite Academy, Richmond, VA	2001-2003

Volunteer Experience

Red Oak High School Cheerleading, Red Oak, IA	2009-2011
Southwest Iowa Cheerleading League, Red Oak, IA	2008-2010

References

Kathy Ackerberg, Special Education Paraprofessional
Red Oak High School, Red Oak, IA

Brad Schlieman, Social Studies Teacher
Platteview High School, Springfield, NE

Trisha Earley, AD/Assistant Principle Secretary
Red Oak High School, Red Oak, IA

Debbie Taylor-LaFollette, Cheer Parent/Nutrition
Inman Elementary, Red Oak, IA

Item 6.2.4 The Teacher Leadership Program Personnel Assignments to Fill Created
Openings and Personnel Assignments to Fill Supplemental Contract Positions
– Consideration of Recommendations and Probable Action – Presented by
District Building Administrators

Background Information: A significant amount of time is needed this evening to allow each building administrator the opportunity to review Teacher Leadership Program positions in the respective buildings and to guide the Directors through the personnel placement phase. It is quite likely not all positions will be filled with recommendations this evening.

Secondly, Director of Activities Barry Bower is present to review all supplemental contract assignments for coaching and sponsorships. His list of recommendations is enclosed for your review and approval.

The order of presentations this evening include:

Gayle Allensworth, Inman Primary School

Leadership Positions Considered for Backfill:

Tracy Vannausdle, .25

Jewell Moore, .25

Melinda Smits, .25

Trish Fellers, .50

SueAnn Crouse, .50

Barb Sims, Washington Intermediate School

Leadership Positions Considered for Backfill:

Will gain a .25 vocal instructor (recommendation to be provided)

Nate Perrien, Red Oak Middle School

Leadership Positions Considered for Backfill:

Dan Pollock, .25

Janelle Erickson, .5

Leanne Fluckey, .5

Items 6.2.4 – continued

Jeff Spotts, Red Oak High School

Leadership Positions Considered for Backfill:

Deb Blomstedt, .25

Dan Black, .25

Tiegen Podliska, .25

John Gambs, .50

Barry Bower, District Director of Activities

Positions Considered:

(Enclosed is the master of assignments to be presented)

Suggested Board Action: (to be provided)

Recommendation

To: Terry Schmidt and the Board of Directors

From: Gayle Allensworth, IPS Principal

Date: May 7, 2015

Re: Staffing Recommendations for 2015-2016

Teacher Leadership from Inman Primary:

Ms. SueAnn Crouse – Instructional Coach

Mrs. Trish Fellers – Instructional Coach

Mrs. Jewell Moore – Lead Teacher: Elementary Literacy

Ms. Melinda Smits – Lead Teacher: Elementary Math

Mrs. Tracy Vannausdle – Lead Teacher: Secondary Literacy and MS teaching assignment

Other Staffing Changes:

Mrs. Jen Bruce – request to serve IPS as .5 Reading Interventionist

Recommendations for Hire:

As one can see, IPS has the need to fill many vacancies in assignments due to internal movement for teacher leadership positions. An interview team of Mrs. Debbie Graber, Mrs. Jill Weathers, Ms. Connie Dentlinger, Mrs. Trish Fellers and Mrs. Gayle Allensworth interviewed multiple candidates on Tuesday, April 28th and Wednesday, April 29th. Then, several members of this team worked to create a plan that would include new staff members and teacher leader positions. The primary goal of “backfilling” was to provide continuity for students, clarity for staff, and the continued academic growth that has resulted from three years of RTI and PLC work.

The following are being recommended for the 2015-16 school year:

- **Mrs. Kristina Chilton** – Mrs. Chilton is a recent graduate of Peru State College. She student taught under the guidance of Mrs. Debbie Graber from January through May 2015. She is a quick learner, has a very strong work ethic and was successful in both core and supplemental instruction for her first grade students. She has demonstrated high

levels of commitment to primary aged students and quickly became a willing and able member of the district.

- **Ms. Molly Cox** – Ms. Cox will be graduating soon from Iowa State University. Her student teaching experiences were in third and seventh grade and took place in the Des Moines Public Schools. Ms. Cox's supervising teacher from third grade describes her as having lots of self-confidence, being highly dedicated and being a great team member. The interview team was impressed with Ms. Cox's comfort level related to elementary students, her knowledge of literacy instruction and her technology skills.
- **Mrs. Laura Moyers** – Mrs. Moyers has two years of teaching experience with early childhood aged students at the Red Oak Headstart. Prior to that, Mrs. Moyers student taught at Inman Primary School under the supervision of Mrs. Jennifer Bruce. Mrs. Moyers has knowledge and understanding of how to engage young learners, has a reading endorsement and is also very passionate about working with families to ensure learning for all of her students. The interview team was most impressed with Mrs. Moyers dedication to both the content and her students, through the design of hands on activities and her ability to use reflective thinking.

Please see resumes attached.

Currently there is one second grade and two third grade positions open, and final placements for the above teachers are still being considered.

At the time of publication, Mrs. Allensworth is working on filling a .75 reading interventionist position. A recommendation for this may or may not be ready for the board meeting.

Red Oak Community School District
Staff selection Recommendations

Date 5/7/15

Building Inman Vacancy Teacher

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

Name Mrs Kristina Chilton

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
0	0	Class <u>BA</u> Step <u>0</u>	<u>BIA</u>		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

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

APR 20 2015

1. PERSONAL DATA

Name Kristina Chilton	Home Phone
Address	Office Phone
City	State Zip

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

Elementary Instructor

3. PROFESSIONAL PREPARATION

INSTITUTION	LOCATION	DEGREE & DATE	MAJOR	MINOR
Peru State College	Peru, NE	B.S.	Elementary Education	
Iowa Western Community College	Council Bluffs, IA	A.A.	Elementary Education	

4. STUDENT TEACHING/TEACHING EXPERIENCE

POSITION	DISTRICT NAME	CITY/STATE	FROM-TO
Student Teaching	Inman Primary School	Red Oak, IA	January 2015 - May 2015

5. OTHER PERTINENT EXPERIENCE

TITLE	EMPLOYER	CITY/STATE	FROM-TO

6. REFERENCES

NAME	TITLE	OFFICE ADDRESS	OFFICE TELEPHONE
Debbie Graber	1st Grade Teacher	900 Inman Drive, Red Oak	(712) 623-6635
Gayle Allensworth	Inman Principal	900 Inman Drive, Red Oak	(712) 623-6635
Dr. Judy Porter	Student Teaching Supervisor		

7. PROFESSIONAL MEMBERSHIPS AND OFFICES HELD (please delineate)

NEA membership

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:

Kristina L. Chilton

Objective:

Educated and experienced teacher seeking elementary teaching position

Education:

Bachelor of Science in Elementary Education
Peru State College, Peru, NE
Expected Graduation

May 2015
GPA 4.0

Associate of Arts Degree
Iowa Western Community College, Council Bluffs, IA
Graduated

December 2012
GPA 4.0

Related Experience:

Inman Primary School

1st Grade (80 day student teaching)

- Attending faculty meetings
- Leading whole group lessons
- Assisting in keeping anecdotal records
- Incorporating technology to teach math lessons
- Learning FAST (Formative Assessment System for Teachers)

Red Oak, IA
Spring 2015

Northside Elementary School

1st Grade (32 hour Practicum)

- Graded Papers
- Assisted with Recess Duty
- Facilitated small reading groups
- Created spelling game for students
- Developed and executed an effective math lesson plan

Nebraska City, NE
November 2013

Gilder Elementary School

5th Grade (48 hour Practicum)

- Lead small "guided groups" during reading
- Created and taught a whole group science lesson
- Guided students on completion of rough drafts during English
- Executed classroom management through positive reinforcement
- Observed cooperating teacher facilitate a running record for several students

Nebraska City, NE
October 2013

Washington Intermediate School

5th Grade (64 hour Practicum)

- Supervised recess
- Participated in an IEP meeting
- Graded math and spelling papers
- Executed classroom management
- Participated in Parent-Teacher Conference
- Facilitated small group and one-on-one reading

Red Oak, IA
March 2012

Related Experience continued for Kristina Chilton

College View Elementary School

Kindergarten – 4th Grade (6 hour Practicum)

- Tutored 6 students in reading
- Implemented reading strategies to aid low ability readers

Council Bluffs, IA
February 2012

Nishna Valley Elementary

3rd Grade (8 hour Practicum)

- Observed and interviewed teacher
- Guided students in small reading groups

Hastings, IA
November 2010

Work and Community Experience

East Mills Elementary School

- Accelerated Reader Coordinator
- Parent / Teacher Organization Treasurer
- Classroom holiday party planner and facilitator

Hastings IA
2008 - current

Emerson Public Library

- Library board member
- Volunteered time to read to students
- Coordinated student summer reading program

Emerson, IA
2011-current

First Christian Church

- Church board member
- Co-chair for Youth committee
- Wednesday night youth program coordinator and teacher

Red Oak, IA
2008-current

Christian Conference Center

- Camp counselor
- Dedicated volunteer

Newton, IA
2011-2014

Holy Name Catholic School

- Paraprofessional – 5th Grade
- After school childcare assistant

Omaha, NE
1998-2003

Technology

Proficient with PC computers and Apple computers

Advanced Skills using software (i.e. Word, Power Point, Excel, etc...)

Proficient with web-based applications (i.e. Google docs, resource material, websites etc...)

Fluent using technology for communication (i.e. correspondence, reports, forms for parents, etc...)

Knowledgeable with technology equipment (i.e. Smartboard, Mimio board, I-pad, projector, etc...)

Honors

Phi Theta Kappa Honor Society

Red Oak Community School District
Staff selection Recommendations

Date 5/7/15

Building Inman Primary Vacancy Teacher

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

Name Ms. Molly Cox

Address _____

Certified: Elementary Education

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
0	0	Class <u>BA</u> Step <u>0</u>	BA		On File <u>Pending</u>	Meets Filed for Temporary Permanent

If this is a coaching contract, this season runs from N/A to N/A

Classified:

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

G Ollensworth

Principal/Director Name

Please send form to Superintendent for Board Approval

Teach Iowa Online Application

Cox, Molly - /

Date Submitted: 3/31/2015

Personal Data

Name: Miss Molly N Cox
(Title) (First) (Middle Initial) (Last)

Other name(s) under which transcripts, certificates, and former applications may be listed:

Other: (Title) (First) (Middle Initial) (Last)

Email Address:

Postal Address

Permanent Address

Number & Street:
Apt. Number:
City:
State/Province:
Zip/Postal Code:
Country: United States of America
Daytime Phone:
Home/Cell Phone:

Present Address

Number & Street:
Apt. Number:
City:
State/Province:
Zip/Postal Code:
Country:
Phone Number: ()

Employment Desired

Closed Vacancy Desired:

JobID: 13222 **Elementary School Teaching:** Elementary Instructor;
redoakschooldistrict.com at Red Oak Community Schools

Date Last Submitted
Not Submitted

Experience in Similar Positions
student taught

Position Desired:

Athletics/Activities

1. Coaching

Elementary School Teaching

1. Elementary Teaching-Level TBD
2. Grade 2
3. Grade 3
4. Grade 4
5. Grade 5

Experience in Similar Positions

3 years

-
Clinical/Internship
student taught
Clinical/Internship
Clinical/Internship

Current District

Are you currently employed by one of the organizations listed below? **Yes**

Employed at: West Central Valley
Exclude application from district? No

TeachIowa Instructions

Welcome to your Teach Iowa AppliTrack application account!

AppliTrack allows for the creation of an application file to the central Teach Iowa hub that will remain up to date whenever you make any changes. Because the core framework of your application would remain the same ' address, experience, education, etc, this helps reduce the amount of paperwork and eForms you would need to complete if applying to each organization individually.

To select a specific vacancy, navigate to the 'Vacancy Desired' page of the application and use the search box to locate the posting by the title, district, or keyword. Checkmark the box next to the vacancies you wish to apply to and click 'Save as Draft' or 'Next Page' to show the associated application pages and share your application with hiring managers within that district. The "Position Desired" page allows you to indicate interest in potential future position pools within Teach Iowa, and shares your application with any hiring manager reviewing these pools.

Teach Iowa Online Application

Cox, Molly -

Date Submitted: 3/31/2015

TeachIowa Instructions continued

Important: Do not uncheck the box unless you wish to be removed from candidacy for that job. Unchecking the box removes your application from that vacancy's applicant list or pool, even if you have previously submitted with that job selected. The applicant list for hiring managers only shows those with current selections on that page.

* I understand that my application will only be considered for a posting if I keep its vacancy box checked on the Vacancy Desired page. Yes

The core application pages are shared between all districts with access to the application. Information on pages such as contact information, background and legal information, and some documents will be available for all districts that can see your application.

All information uploaded onto the Supplemental Materials page is shared between the districts to which you are applying. This includes the resume and cover letter. We advise creating a general cover letter for uploading on the Supplemental Materials page.

Some organizations will have a page that is specific to their district or vacancy. This will have their organization name or Job ID number in the title of the page. In these cases, this information will be hidden from other districts. Specifically, some districts may create a specific page to upload a cover letter. The document uploaded on this district page will only be visible to hiring managers in that district.

* I understand that my application will have general information shared between districts, including the documents uploaded on the Supplemental Materials page, and that districts may choose not to collect a specific cover letter. Yes

For questions regarding requirements for a specific position, such as "What sort of background are you looking for with this position?" or "How long is the position going to accept applications?", please contact the district that posted that vacancy directly via their website, which can be found in the posting on Teach Iowa.

For technical questions within the application, such as forgotten passwords or in the event of a server error, contact Technical Support. This signature indicates that I have read and understood **all** of the preceding instructions.

X	Signed: Molly Cox
----------	--------------------------

Experience

Please list ALL relevant work experience beginning with the most recent.

Current or Most Recent Position		Employer Contact Information		Supervisor/Reference Contact Information	
West Central Valley Assistant Varsity Softball Coach		3299 White Pole Road Stuart, IA 50250 515-523-2765			
Date From - Date To:	05/2012 -	Full or Part Time:		Last Annual Salary:	1,850
Reason for Leaving:	Current/Summer only				
May we contact this employer?					
Responsibilities/Accomplishments at this Position	-Managed and practices. -Coached to improve softball skills and attitudes. -Developed long lasting relationships with other coaches.				

Teach Iowa Online Application

Cox, Molly -

Date Submitted: 3/31/2015

Experience Continued

Previous Position Held		Employer Contact Information		Supervisor/Reference Contact Information	
Bright Horizons Substitute Teacher		1700 Christensen Dr, Ames, IA 50010 (515) 294-2273			
Date From - Date To:	09/2014 - 11/2014	Full or Part Time:	Sub	Last Annual Salary:	
Reason for Leaving:	School				
May we contact this employer?					
Responsibilities/Accomplishments at this Position	-Worked as a sub teacher in infant, toddler, and Pre-K Classrooms. -Interacted with kids in an engaging educational environment.				

Student Teaching (TI)

Student Teaching/Internship

School District	Des Moines Public Schools
Location	McCombs M.S.
School Phone #	5152428447
School Year	2015
Date Completed (mm/yyyy)	03/05/15
Length of Experience	8 Weeks
Grade Level(s)/Subject Area(s) Taught	7th Grade Global Studies
Name and Phone of Cooperating Teacher or Field Supervisor	Joshua Wager,
Name and Phone of Add'l Cooperating Teacher or Field Supervisor	
Name and Phone of University Supervisor	Leonard Griffith,
Academic Grade Received	awaiting

Additional Student Teaching/Internship

School District	Des Moines Public Schools
Location	Hubbell Elementary School
School Phone #	515-242-8414
School Year	2015
Date Completed (mm/yyyy)	anticipated, 05/2015
Length of Experience	8 Weeks
Grade Level(s)/Subject Area(s) Taught	Third Grade
Name and Phone of Cooperating Teacher or Field Supervisor	Jill Bouslog,
Name and Phone of Add'l Cooperating Teacher or Field Supervisor	
Name and Phone of University Supervisor	Gary Sheldon
Academic Grade Received	awaiting

Teach Iowa Online Application

Cox, Molly -

Date Submitted: 3/31/2015

Education

Please tell us about your educational background beginning with the most recent

. For each institution, list the college semester hours* you received in your major and minor. *Please list hours as semester hours. (Convert quarter hours to semester hours by multiplying the quarter hours by 2/3.)

If your university, college, or technical school is not in the dropdown, the final item in the list is an option for "Other", which will allow you to type in your school.

High School Attended: West Central Valley, Stuart, Iowa
Graduation Status: H.S. Diploma

Colleges, Universities and Technical Schools Attended:

Education Continued

Name and location	Dates Attended: From - To	Major area of study and number of semester hours	Minor area of study and number of semester hours	Degree	Date Conferred or Expected	Graduated
IA - Iowa State University	08/2013 05/2015	Elementary Education Hrs: 99	Hrs:	Bachelors	05/2015	
IA - Buena Vista University	08/2012 05/2013	Elementary Education Hrs:	Hrs:	N/A	05/2013	
Iowa Central Community College	08/2010 05/2012	Elementary Education Hrs: 151	Hrs:	Associates of Arts	05/2012	

	Undergraduate	Graduate
Overall GPA	3.48/	/
Major GPA	3.93/	/
Highest Degree Attained	Number of graduate hours beyond your highest degree:	Grad Program Of Study
BA/BS/etc.		

List honors, awards or distinctions you have earned:
 Deans List fall 2013 and 2014

Certification

Do you hold National Board for Professional Teaching Standards certification?	No
Do you hold or anticipate an Iowa certificate?	Certificate is anticipated
How do you plan to obtain an Iowa certificate?	I am in the process of obtaining my Iowa certification/license through a College/University program.

89

Teach Iowa Online Application

Cox, Molly -

Date Submitted: 3/31/2015

Certification Continued

Type	Date Anticipated	Expiration Date	Status
Standard Educator (102 - Teacher Elem Classroom-k-6)	05/20/2015		Will Apply For When Eligible
Coaching Authorization (101 - Athletic Coach-K-12)	mm/dd/yyyy		Current
Coaching Authorization (,)	mm/dd/yyyy		

Please list any other endorsements and/or verifications documented on your certificate(s):

- * Have you applied for an Iowa certificate? No
 - * List the date you applied for certification:
 - * Have you received a deficiency statement? No
 - * Have you passed the National Teachers Exam (NTE)? No
- If pending, date test taken
Passed both Praxis

Do you hold a current out-of-state certificate? No

State	Type	Certificate Number	Expiration Date	Current?

List your out-of-state certified teaching/administration fields:

Special Skills (TI)

Check any certification or license relevant to the position you are applying for.

- CDL (Comm. Drivers License)
- Journeyman Electrician
- Journeyman Plumber
- Master Electrician
- Master Plumber
- HVAC
- Right to Know (Hazardous Chemicals)
- Bloodborne Pathogens
- Mandatory Child Abuse Reporting
- First Aid / CPR
- AS / Early Childhood
- Paraeducator
- Certified Nursing Assistant

Molly N. Cox

Objective	<i>To obtain a position as an elementary school teacher in which a strong dedication to the total development of children and a high degree of enthusiasm and engagement can be utilized.</i>	
Education	Bachelor of Arts , Iowa State University – Expected May 2015 Associates of Arts, Iowa Central Community College – 2012 Major: Elementary Education Endorsement: Social Studies Endorsement/Licensed: Coaching ***Reading Endorsement Expected 2016	
GPA	Accumulative: 3.48	Professional Education Required Courses: 3.93
Student Teaching	McCombs Middle School (DMPS) - 7th Grade Global Studies 1/22/15 - 3/5/15 - Collaborated with teachers to create engaging lessons. - Taught classes ranging in sizes 21-30, full time for two weeks. - Modeled literacy (fluency) standards in the social studies curriculum. - Developed relationships with students to enhance classroom culture. - Attended professional development meetings. Hubbel Elementary (DMPS) -3rd Grade 3/9/15 - 5/6/15 - Opportunity has not yet started.	
Practicum	Hillside Elementary (WDM) -1st Grade Summer 2014 - Engaged students in math and literacy lessons. - Aided students one-on-one with adding and subtracting skills. - Led small group reading and writing groups. Lakewood Elementary (Norwalk) - 5th Grade Fall 2014 - Developed engaging lessons using technology in science, reading, and writing. - Graded tests and homework. - Performed running records with struggling readers.	
Work Experience	Varsity Softball Assistant Coach 5/1/12 - Current West Central Valley, Stuart, Iowa -Managed and practices. - Coached to improve softball skills and attitudes. - Developed long lasting relationships with other coaches. Bright Horizons Child Care Fall 2014 Ames, Ia -Worked as a sub teacher in infant, toddler, and Pre-K Classrooms. - Interacted with kids in an engaging educational environment.	

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

Date: 5/7/15

Building: Inman Primary Vacancy: Teacher

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

Name: Mrs. Laura Moyers

Address: _____

Certified: Elementary Education

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
0	0	Class <u>BA</u> Step <u>0</u>	<u>BA</u>		On File Pending	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

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 Laura Moyers	Home Phone	
Address	Office Phone	
City	State	Zip

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

two Elementary K-6 positions

3. PROFESSIONAL PREPARATION

INSTITUTION	LOCATION	DEGREE & DATE	MAJOR	MINOR
Viterbo Univ.	LaCrosse, WI	Endorsement, May 2015	Early Childhood PK-3	
William Penn Univ.	Oskaloosa, IA	Bachelors	Elementary Education	Reading Endorsement
Mineral Area College	Park Hills, MO	Associates	Business Administration	

4. STUDENT TEACHING/TEACHING EXPERIENCE

POSITION	DISTRICT NAME	CITY/STATE	FROM-TO
3-5 yr. old Lead Teacher	WCCA Head Start	Red Oak, IA	August 2013-present
Teacher	Red Oak CSD	Red Oak, IA	October 2011-December 2011
Teacher	Shenandoah CSD	Shenandoah, IA	August 2011-October 2011

5. OTHER PERTINENT EXPERIENCE

TITLE	EMPLOYER	CITY/STATE	FROM-TO
Substitute Teacher	Red Oak CSD	Red Oak, IA	January 2012-May 2013
Substitute Teacher	Shenandoah CSD	Shenandoah, IA	February 2012-May 2013

6. REFERENCES

NAME	TITLE	OFFICE ADDRESS	OFFICE TELEPHONE
Jen Bruce	Teacher	900 Inman Dr. Red Oak, IA 51566	712-623-6635
Linda McGrew	Associate Teacher	904 Broad St. Red Oak, IA 51566	712-623-8391
Martha Pfeiffer	Teacher	904 Broad St. Red Oak, IA 51566	712-623-8393

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:

LAURA MOYERS

OBJECTIVE

- To create an engaging, hands-on learning experience for students in a safe educational environment

EDUCATION

- Viterbo University, May 2015
- BA William Penn University, December 2011
- AA Mineral Area College, December 2006

ENDORSEMENTS

- Early Childhood PK-3 (May 2015)
- Elementary Education
- Reading

PROFESSIONAL EXPERIENCE

- **Teacher**, Head Start Preschool; Red Oak, IA; August 2013-current
Accomplishments: Taught Asceleros curriculum and Positive Behavior Support to three-and-four-year-olds; supervised two associate teachers; created a safe learning environment for students; managed classroom behaviors; established and maintained communication with caregivers; dealt with federal paperwork; collaborated with staff
- **Substitute Teacher**, Kindergarten and First Grade; Essex Community School District, Essex, IA; May 2013-May 2013
Accomplishments: Taught lessons of two teachers; involved students in learning with several teaching techniques; modified assignments to fit time and student needs; adjusted lessons plans for end-of-year testing; managed student conduct
- **Substitute Teacher**, First Grade; East Mills School District, Malvern, IA; December 2012 –May 2013
Accomplishments: Created an exciting learning atmosphere for students; instructed learners in subjects; adjusted lessons to meet time and student requirements; supervised student actions
- **Substitute Teacher**, Preschool-Ninth Grade, Shenandoah Middle School, Shenandoah, IA; February 2012-May 2013
Accomplishments: Engaged students in learning with various teaching methods; managed classroom behaviors; taught lessons of multiple teachers, including art, and P.E.; adapted education according to student needs and time
- **Substitute Teacher**, Preschool-Eighth Grade, Red Oak Community School District, Red Oak, IA; January 2012-May 2013
Accomplishments: Taught lessons of multiple teachers, including Guidance, Special Education, ELL, and Title I; handled unexpected scheduling changes with flexibility; engaged students in education with various teaching practices; managed classroom behaviors; supervised students with medical needs; collaborated with teachers and staff
- **Substitute Teacher**, Headstart Preschool, Red Oak, IA, October 2012
Accomplishments: Impart social, emotional, and academic skills to students through fun lessons; involve learners in educational play with peers and teachers; involved young minds in creative arts, motor development, science, math, language, literacy, communication and learning approaches; maintain a safe learning environment; document behaviors and implement behavior plans; communicate daily with parents
- **Student Teaching Experience**, Third Grade, Inman Primary School, Red Oak, IA; Fall 2011
Accomplishments: Utilized Developmental Studies Literacy Curriculum, Daily 5, Saxon Math, and McGraw-Hill Science; co-taught guided reading groups; employed numerous classroom and behavior management techniques as well as teaching approaches
Student Teaching Experience, Third Grade, Shenandoah Elementary School, Shenandoah, IA; Fall 2011

LAURA MOYERS

Accomplishments: Taught Developmental Studies Literacy Curriculum, Daily 5, TCI Social Studies, Delta Science, Spelling Mastery, and guided reading groups; utilized various classroom management techniques and teaching strategies

- **Field Experience**, Sixth Grade, Fifth Grade, Fourth Grade, Washington Intermediate School, Red Oak, IA; Fall – Spring 2011

Accomplishments: Worked one-on-one with a level 3 student with a disability and 10 other students with level 2 learning disabilities and behavior disorders; implemented behavior plans, and assisted with various teaching methods

- **Field Experience**, First-Third Grade, Shenandoah Elementary School, Shenandoah, IA; September -October 2010

Accomplishments: Observed classroom management techniques and the Daily Five structure; the Stevenson Language Skills Program, the Rigby reading program, and the Read Naturally strategy; assisted students in independent reading

PROFESSIONAL DEVELOPMENT

- Mandatory Reporter: Child and Dependent Adult Abuse, January 2012, April 2015
- Literacy in Early Childhood, September 2014- April 2015
- NCQTL Teacher Time: Digging Deeper into Challenging Behavior, Spring 2014
- Positive Behavior Support in Early Childhood Education, May 2014
- Teaching Strategies Gold Basic, May 2014
- Healing Hearts, February 2014
- PBIS, January 2014
- CLASS, November 2013
- Heartsaver/Pediatric First Aid with CPR, AED, and Asthma Care, November 2013
- Medication Administration/Universal Precautions/Health Training, October 2013
- Civil Rights/CACFP Guidelines/Food Safety and Sanitation, October 2013
- Responding to Young Children in a Preschool Setting, September –December 2013

OTHER RELEVANT WORK

- **Para Professional**, 10 Special Education students grades 4-6, Red Oak School District, August 2010-June 2011
- **Para Professional Substitute**, Special Education and Behavior Disorder students grades Pre-K, 4th, and 5th, Red Oak School District, January 2010-May 2010

ADDITIONAL EMPLOYMENT

- Phone Representative, Communication Data Services, Red Oak, IA, 2007-2009
- Secretary, SW Iowa Farm Business Association, Red Oak, IA, Spring 2007
- Retail Sales, Crown Valley Winery, Ste. Genevieve, MO, 2005-2006
- Housekeeper, Crown Valley Bed & Breakfasts, Ste. Genevieve, MO, 2005-2006

HONORS AND MEMBERSHIPS

- Summa Cum Laude, December 2011
- President's List, Fall 2009-Fall 2011
- Who's Who in American Colleges, April 2011
- Phi Theta Kappa, 2005-2006
- MAC Dean's List, Spring & Fall 2006

REFERENCES

- Linda McGrew, Associate Teacher, Red Oak Head Start, Red Oak, IA; 712-623-8391
- Jen Bruce, Third Grade Teacher, Inman Primary School, Red Oak, IA; 712-623-6635
- Martha Pfeiffer, Preschool Teacher, Kaleidoscope Preschool, Red Oak, IA; 712-623-8393



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

5-1-15

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

.....

It is recommended that Juan Batula be hired as an Assistant Softball Coach for the 2015 season. Mr. Batula has been an integral part of the high school baseball program. This would be a transition from assistant baseball to assistant softball and give us a Head Coach and one Assistant for both programs. Mr. Batula will immediately fit the position and give what we need to accomplish for our Softball program to be successful.

Sincerely

A handwritten signature in black ink, appearing to be 'B. Bower', written over the printed name 'Barry Bower'. The signature is stylized and fluid.

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 5-1-15

Building ROHS.

Vacancy ASST. SPT. BILL COACH.

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

Name JUAN BAROLA

Address _____

Certified:

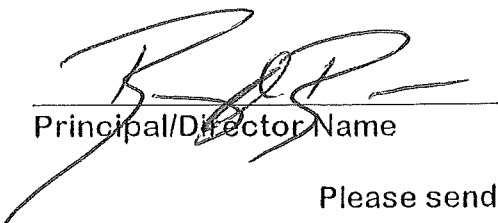
Position on Salary Schedule and Recommended Base Amount for Contract:

Actual Years Experience	Years of Experience Granted	Initial Placement on Schedule	Education Attained & Granted	Base Amount for Contract	License	Approval Areas
-	-	Class _____ Step _____	<i>Coaching American</i>	10% of base 2917.50	<u>On File</u> 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

Coaching Positions

LAST	FIRST	POSITION	LAST	FIRST	POSITION
ADAMS	CURTIS	HS Cross Country			HS Bowling Boys
FRENCH	SUEANN	HS Cross Country Asst			HS Bowling Girls
MONTGOMERY	ANGELA	HS Volleyball Head	WEBB	MICHAEL	HS Bowling Asst
ALLISON	SHARON	HS Volleyball Asst	MARTINEZ	DANIEL	HS Tennis Head
DREY	DEBRA	HS Volleyball Asst	MARTINEZ	JUANITA	HS Tennis Asst
GILLESPIE	ARRYN	MS Volleyball	GAMBS	JOHN	HS Golf Head
		MS Volleyball	BOEYE	ROBERT	HS Golf Asst
BOWER	BARRY	HS Football Head	ADAMS	CURTIS	HS Track Girls Head
PODLISKA	TIEGEN	HS Football Asst	CROUSE	NICHOLAS	HS Track Girls Asst
ERICKSON	MARK	HS Football Asst	BAUSERMAN	ERICA	MS Track Girls
ROUSE	NATHAN	HS Football Asst	ALLISON	JOHN	MS Track Girls
CROUSE	NICHOLAS	HS Football Asst			HS Track Boys Head
MORAN	MICHAEL	MS Football	FRENCH	SUEANN	HS Track Boys Asst
CARLSON	DAVID	MS Football	STITES	BRANDI	MS Track Boys
BATULA	JUAN	MS Football	MORAN	MICHAEL	MS Track Boys
POLLOCK	DANIEL	MS Football	JOHNSON	TRISTIN	HS Softball Head
MARTINEZ	DANIEL	HS Basketball Girls Head	BATULA	JUAN	HS Softball Asst
HENKE	PATTY	HS Basketball Girls Asst	ERICKSON	MARK	HS Baseball Head
MENSEN	BRIAN	MS Basketball Girls	CROUSE	NICHOLAS	HS Baseball Asst
WALKER	JOHN	MS Basketball Girls			
FUNDERMANN	THEODORE	HS Basketball Boys Head			
POLLOCK	DANIEL	HS Basketball Boys Asst			
BATULA	JUAN	MS Basketball Boys			
		MS Basketball Boys			
PODLISKA	TIEGEN	HS Wrestling Head			
ROUSE	NATHAN	HS Wrestling Asst			
		MS Wrestling			
ALLISON	JOHN	MS Wrestling			

Sponsor Positions

LAST	FIRST	DESCRIPTION	LAST	FIRST	DESCRIPTION
ADAMS	CURTIS	M.S. Art			FB Cheer Sponsor
BLACK	DAN	H.S. Instrumental Music	LOMBARD	BARBARA	BB Cheer Sponsor
BLACK	DAN	H.S. Jazz Band	MOYERS	SAMI JO	Junior Class Prom Sponsor
CROUSE	NICHOLAS	Weight Training	MOYERS	SAMI JO	Wrestling Cheer
BLOMSTEDT	DEBRA	Science Fair	PANEC	KELEN	HS National Honor Society
ERICKSON	JANELLE	M.S. Yearbook	PANEC	KELEN	HS Student Council Co-Sponsor
MANGOLD	KELSEY	Co M.S. Student Council	REEVE	KIMBERLY	HS Sm Gr Speech Asst.
MORAN	MICHAEL	Co M.S. Student Council	REEVE	KIMBERLY	HS Lg Gr Speech Asst.
EUKEN	TERESA	Elem Art	UHL	JASON	HS Art
EHMKE	STEPHANIE	Safety Patrol	UHL	JASON	HS Yearbook
FUNDERMANN	THEODORE	H.S. Student Council Sponsor	VANMETER	TAMMI	MS Yearbook Assistant
GOMEZ	KIRSTIN	Flag Corp	WEMHOFF	LINNEA	Elem Vocal Music (4/5 of 3%)
HARDY	KEITH	Safety Patrol			
HORN	LAURA	HS Fall Play Director			
		HS Musical Assistant	Unused in 12-13		
HEWETT	JOHN	MS Instrumental Music	Debate		
HEWETT	JOHN	MS Jazz Band	M.S. Actors' Workshop		
HORN	LAURA	HS Sm Gr Speech	H.S. School Paper		
HORN	LAURA	HS Lg Gr Speech	M.S. National Junior Honor Society		
		HS Fall Play Asst Director			
		Eye of the Tiger Book			
BAUSERMAN	ERICA	MS Vocal Music			
BAUSERMAN	ERICA	Elem Vocal Music (1/5 of 3%)			
BAUSERMAN	ERICA	MS Fall Play Co-Sponsor			
BAUSERMAN	ERICA	MS Spring Play Co-Sponsor			
MARSDEN	TIMOTHY	HS Vocal Music			
MARSDEN	TIMOTHY	HS Mini Singers			
MARSDEN	TIMOTHY	HS Musical Director			
MANGOLD	KELSEY	MS Fall Play Co-Sponsor			
MARSDEN	TIMOTHY	MS Spring Play Co-Sponsor			

Item 6.2.5 Proposals with Probable Action Concerning Auditing Services for a Three
Year Period – Presented by the School Business Manager

Background Information: It is time to consider the appointment of an auditing firm to complete the required accounting and program review for Red Oak CSD.

Enclosed is information submitted by Business Manager Shirley Maxwell. She will review this and provide a recommendation for you.

Suggested Board Action: to be provided

To: Red Oak CSD Board of Directors
From: Shirley Maxwell, Business Manager
RE: Proposals for Auditing Services

May 8, 2015

Request for proposals were sent to four auditing firms.

Nolte, Cornman & Johnson-Newton, Iowa
Schroer & Associates, P.C.-Council Bluffs, Iowa
Hunt & Associates-Oskaloosa, Iowa
Bohnsack & Frommelt, LLP-Overland Park, Kansas

We received sealed proposals from Nolte, Cornman & Johnson and Schroer and Associates.

Both companies quoted prices for the request in the proposal.

Nolte, Cornman & Johnson 1st year-\$9,500, 2nd year \$10,000, 3rd year \$10,500,
Schroer & Associates P.C. 1st year-\$10,500, 2nd year \$10,500, 3rd year \$10,500

Over the three years there is a difference of \$1,500.00 between the two firms.

Nolte, Cornman and Johnson have done our audit for the last three years. 160 school districts have used their services during the last two years for their annual audit.

Schroer and Associates list 21 cities/utility companies, 18 nonprofit agencies and two school districts that they have performed auditing services for during the last three years.

It would be my recommendation as business manager to continue with Nolte, Cornman and Johnson as the firm to perform the annual audit for the Red Oak Community School District.

Item 6.2.6 Consideration and Probable Action to Approve Specialty Underwriters
Supplemental Insurance for the District's Computer Acquisition Program –
Presented by the School Business Manager and Director of Technology

Background Information: A new strategy is in place that could save the district a considerable amount of money during the new three year cycle for the Red Oak One-to-One Computer Program. This new protection strategy will be explained and recommended by Director of Technology Bob Deter and Business Manager Shirley Maxwell.

Enclosed is a limited amount of information for the Board's review.

Suggested Board Action: to be provided

TELESERVE™

QUOTE/INITIATIVE NO: TW29024R

Property Damage Insurance

21-Apr-2015

RED OAK CSD
2011 NORTH 8TH STREET
RED OAK, IA 51566

Item	Mfg	Model	Description	Serial #	SU Base Cost	+	* Additional Services (Consumables)	=	SU Annual Total Cost
010	VARIOUS	PER ATTACHED EQUIPMENT CHECKLIST	PER ATTACHED EQUIPMENT CHECKLIST	None	\$68,421	+	\$0	=	\$68,421
SUBTOTAL :					\$68,421	+	\$0	=	\$68,421
Site Name: BANCROFT									
244861	LANIER	117SPF	COPIER	V4409200282	\$647	+	\$0	=	\$647
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.013 SURCHARGE > 24250 BLACK COPIES									
SUBTOTAL :					\$647	+	\$0	=	\$647
Site Name: HIGH SCHOOL									
216672	GESTETNER	DSM618D	COPIER	J9256701237	\$509	+	\$0	=	\$509
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.013 SURCHARGE > 25000 BLACK COPIES									
244862	RICOH	MP6001	COPIER	V6915900042	\$3,759	+	\$0	=	\$3,759
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.004 SURCHARGE > 625000 BLACK COPIES									
SUBTOTAL :					\$4,268	+	\$0	=	\$4,268
Site Name: INMAN PRIMARY SCHOOL									
216679	LANIER	MP5002	COPIER	W853Q406652	\$1,125	+	\$0	=	\$1,125
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.006 SURCHARGE > 85000 BLACK COPIES									
244860-1	LANIER	LD433SP	COPIER	M6394901782	\$4,486	+	\$0	=	\$4,486
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.004 SURCHARGE > 503000 BLACK COPIES									
SUBTOTAL :					\$5,611	+	\$0	=	\$5,611
Site Name: MIDDLE SCHOOL MC									
244863	RICOH	MP201	COPIER	W3018502159	\$759	+	\$0	=	\$759
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.01 SURCHARGE > 40000 BLACK COPIES									
SUBTOTAL :					\$759	+	\$0	=	\$759
Site Name: MIDDLE SCHOOL OFFICE									
216676	RICOH	MP4000	COPIER	M5585000301	\$2,497	+	\$0	=	\$2,497
<u>Additional Terms / Comments</u> DRUM (BLACK), PM KIT INCLUDED. 0.006 SURCHARGE > 193000 BLACK COPIES									
SUBTOTAL :					\$2,497	+	\$0	=	\$2,497
Site Name: TECH CENTER									

* Consumable Coverage Selected-Not discounted. Amount Shown is Maximum Reimbursement Limit Provided



TELESERVE™
Property Damage Insurance

QUOTE/INITIATIVE NO: TW29024R

21-Apr-2015

RED OAK CSD
2011 NORTH 8TH STREET
RED OAK, IA 51566

Item	Mfg	Model	Description	Serial #	SU Base Cost	+	* Additional Services (Consumables)	=	SU Annual Total Cost
<i>Site Name: TECH CENTER</i>									
216677	RICOH	MPC6000	COLOR COPIER	M7980300174	\$1,851	+	\$0	=	\$1,851
<u>Additional Terms / Comments</u> <small>DRUM (BLACK), PM KIT INCLUDED. 0.006 SURCHARGE > 160000 BLACK COPIES 0.0226 SURCHARGE > 12000 COLOR COPIES</small>									
SUBTOTAL :					\$1,851	+	\$0	=	\$1,851
<i>Site Name: WASHINGTON INTERMEDIATE SCHOOL</i>									
216675	RICOH	MP4000	COPIER	M5585301629	\$3,408	+	\$0	=	\$3,408
<u>Additional Terms / Comments</u> <small>DRUM (BLACK), PM KIT INCLUDED. 0.005 SURCHARGE > 285000 BLACK COPIES</small>									
SUBTOTAL :					\$3,408	+	\$0	=	\$3,408
<i>Site Name: WEBSTER BUILDING</i>									
216678	GESTETNER	DSM725	COPIER	K8564901433	\$522	+	\$0	=	\$522
<u>Additional Terms / Comments</u> <small>DRUM (BLACK), PM KIT INCLUDED. 0.01 SURCHARGE > 30000 BLACK COPIES</small>									
SUBTOTAL :					\$522	+	\$0	=	\$522
(1) TOTAL DOCUMENTS					\$87,984	+	\$0	=	\$87,984

* Consumable Coverage Selected-Not discounted. Amount Shown is Maximum Reimbursement Limit Provided

TELESERVE™ SERVICES & COVERAGE

SERVICES:

WORK ORDER PROCESS	INCLUDED
VENDOR PAY PROCESS FOR COVERED ITEMS ONLY	INCLUDED
MANAGEMENT REPORTING	INCLUDED

COVERAGE:

CORRECTIVE MAINTENANCE	
ELECTRICAL BREAKDOWN	INCLUDED
MECHANICAL BREAKDOWN	INCLUDED
PARTS	INCLUDED
LABOR	INCLUDED
TRAVEL	INCLUDED
PREVENTIVE MAINTENANCE	INCLUDED

COVERAGE IN EXCESS OR SECONDARY TO ANY OTHER INSURANCE FOR REPAIRS

CAUSED BY:

POWER SURGE	INCLUDED
HUMAN ERROR	INCLUDED
AIR CONDITIONING FAILURE	INCLUDED
RENTAL OF SUBSTITUTE EQUIPMENT	INCLUDED
COPIER DRUMS & PM KITS	INCLUDED
OVERTIME, WEEKEND TIME, HOLIDAY TIME	INCLUDED
IN-HOUSE REIMBURSEMENTS FOR LOW VOLTAGE EQUIPMENT ONLY @ \$35/HOUR	INCLUDED

PHYSICAL PLANT EQUIPMENT, CONSUMABLES, SUPPLIES, PROJECTOR TUBES/LAMPS, COSMETIC RESTORATION, UPGRADES, REFURBISHMENTS, OBSOLESCENCE, WIRING/CABLING, VEHICLES / TRACTORS / HEAVY EQUIPMENT, FURNITURE AND FIXTURES, SOFTWARE EXCLUDED

NON-ELECTRICAL / NON-ELECTRONIC EQUIPMENT EXCLUDED
 FIRE, ALL RISK, EC, FLOOD & EARTHQUAKE EXCLUDED

DEDUCTIBLE \$ 0.00
 STUDENT ENROLLMENT 1,128

NOTE:

TERRORISM RISK INSURANCE (As Mandated By The Terrorism Act of 2002) Can Be Purchased As An Optional Coverage.

Any and all information shared between the organization listed herein and Specialty Underwriters LLC shall be treated as CONFIDENTIAL and shall not be directly or indirectly disclosed to any third party.

Any person who knowingly and with intent to defraud any insurance company or other person files an application for insurance or statement of claim containing any materially false information or conceals for the purpose of misleading, information concerning any fact material thereto commits a fraudulent insurance act, which is a crime and subjects such person to criminal and civil penalties.

Quoted costs are exclusive of applicable taxes

		EFFECTIVE DATE	
SIGNED	<i>Michael H. Polaski</i> Specialty Underwriters LLC	ACCEPTED BY	
		PO #	
DATE	April 21, 2015	DATE	

**OFFER VALID FOR 60 DAYS
 NOT BINDING UNTIL SIGNED ABOVE
 AND MAILED TO AND ACCEPTED BY THE COMPANY**

SU INSURANCE COMPANY
RED OAK CSD
TW29024R
EQUIPMENT CHECKLIST
STUDENTS SERVED 1,128

As indicated by the quote application, the checked boxes correspond to the equipment types found within your school district, for which the district is responsible for the maintenance cost. Coverage will be automatically provided for any checked equipment or system of the following equipment types in which the piece of equipment or system has a replacement value of \$15,000 or less. Any other piece of equipment or system must be itemized. Equipment not checked on this form will not be covered.

QTY

Classroom / Shop Equipment

- Driving Simulators
- Electrical & Electronic Auto Shop Equipment
- Electrical & Electronic Fitness Equipment
- Electrical & Electronic Laboratory Equipment
- Electrical & Electronic Sewing Equipment
- Electrical & Electronic Shop Equipment
- Electrical & Electronic Wood Shop Equipment
- Electronic Audio Visual Equipment
(i.e., VCRs, disc players, projection devices)
- Electronic Whiteboards
- Electronic Band Equipment
- Electronic Photo Shop Equipment
- ICN including Satellite Dishes
- Student Response Systems

Communications Equipment

- Audio / Visual Systems
- Overhead Paging / Intercom Systems / Clock Systems
- Radios
- *Telephone Systems# of Ports
- *Telephones, VMS # of Users

Computer Equipment

- *Controllers # of
- *Computer Communications
(i.e., modems, switches, routers, wireless access points)
- *Desktop Computers # of
- *File Servers # of
- *Laptops (must be detailed on Attachment A) # of
- *Laptops 1:1 mobile (must be detailed on Attachment A) # of
- *Tablets (must be detailed on Attachment A) # of
- *Tablets 1:1 mobile (must be detailed on Attachment A) # of
- *Printers # of
- *Scanners # of

Security Equipment

- Card Access Systems
- *CCTV Systems # of Cameras
- Electronic Gates / Doors
- Electronic Library Security System
- Fire Alarms
- Metal Detectors
- Police Alarms
- Safes, Chests, Vault Doors

Mail Equipment

- Inserters, Labelers, Openers, Stackers
- Mail Machines / Scales (not system)

Green indicates verbiage changes
 Yellow indicates new category and/or new information needed

Facilities Equipment

- Auditorium
(i.e., stage motors, lighting/audio boards, microphones, speakers)
- Auto Light Sensors
- Clothes Washers and Dryers
- Concession Stand Equipment & Vending Machines
- Electrical & Electronic Food Preparation Equipment
- Electrical & Electronic Housekeeping Equipment
- Electrical & Electronic Pool Equipment / Whirlpool
- Indoor Electronic Sign / Scoreboard
- Kilns
- Lawn Mowers (non-riding)
- Leaf Blowers / Weed Wackers
- Manlifts (must be detailed on Attachment A)
- Motors for Bleachers, Basketball Hoops
- Outdoor Electronic Sign / Scoreboard
- Pitching Machines
- Sports Time / Measure / Record System
- Water Drinking Fountains**
****refrigerant & connected plumbing excluded)**

Office Equipment

- Binders
- Bursters
- CAD / CAM Systems
- Calculators
- Card Readers
- Cash Registers
- Check Signers
- Coin Sorters / Packagers
- Copiers (must be detailed on Attachment B)
- Currency Counters
- Dictation Equipment
- Electrical & Electronic Office Equipment
(i.e., staplers, hole punchers)
- Electrical & Electronic Print / Press Equipment
(non-production)
- Electric Rotary Files
- Electronic Typewriters
- Embossers
- Facsimile Machines
- Folders
- ID Card Systems
- Laminators
- Microfilm Reader / Printers
- Microfilmers
- Retail Scanners
- Shredders
- Time & Attendance Systems
- Uninterrupted Power Supply / Transient Voltage Protection Systems (up to 40 KVA)

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	40
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	14
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	276
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	626
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	300
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	30
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	104
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EQUIPMENT BREAKDOWN INSURANCE---What Does It Do

Coverage is underwritten by SU Insurance Company in Oak Creek, WI. SU has an A.M. Best rating of A- (Excellent)

Through the use of an insurance policy it pays for the repair of your school's electrical and electronic equipment (excluding heating, ventilating and air conditioning).

The school has had this coverage for the last seven years on their copier equipment. We would now like to increase this coverage to other electrical and electronic equipment.

The policy allows the school to use the following options:

- The school's vendor of choice can repair equipment and do preventative maintenance.
- The school's own personnel can act as vendor. The school is reimbursed for parts and labor.
- Cash-out and Swap-out provisions apply to older equipment.
- Allows the school to shift funds from PPEL/SILO or General fund to management funds to pay for repair of electric/electronic (not HVAC) equipment.
- Reimburses the school at \$35/hour for the trouble shooting or fixing electric/electronic equipment. Plus, it reimburses the school for parts cost or mailing costs. The money that is sent to the school is considered miscellaneous income.
- The school chooses its own outside vendors. The insurance company does not leverage the vendors to charge less. They assign the P.O.'s and pay the vendors directly, which frees up Business Office personnel time.
- The policy has no deductible. As such, it can be a cost effective substitute for an equipment lease.

This coverage will be used for our 1:1 computers. The cost will be approximately \$34.00 per unit for unlimited number of repairs. This policy will allow our tech people to perform repairs and the district will receive reimbursement for the labor and parts of the repair. The district also has the option that the computer could be shipped out for repair if needed and the cost would be paid by this program. Mr. Deter will be available to help answer questions in this area.

At this time we are also looking into the cost of including lawn mowers, electrical housekeeping equipment, and washer and dryers. This will be sent as an optional addition.

Item 6.2 7 Preliminary Discussion for the Inclusion of District Support Personnel in an
Early Retirement Incentive Program – Presented by Board President Lee

Background Information: During the course of interest based bargaining talks with the Red Oak Support Staff Association, it was determined an investigation would be made to provide support personnel (office, paras, food service, transportation, maintenance) a type of program that would incentivize longevity and commitment to the school district.

Enclosed is the early retirement policy for the licensed professional staff. It will give you some idea of what must be contained in a potential policy for the non-licensed staff.

President Lee Fellers will offer some insight to the request by the Red Oak Support Staff Association.

Suggested Board Action: to be determined

LICENSED EMPLOYEE EARLY RETIREMENT

I. Eligibility for Early Retirement Plan

The school district offers an Early Retirement Plan for full-time licensed employees. Full-time licensed employees are licensed employees who are eligible for full insurance coverage under the requirements of the insurer and who are currently performing their assigned duties within the school district. A licensed employee is eligible to participate in the Early Retirement Plan under the following terms:

- A. The number of applications for the Early Retirement Plan will be limited to no more than five (5) for a given fiscal year, unless the Board chooses to allow more than five(5).
- B. The Early Retirement Plan will be available to a licensed employee who is fifty-five (55) years of age by the start of the next school year.
- C. The Early Retirement Plan will be available to those who have completed their most recent ten (10) consecutive years of service in the Red Oak Community School District.
- D. The employee shall submit an application for the plan on or before January 15 of the current school year, at the Board's discretion.
- E. The employee shall submit a written resignation resigning from the existing contract. The resignation may be contingent upon approval by the board of participation in the voluntary early retirement program.
- F. All applications for the Early Retirement Plan will be considered not later than the second regular Board meeting in January, and if more than the designated number allowed in Section A are received, the highest priority will be given to the teachers with the longest continuous teaching service in the District.
- G. An employee who meets the criteria in item "B", but who has not completed a minimum of ten (10) consecutive years of service to the school district may apply for a prorated early retirement amount. Approval of such application by the board will be based on the best interests of the school district, and if a prorated amount is approved, the amount will be based on completed consecutive years of service at the time of the application for the Early Retirement Plan.
- H. The application for the Early Retirement Plan and the resignation must be approved by the board, which will authorize disbursement of the early retirement amount.

Approved November 24, 2014

Reviewed November 24, 2014

Revised December 17, 2012

Red Oak Community School District

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LICENSED EMPLOYEE EARLY RETIREMENT

I. Approval by the board of the licensed employee's early retirement application shall constitute a voluntary resignation. Approval by the board of the licensed employee's early retirement application will also make the licensed employee eligible for disbursement of the early retirement amount on January 20 of the school year following the licensed employee's approval for early retirement. Failure of the board to approve the licensed employee's early retirement application will make the licensed employee's current contract with the board continue in full force and effect.

II. Voluntary Early Retirement Amount and Terms:

A. An employee who meets one of the eligibility requirements will be eligible for the early retirement amount of \$15,000, plus an amount equal to 25% of the employee's accumulated sick leave times the current daily substitute teacher pay rate. An employee whose contractual full-time equivalency (FTE) is less than 1.00 will be eligible for a prorated early retirement amount by multiplying the employee's FTE by the applicable amount above.

B. An employee agrees to participate in the "Special Pay Plan". This plan allows payment of the early retirement amount to be paid to a Tax Shelter Annuity of the employee's choice. This Tax Shelter Annuity must be with a company that participates in the State of Iowa Plan. If the employee is currently contributing to a Tax Shelter Annuity the payment will be made to the same company. The employee agrees not to close out this account before the January payment is made.

C. Upon retirement, the licensed employee is eligible to continue participation in the school district's group insurance plan at the licensed employee's expense by meeting the requirements of the insurer. The employee/retiree must pay the monthly premium amount in full to the board secretary prior to the due date of the school district's premium payment to the insurance carrier.

This insurance coverage will cease when the licensed employee/retiree qualifies for Medicare coverage, secures other employment in which the employer provides insurance coverage, or dies. If dependent insurance coverage is carried, that coverage may continue at the dependent's expense beyond the employee's/retiree's qualification for Medicare coverage under COBRA provisions.

In the event of the death of the employee/retiree, the dependent of the employee/retiree may continue coverage in the school district's group health insurance program at his/her own expense under COBRA provisions, if the dependent was covered through the school district's group health insurance program prior to the death of the employee/retiree.

D. An employee who elects to participate in this program will become a retired employee and will be entitled to all rights and privileges of such a retiree under applicable laws and policies of the school district.

E. Beneficiary. In the event of the death of the employee prior to the early retirement amount being paid, payment will be as follows:

1. Lump sum payment will be made to a designated beneficiary for the early retirement amount due to the employee on January 20 of the school year following the licensed employee's approval for early retirement.
2. In the event no beneficiary is named, payment shall be made to the estate of the employee on January 20 following the licensed employee's approval for early retirement.

The board has complete discretion to offer or not to offer an Early Retirement Plan for licensed employees and will review this policy annually. The board may discontinue the school district's Early Retirement Plan at any time.

Item 6.2.8 Presentation with Probable Ratification of the 2015 Master Contract Agreement with the Red Oak Education Association

Background Information: Interest based bargaining with the Red Oak Education Association has resulted in an agreement for the 2015 – 2016 contract year. The ROEA ratified the contract during the week of April 27 and now the Directors should consider like action. Directors Paul Griffen and Kathy Walker will review the highlights of the new agreement which has resulted in:

- A base salary of \$32,900
- A new base salary of \$30,275 for supplemental contracts and sponsorships
- An agreement to place all of the Teacher Salary Supplement dollars into the master schedule
- A memo of understanding in how to manage the new Teacher Leadership Compensation Program
- An average negotiated package increase of 2.98%

Suggested Board Action: to be provided

Item 6.2.9 Consideration and Probable Action to Name a New Vendor for the Football Bleachers Accessibility Improvement Project – Presented by Carlos Guerra

Background Information: The vendor to complete the project for accessibility at the football bleacher site for Red Oak Schools has backed out on the project leaving Carlos Guerra to revert to the second contractor, BR Bleachers of Woodstock, Illinois.

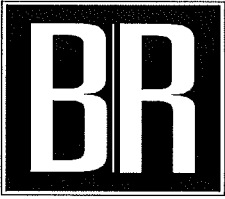
Carlos is present this evening to request the Board's endorsement of a second vendor who will complete the project for a cost of \$18,899 as compared to the original vendor, SAAFE of Ellendale, MN who had quoted a price of \$19,768.

Suggested Board Action: to be provided

May 8, 2015

To: Red Oak CSD Board of Directors
From: Carlos Guerra, Mindy Riibe
Maintenance / Operations Department
RE: ADA Bleachers

Due to the circumstances of SAAFE not being able to manufacture the "U" shaped ramp, new bids were requested from BR Bleachers and SAAFE. SAAFE did not provide a new bid. We would like to move forward with the other company BR Bleachers. The new quote is attached for BR Bleachers.



Athletic Facility
Products & Service

4/28/2015

Carlos Guerra
Red Oak SD
904 Broad Street
Red Oak, IA 51566-2604

Re: Order Confirmation - BR Quote# 15-1-02440

PRICE	DESCRIPTION	SCHOOL	AREA
\$18,899.00	Furnish materials and labor for the following; - "U" Shaped ADA Ramp and 6 (single cut out) ADA spaces	Red Oak HS	FBH

To complete your order please fill out the information below, sign and fax to our office as soon as possible at (815)-334-1715.

Thank You

Carlos Guerra, phone 712-623-6600, fax 712-623-6603, cell 712-370-6606

GENERAL TERMS & CONDITIONS: BR Bleachers (BR) pricing includes products & services per your specifications & per the terms & conditions shown herein. In the unlikely event of a manufacturing defect, BR's liability is limited to the replacement of the part only. 30% restocking fee on products ordered in error. Payment due in full upon receipt of BR's invoice.

LABOR: Unless otherwise stated herein & approved by an officer of BR in writing: 1) Prices based on all work being performed by BR & not split with other firms or individuals. 2) Warranty void if work is performed by others during the warranty period. 3) All work to be performed during normal weekday, non-holiday business hours, (weather permitting if outdoors) on a continuous business days, without interruption, until completed. 4) Electrical work does not include the parts or labor to install the power supply to equipment being installed.

PRICING & EXCLUSIONS: Unless otherwise stated herein & approved by an officer of BR in writing; 1) Pricing good for 30 days. 2) Pricing does not include certified or shop drawings, taxes, permits, bonds, engineer's drawings, other equipment installations, commissions, local code compliances, ADA compliance or other extraneous fees. 3) If so required by state or local statutes/codes, the customer is responsible for obtaining all necessary building, occupancy, or any other work permits. 4) Customer responsible for all site preparations as required by applicable code(s) & as per BR specifications and/or recommendations.

MATERIAL SHORTAGES & DEFECTS: Missing, discolored or damaged materials must be noted on the bill of lading at time of arrival & reported to BR immediately. BR is not responsible for the cost to replace damaged, defective or missing materials that are not noted on the bill of lading upon arrival or have not been immediately reported to BR. Colors of plastic seating & other plastic materials are approximate & will not exactly match the color of existing parts. It is normal for them to fade & wear quickly.

OVERHEAD WORK: If customer supplies lift, it must: 1) Be readily available in the area being serviced; 2) Have a fully charged battery; 3) Be in safe, well maintained condition; 4) Have all safety features & safety harnesses in place. We reserve the right to inspect lift condition & function before use. If it not in satisfactory condition the customer will be required to pay for lift rental. If delayed or required to return later due to rental lift unavailability or related delays, additional charges will also apply. For your safety, students & staff may not be use the gym while overhead work is in progress.

Purchase Order # _____

Print Name _____

Date: _____

Signature _____

Title: _____

Item 7.0 Reports

Each board meeting may have one or more reports from district staff; announcements of future meetings; or general announcements from organizations. Seldom will the information require formal board of director action. If formal action is needed on any item, a recommendation will be provided.

7.1 Administrative Reports

Enclosed is a report from the Home School Assistance Program as provided by Karen Dean and Bonnie Viner.

7.2 Future Conferences, Workshops, Seminars

7.3 Other Announcements

Home School Assistance Program (HSAP)

Status Report 4/28/2015

Support, encouragement, and accountability:

Helping parents provide quality education for their children

Our duties (according to Iowa code, paraphrased from the Iowa HSAP Professionals handbook):

1. Have contact at least 4 times in 45 days of instruction, two of which must be face to face
2. Provide formal and informal assessments of the student's progress to the student and the student's parents
3. Annually maintain a log of visitations and assistance provided
4. Refer to the child's district of residence for evaluation any child who the teacher has reason to believe may be in need of special education

One main function of the Red Oak Community Schools' HSAP is to provide a bridge between the home school community and ROCSD. In that role, we have had several successes recently.

- A 4th grade student with severe Behavior Disorders lost his teacher due to her out-of-state relocation. The student's mom worked with Gayle Allensworth to construct a plan for instruction through the HSAP. The student uses textbooks provided by Washington Elementary so that the student maintains instructional progress with his peers and Mom meets regularly with HSAP teachers to receive supportive materials and lesson plans. The student is thriving and is actively participating in field trips and enrichment classes with home-schooled peers. He plans to attend ROMS in the fall.
- A 7th grade student (last year) that is Talented and Gifted (TAG) needed acceleration but was unable to begin SWCC concurrent enrollment classes due to scheduling issues. The student was able to begin college classes this year (10th grade) and is doing accelerated Math and Literature through HSAP plus a Chemistry Lab enrichment class through the homeschool coop.
- There is an on-going joint effort between SPED personnel, ROMS teachers and a student's guardians to provide the best academic environment possible for an at-risk LD/ADD student who was 4 years behind his peers academically. The student's guardians work with him on Reading, Language Arts, and practical Math through the HSAP for 2 periods each day and Red Oak teachers also teach

SPED for the academic areas and electives that were carefully chosen to help make the student successful. The student is slowly making up the gap with his peers.

- A family that was homeschooling independently has been recently told that their year old is going blind. Through the HSAP, Mom is connecting with personnel at the AEA and plans to dual enroll soon to begin services.

Services that we have provided to families include:

Scheduling materials on loan from the AEA such as science kits, adapted classics, math manipulatives, cultural kits, book kits on Iowa History, phonics games, etc.

Piano and guitar lessons

Formal and informal assessments

Help with transcripts, record-keeping, documentation for colleges and government agencies, lesson planning, curriculum choices, Special Education options, legal resources, etc.

Parents of TAG students have contacted our office for enrichment materials for the summer break.

We have had a few families that did not attend meetings sufficiently or were not diligent enough with their home program to make progress toward their goals. They are no longer receiving these services through our program but the door is open for them to return at any time.

Currently, we are helping families select curriculum and classes for next year as well as doing informal end-of year assessments and providing summer enrichment materials.

We deeply appreciate your support of the homeschool community in Red Oak.

Karen L. Dean

Bonnie Viner

May 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1 Drake Relays WIS 5th Grade Oregon Trail Day B Tr HS Here 5:00 p.m.	2 PTO Flower Fund Raiser MS Richard Simpson Band Festival HS Auditorium B Ten @ Atlantic Tournament 9:00 a.m. Drake Relays
3 HS Band Concert 2:00 p.m. HS Auditorium	4 Baseball Practice Begins Golf Creston G(H)/B(T) 4:30 p.m. Ten Creston 4:30 p.m. G(H)/B(T) B Tr HS @ Atlantic 5:00 p.m. Music Boosters Meeting 7:00 p.m.	5 Golf at Atlantic Tournament 1:00 p.m. MS Band Concert 7:00 p.m. HS Auditorium	6 2 Hour Early Release Prof Dev	7 Ten Harlan 4:30 p.m. G(T)/B(H) Coed Tr HS H10 @ Glenwood 4:30 p.m.	8 G Tr MS @ Creston 4:00 p.m. B Tr MS @ Lewis Central 4:00 p.m. PTO Carnival IPS	9 State 2A Music Festival Lg Group B Golf @ Kuemper 8:30 a.m. G Ten Tournament Here 9:00 a.m.
10	11 Softball Practice Begins Golf H10 G @ Glenwood 11:00 a.m. B @ St. Albert 10:00 a.m. B Ten H10 @ Lewis Central 9:00 a.m. Tr MS H10 G @ Shen/B @ Atlantic 4:00 p.m. School Board Meeting 6:00 p.m.	12 WIS Reading on the Square 11:15 a.m. -12:30 p.m. Golf Harlan/Shenandoah 4:30 p.m. @ Harlan B Ten H10 Rain Date Senior Awards Night 5:30 p.m. HS Auditorium PTO Meeting 5:15 p.m. IWIS	13 2 Hour Early Release Prof Dev	14 All Iowa 8th Grade Honor Band Ten Boys District Meet TR State Qualifying Meet	15 Golf Boys Sectional Meet	16 Ten Girls Regional Team Meet Ten Boys Prelim Sub-state Meet
17 Graduation 2:00 p.m. HS Gym	18 Golf Girls Regional Meet G Ten H10 Here 9:00 a.m. Coed MS Tr @ Shen 4:00 p.m.	19 G Ten H10 Rain Date Ten Girls Regional Team Meet MS Vocal Concert 7:00 p.m. HS Auditorium	20 WIS Track & Field Day Tag A Long Booster Meeting 6:00 p.m. HSMC	21 East Day of School Pending Snow Days 2 Hour Early Release Ten Girls Regional Individual Meet TR State Coed Meet	22 Last Day for Students Teachers Last Contract Day Pending Snow Days 2 hr early dismissal End of Year Employee Breakfast TR State Coed Meet Golf Boys District Meet Ten Girls Regional Team Meet	23 TR State Coed Meet Ten Girls Regional Team Meet Ten Boys Sub-state Team Meet
24	25 Memorial Day Program Band Concert SS/BB @ Fremont Mills 5:30 p.m.	26 Golf Girls Regional Meet SB/BB @ Underwood 5:30 p.m.	27 Annual employee Recognition Breakfast 7 a.m. IPS	28 SB DH @ Atlantic 5:30 p.m. BB @ Altantic 5:30 p.m.	29 Golf/Ten Boys State Meet SB @ Lenox 5:30 p.m. BB @ Kuemper 5:30 p.m.	30 Golf/Ten Boys State Meet SB Tournament Here 9:00 a.m. BB @ Essex 12:00 p.m.
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June 2015

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	<p>1</p> <p><i>Golf Girls State Meet</i> <i>SB/BB Shenandoah Here</i> 5:30 p.m. <i>Music Boosters Meeting 7:00</i> <i>p.m. HS Band Room</i></p>	<p>2</p> <p><i>Golf Girls State Meet</i> <i>Ten Boys Team State Meet</i> <i>SB/BB @ Glenwood 5:30</i> <i>p.m.</i></p>	<p>3</p> <p><i>SB DH @ Essex 5:30 p.m.</i></p>	<p>4</p> <p><i>Ten Girls Individual State</i> <i>Meet</i> <i>SB DH @ Lewis Central</i> 5:30 p.m. <i>BB @ Lewis Central 5:30</i></p>	<p>5</p> <p><i>Ten Girls Individual State</i> <i>Meet</i> <i>BB Denison Here 5:30 p.m.</i></p>	<p>6</p> <p><i>Ten Girls Team State Meet</i> <i>SB @ Atlantic Tournament</i> 10:00 a.m. <i>BB Southwest Valley/</i> <i>Treynor Here 12:00 p.m.</i></p>
7	<p>8</p> <p><i>School Board Meeting 6:00</i> <i>p.m.</i></p>	<p>9</p> <p><i>Golf/Ten Coed State Meet</i> <i>SB/BB Clarinda Here 5:30</i> <i>p.m.</i></p>	<p>10</p> <p><i>SB Southwest Valley Here 5:30</i> <i>p.m.</i></p>	<p>11</p> <p><i>SB/BB St. Albert Here 5:30</i> <i>p.m.</i></p>	<p>12</p> <p><i>SB @ Creston Tournament 4:00</i> <i>p.m.</i> <i>BB @ Harlan 5:30 p.m.</i></p>	<p>13</p> <p><i>SB @ Creston Tournament</i> 10:00 a.m.</p>
14	<p>15</p> <p><i>SB/BB Creston Here 5:30 p.m.</i></p>	<p>16</p> <p><i>SB/BB @ Shenandoah 5:30</i> <i>p.m.</i></p>	<p>17</p> <p><i>SB @ CB AL 5:30 p.m.</i> <i>Tag A Long Booster Meeting</i> 6:00 p.m. <i>HSMC</i></p>	<p>18</p> <p><i>SB DH Kuemper Here 5:30</i> <i>p.m.</i> <i>BB Kuemper Here 5:30 p.m.</i></p>	<p>19</p> <p><i>BB Atlantic Here 5:30 p.m.</i></p>	<p>20</p> <p><i>BB V Clarinda Academy Here</i> 12:00 p.m.</p>
21	<p>22</p> <p><i>SB/BB Glenwood Here 5:30</i> <i>p.m.</i> <i>School Board Meeting 6:00</i> <i>p.m.</i></p>	<p>23</p>	<p>24</p>	<p>25</p> <p><i>SB DH @ Denison 5:30 p.m.</i> <i>BB @ Denison 5:30 p.m.</i></p>	<p>26</p> <p><i>SB @ CB AL Tournament 9:00</i> <i>a.m.</i> <i>BB Lewis Central Here 5:30</i> <i>p.m.</i></p>	<p>27</p> <p><i>SB @ CB AL Tournament 9:00</i> <i>a.m.</i></p>
28	<p>29</p> <p><i>SB/BB @ Clarinda 5:30 p.m.</i></p>	<p>30</p> <p><i>SB/BB @ Creston 5:30 p.m.</i></p>				