

Red Oak Community School District

2011 North 8th Street

Red Oak, Iowa 51566

712.621.6600

www.redoakschooldistrict.com

Regular Board of Directors Meeting

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

Monday, August 11, 2014 – 6:00 pm

- Agenda -

- 1.0 Call to Order – Board of Directors President Lee Fellers
- 2.0 Roll Call – Board of Directors Secretary Pro Tem Jeanice Lester
- 3.0 Approval of the Agenda – President Lee Fellers
- 4.0 Communications 1-2
 - 4.1 Good News from Red Oak Schools
 - ★ New Families in the Red Oak Community School District
 - ★ Recognition of Student Achievements: Kate Walker, KMA Female Athlete of the Year, Division I Scholarship at Bucknell University and Hayden Berry, Red Oak Express Male Athlete of the Year
 - 4.2 Visitors and Presentations – none scheduled
 - 4.3 Affirmations and Commendations
 - ✓ 2014 Registration Day and Organization
 - ✓ Bank Iowa and the Red Oak Community School District New Teacher Orientation
 - 4.4 Correspondence
- 5.0 Consent Agenda 3-4
 - 5.1 Review and Approval of Minutes from August 4, 2014 5-6
 - 5.2 Review and Approval of Monthly Business Reports 7-10

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5.3 Personnel Considerations: Resignation Letters from Carolyn Lewis, Transportation Department; Pamela Nelson, Food Service Department; and Lisa Vanderhoof, Head Girls Softball Coach 11-13

5.4 Open Enrollment Requests

6.0 General Business for the Board of Directors

6.1 Old Business

6.1.1 Consideration of an Employment Contract with Wage Assignment for Kevin Crouch, Maintenance / Operations / Transportation Department 14-15

6.1.2 Contract Wage Consideration for Technology Department Staff Henry Devito and Kyle Doty 16

6.1.3 2015 IASB Legislative Platform and Consideration of Priorities by the Red Oak Board 17-21

6.2 New Business

6.2.1 Closed Session No. One: Parent and Student Request to Conference with the Board of Directors: Closed Session per Iowa Code 21.5(1) (a) and Potential Action Relating to the Closed Session 22

6.2.2 Closed Session No. Two: Parent and Student Request to Conference with the Board of Directors: Closed Session per Iowa Code 21.5(1) (a) and Potential Action Relating to the Closed Session 23

6.2.3 Presentation of the Annual School Improvement Advisory Council Recommendations – Presented by SIAC Chair Charla Schmid and Curriculum Director Barb Sims 24-31

6.2.4 Appointment and Affirmation for the School Improvement Advisory Council (SIAC) Membership in 2014 – 2015 32-33

6.2.5 Changes and Amendments for the Red Oak CSD Employee Manual and Amendments to the Red Oak High School Student Handbook 34-42

6.2.6 Community Engagement Session No. Five Planning Update – Facilitating Team Members 43-44

7.0 Reports 45-48

7.1 Administrative

7.2 Future Conferences, Workshops, Seminars

7.3 Other Announcements

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8.0 Next Board of Directors Meeting: Monday, August 25, 2014 – 6:00 pm
Sue Wagaman Board Room
Red Oak CSD Administrative Center

9.0 Adjournment

Item 4.0 Communications

4.1 Good News from Red Oak Schools

★ **New Families in the Red Oak Community School District**

The staff of Red Oak Schools would like to extend a special welcome to all new families who have registered in the schools for the 2014 – 2015 school term. At the board table Directors can find the most recent listing of the families and the schools where students are registered.

At the beginning of each year the district also experiences attrition. The estimated number will be presented this evening, also.

★ **Recognition of Student Achievements: Kate Walker, KMA Female Athlete of the Year, Division I Scholarship at Bucknell University and Hayden Berry, Red Oak Express Male Athlete of the Year**

Kate Walker and Hayden Berry stand out among student athletes for Southwest Iowa. Tonight the Directors extend their formal recognitions and will take a few minutes to visit during a brief social time. If the students are unable to attend, the Directors will send their affirmations through the parents.

4.2 Visitors and Presentations – none scheduled

4.3 Affirmations and Commendations

✓ **2014 Registration Day and Organization**

The annual Registration Day requires the coordination and participation by many to have a successful processing of 1,000 + students. A time of recognition is extended to:

Jeanice Lester, Registration Day Coordinator

Karla Wood

Deb Drey

Shirley Maxwell

Bob Deter

Henry Devito

Kyle Doty

Carlos Guerra

Linda Guerra

Letty Guerra

Heather Hall

Barb Fink

Kim Pratt

Barb Sims

Stephanie Ehmke

Gayle Allensworth

Item 4.3 – continued

Robin Jones
Nate Perrien
Mike Mott
Jeff Spotts
Barry Bower
John Brabec
Crystal Berkey
Christy Rea
Beth DeBolt
Jeanne Bauman
Elaine Carlson
Katherine Robinson
Sherry Powers
Jan Burnison
Lori Vanderhoof
Amy Confer
Sharon Foote
Tammi VanMeter
DeeDee Ellis
Trish Earley
Peggy Craig
Mindy Riibe
High School Custodians

✓ **Bank Iowa and the Red Oak Community School District New Teacher Orientation**

Thank you to Doug Rieken, Branch Manager and Connie Mellott, Vice-President, for the funding and welcome activity extended at the New Teacher Orientation Day, Thursday, August 7. This is the second year Bank Iowa has provided this hospitality. It is appreciated.

4.4 Correspondence – to be provided as needed

Item 5.0 Consent Agenda

BACKGROUND INFORMATION: The following items are presented for approval in one formal motion. Should any director have a question or would like for an item to be placed on the regular discussion agenda, please notify the District Administrative Center. Often it is easier to get more accurate information in advance of the meeting. This evening Shirley Maxwell is on vacation leave but Accounting Clerk Jeanice Lester can receive your request for information.

Enclosed are reference pages for:

5.1 Review and Approval of the Minutes from August 4, 2014

The minutes are enclosed for your review. Unless there are suggested changes, they are submitted for approval by Board Secretary Shirley Maxwell.

5.2 Review and Approval of the Monthly Business Reports

Payment vouchers are enclosed for review and approval. Last minute bills could be found at the table. Accounting Clerk Jeanice Lester (lesterj@roschools.com) is available to answer any questions concerning the expenditures. Please call ahead of the regular meeting if you need more information.

5.3 Personnel Considerations

Resignations:

- Enclosed is letter of resignation from Lisa Vanderhoof as Head Softball Coach
- Enclosed is a letter of resignation from Food Service Worker Pamela Nelson
- Enclosed is a letter of resignation from Transportation Dept. Driver Carolyn Lewis

5.4 Open Enrollment Requests

Two requests are under consideration this evening.

The first concerns a student from Essex open enrolled in Red Oak last year who now wants to open enroll in Nishnabotna school district. This is a formality and should be approved.

The second one concerns a family currently residing in the Stanton school district who is in the process of moving to Red Oak. This family should be approved for open enrollment.

SUGGESTED BOARD ACTION: It is recommended the board of directors approve the following consent agenda items:

Item 5.0 – continued

- Minutes from August 4, 2014
- Monthly business reports as presented
- Resignation letters from Carolyn Lewis, transportation; Pamela Nelson, food service; and Lisa Vanderhoof, softball head coach.
- Open enrollment processing as presented – approval for one open enrollment ‘out’ and approval for one open enrollment ‘in’.

Red Oak Community School District
Special Meeting of the Board of Directors

Meeting Location: Sue Wagaman Board Room, Red Oak CSD Administrative Center
Red Oak Technology Center-Red Oak High School Campus
Monday, August 4, 2014

This special meeting of the Board of Directors of the Red Oak Community School District was called to order by President Lee Fellers at 6:00 p.m.

PRESENT:

Directors: Lee Fellers, Bill Drey, Kathy Walker, Warren Hayes, Paul Griffen
Terry Schmidt, Superintendent and Shirley Maxwell, Board Secretary

APPROVAL OF AGENDA

Motion was made by Director Drey with a second by Director Griffen to approve the agenda as presented with the order of agenda items at the discretion of the board president. The motion carried unanimously.

COMMUNICATIONS

No communications were presented.

CONSENT AGENDA

Motion was made by Director Griffen, second by Director Drey to approve the consent agenda as presented which included the following:

- Review and approval of July 22, 2014 meeting minutes

The motion carried unanimously.

DISCUSSION AND ESTABLISHMENT OF SALARIES FOR 2014-2015 FOR ADMINISTRATORS

Supt. Schmidt presented the following salary increases for the administrators:

- Jeff Spotts-Interim Principal, Red Oak High School, 13.9% increase in salary
- Nathan Perrien-Middle School Principal, 10% increase in salary
- Barb Sims-Washington Intermediate Principal/District Curriculum Director 3% increase in salary
- Gayle Allensworth-Inman Primary School Principal/Special Education Director, 3.5% increase in salary

MOTION was made by Director Drey, second by Director Hayes to accept the administrator salaries as presented. Motion carried unanimously.

Supt. Schmidt presented salary increases for the following staff members:

- Bob Deter-Technology Director-3% increase in salary
- Sharon Foote-Food Service Supervisor, 3% increase in salary
- Shirley Maxwell-Business Manager, 3% increase in salary

MOTION was made by Director Drey, second by Director Griffen to accept the salaries as presented. Motion carried unanimously.

8.4.14 Board Minutes-Continued

Supt. Schmidt presented salary increases for the following staff members:

- Heather Hall-School R.N., 3.5% increase in salary
- Linda Guerra-Interpreter Paraprofessional, 3% increase in salary
- Deb Drey-Human Resources Clerk, 3% increase in salary
- Jeanice Lester-Accounting Clerk, 3% increase in salary
- Karla Wood-Administrative Assistant, 3% increase in salary

MOTION was made by Director Hayes, second by Director Griffen to accept the salaries as presented.

Ayes: Griffen, Hayes, Walker, Fellers, Abstain-Drey

UPDATE REPORT FROM ADMINISTRATORS JEFF SPOTTS AND BARRY BOWER: MASTER SCHEDULE CHANGES AND IMPACTS FOR 2014-2015

The administrators have been working with the Red Oak teachers and Stanton administrators to develop a schedule that would benefit the teachers and the students. Mondays, Tuesdays, Thursdays and Fridays will have seven fifty-one minute periods with a thirty minute seminar. Wednesday early dismissal days will consist of seven sessions at 36 minutes. Each day will have three 25 minute lunch periods.

HIRING/CONSIDERATION OF AN EMPLOYMENT CONTRACT FOR A SPECIAL EDUCATION BUS MONITOR—this will be on a future agenda.

HIRING/CONSIDERATION OF AN EMPLOYMENT CONTRACT FOR A COMBINATION MAINTENANCE/TRANSPORTATION ASSIGNMENT

MOTION was made by Director Walker, second by Director Griffen to hire Kevin Crouch for the combination maintenance/transportation assignment for the 2014-2015 school year. Discussion followed. MOTION was made by Director Walker, second by Director Griffen to withdraw the motion. This will be on an upcoming agenda.

ADJOURNMENT

Motion was made by Director Walker, second by Director Griffen to adjourn the meeting at 6:55 p.m. The next regular board meeting will be held on Monday, August 11, 2014 at 6:00 p.m. in the Sue Wagaman Board Room at the District Administrative Center, Technology Building. The motion carried unanimously.

Lee Fellers, Board President

Shirley Maxwell, Board Secretary

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Checking Account ID 1	Fund Number 10	OPERATING FUND
AHLERS & COONEY	06302014	2,575.00
10 0010 2310 000 0000 320	PROFESSIONAL SERVICES	2,575.00
Vendor Name AHLERS & COONEY		<u>2,575.00</u>
BELIN-BLANK CENTER	74819	550.00
10 0010 2213 100 3376 330	REG FEES	550.00
Vendor Name BELIN-BLANK CENTER		<u>550.00</u>
CASEY'S	07232014	86.71
10 0020 2700 000 0000 626	GAS	86.71
Vendor Name CASEY'S		<u>86.71</u>
COUNCIL BLUFFS COMM SCHOOLS	06302014	1,725.60
10 0010 1200 217 3303 561	SP ED CHARGES	1,725.60
Vendor Name COUNCIL BLUFFS COMM SCHOOLS		<u>1,725.60</u>
DICKEL DUIT OUTDOOR POWER, INC.	2917	128.98
10 0010 2600 000 0000 430	MOWER REPAIR	128.98
DICKEL DUIT OUTDOOR POWER, INC.	3990	146.43
10 0010 2600 000 0000 618	BELT	146.43
DICKEL DUIT OUTDOOR POWER, INC.	4180	199.95
10 0010 2600 000 0000 618	STRING TRIMMER	199.95
Vendor Name DICKEL DUIT OUTDOOR POWER, INC.		<u>475.36</u>
EAST MILLS COMMUNITY SCHOOLS	06032014	121.07
10 3230 1000 100 0000 565	CONCURRENT CLASSES	121.07
Vendor Name EAST MILLS COMMUNITY SCHOOLS		<u>121.07</u>
FAREWAY FOOD STORES	00006749	175.32
10 0010 2110 490 8027 618	SUPPLIES YES MENTORING	175.32
FAREWAY FOOD STORES	00019733	10.47
10 0010 2110 490 8027 618	SUPPLIES YES MENTORING	10.47
Vendor Name FAREWAY FOOD STORES		<u>185.79</u>
FIRST BANKCARD	07012014	28.75
10 3230 1000 100 0000 612	http://www.amazon.com/s/ref=nb_sb_noss/1	28.75
FIRST BANKCARD	07022014	207.00
10 0010 2321 000 0000 532	CONFERENCE CALLS	207.00
FIRST BANKCARD	07052014	421.12
10 0010 2213 100 3376 580	LODGING	421.12
FIRST BANKCARD	07062014	392.66
10 1901 1000 100 0000 612	PROJECTOR LAMP FOR EPSON BRIGHTLINK 475	392.66
Vendor Name FIRST BANKCARD		<u>1,049.53</u>
HOTEL AT KIRKWOOD CENTER, THE	72663	110.88
10 3230 1300 340 0000 580	conference room rate	110.88
Vendor Name HOTEL AT KIRKWOOD CENTER, THE		<u>110.88</u>
ISTE	521123-1	119.00
10 1902 2410 000 0000 611	DIGITAL TOOLBOX	119.00
Vendor Name ISTE		<u>119.00</u>

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
KABEL BUSINESS SERVICES-FLEX	201401607	378.00
10 0010 2510 000 0000 340	DEBIT CARDS FLEX PLAN	378.00
KABEL BUSINESS SERVICES-FLEX	201401662	18.00
10 0010 2510 000 0000 340	DEBIT CARDS FLEX PLAN	18.00
Vendor Name KABEL BUSINESS SERVICES-FLEX		<u>396.00</u>
LAKESHORE LEARNING CO.	3374670614	201.22
10 1900 1000 420 3238 612	INSTRUCTIONAL SUPPLIES	201.22
Vendor Name LAKESHORE LEARNING CO.		<u>201.22</u>
LIFETOUCH PUBLISHING	I545262	315.00
10 1902 1920 100 1920 618	YEARBOOK BALANCE DUE	315.00
Vendor Name LIFETOUCH PUBLISHING		<u>315.00</u>
MEDIACOM	13700814	1,449.00
10 0010 2236 000 0000 536	INTERNET/PHONE/MISC	1,449.00
Vendor Name MEDIACOM		<u>1,449.00</u>
MIDAMERICAN ENERGY	06302014	17,589.91
10 0020 2600 000 0000 621	THERMS 23	35.30
10 0020 2600 000 0000 622	KWH 1	20.91
10 0030 2600 000 0000 621	THERMS 12	23.20
10 0030 2600 000 0000 622	KWH 960	114.87
10 1911 2600 000 0000 622	KWH 1312	152.94
10 1912 2600 000 0000 621	THERMS 6	16.61
10 1912 2600 000 0000 622	KWH 5098	510.47
10 3230 2600 000 0000 622	KWH 123900	7,000.90
10 3900 2600 000 0000 621	THERMS 690	739.60
10 3900 2600 000 0000 622	KWH 44400	2,728.94
10 1901 2600 000 0000 622	KWH 40200	3,392.31
10 1901 2600 000 0000 622	KWH 1	2.77
10 1902 2600 000 0000 622	KWH 16320	1,281.17
10 2020 2600 000 0000 622	KWH 20800	1,557.69
10 2020 2600 000 0000 622	KWH 1	12.23
Vendor Name MIDAMERICAN ENERGY		<u>17,589.91</u>
PLIBRICO COMPANY LLC	90073	937.93
10 0010 2600 000 0000 430	REPAIR WORK	937.93
PLIBRICO COMPANY LLC	90126	1,801.90
10 0010 2600 000 0000 430	REPAIR FAN MOTOR	1,801.90
Vendor Name PLIBRICO COMPANY LLC		<u>2,739.83</u>
SEMINOLE ENERGY SERVICES, LLC	150-1406-9094	3,561.28
10 1901 2600 000 0000 621	THERMS 460	429.46
10 1902 2600 000 0000 621	THERMS 11	49.33
10 2020 2600 000 0000 621	THERMS 127	180.07
10 3230 2600 000 0000 621	THERMS 3762	2,902.42
Vendor Name SEMINOLE ENERGY SERVICES, LLC		<u>3,561.28</u>
TOTAL FUNDS BY HASLER	05312014	1,015.29
10 0010 2410 000 0000 531	POSTAGE FILL	1,015.29
Vendor Name TOTAL FUNDS BY HASLER		<u>1,015.29</u>

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
UNITED PARCEL SERVICE	07262014	127.52
10 0010 2410 000 0000 611	UPS CHARGES	4.25
10 3230 2410 000 0000 531	UPS CHARGES	37.30
10 1901 2410 000 0000 531	UPS CHARGES	22.60
10 1902 2410 000 0000 531	UPS CHARGES	40.77
10 2020 2410 000 0000 531	UPS CHARGES	22.60
Vendor Name UNITED PARCEL SERVICE		<u>127.52</u>
Fund Number 10		<u>34,393.99</u>
Checking Account ID 1	Fund Number 22	MANAGEMENT FUND
EMC INSURANCE	06302014	400.00
22 0010 1000 100 0000 260	WORKER'S COMP PAYMENT	400.00
Vendor Name EMC INSURANCE		<u>400.00</u>
IOWA WORKFORCE DEVELOPMENT	06302014	1,224.00
22 0010 2310 000 0000 250	UNEMPLOYMENT PAYMENT	1,224.00
IOWA WORKFORCE DEVELOPMENT	06302014-1	(88.95)
22 0010 2310 000 0000 250	CREDIT	(88.95)
Vendor Name IOWA WORKFORCE DEVELOPMENT		<u>1,135.05</u>
SPECIALTY UNDERWRITERS LLC	ST2773-1	8,775.25
22 0010 2310 000 0000 520	POLICY PREMIUM	8,775.25
Vendor Name SPECIALTY UNDERWRITERS LLC		<u>8,775.25</u>
Fund Number 22		<u>10,310.30</u>
Checking Account ID 1	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
BLDD ARCHITECTS	06302014	1,059.58
36 0010 4700 000 0000 450	PROFESSIONAL SERVOCES	1,059.58
Vendor Name BLDD ARCHITECTS		<u>1,059.58</u>
Fund Number 36		<u>1,059.58</u>
Checking Account ID 1		<u>45,763.87</u>
Checking Account ID 2	Fund Number 61	SCHOOL NUTRITION FUND
HILAND DAIRY FOODS COMPANY LLC	502140-1	55.62
61 1901 3110 000 0000 631	IPS MILK BALANCE	55.62
HILAND DAIRY FOODS COMPANY LLC	625140-1	55.62
61 1901 3110 000 0000 631	IPS MILK BALANCE	55.62
Vendor Name HILAND DAIRY FOODS COMPANY LLC		<u>111.24</u>
Fund Number 61		<u>111.24</u>
Checking Account ID 2		<u>111.24</u>
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
CLARINDA COMMUNITY SCHOOLS	06302014	200.00
21 0010 1400 920 6740 320	H-10 MS TRACK ENTRY FEE	100.00
21 0010 1400 920 6840 618	H-10 MS TRACK ENTRY FEE	100.00
Vendor Name CLARINDA COMMUNITY SCHOOLS		<u>200.00</u>
HUDI	17452-7G-102299	2,800.00
21 0010 1400 920 6600 320	HUDL ONLINE VIDEO YEARLY FEE	2,800.00
Vendor Name HUDI		<u>2,800.00</u>

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
RED OAK COMMUNITY SCHOOL DIST 21 3230 1400 950 7407 580	06202014 VANS TO LINCOLN ON 6/20/14 & ATLANTIC ON	108.40 108.40
RED OAK COMMUNITY SCHOOL DIST 21 0010 1400 920 6710 580	06212014 VANS TO DES MOINES on 6/21/14	211.20 211.20
RED OAK COMMUNITY SCHOOL DIST 21 0010 1400 920 6790 580	06242014 VANS TO DEWITT, IA ON 6/24/14	259.60 259.60
Vendor Name RED OAK COMMUNITY SCHOOL DIST		<hr/> 579.20
RED OAK COUNTRY CLUB 21 0010 1400 920 6660 320	05312014 GREEN FEES FOR SECTIONALS	160.00 160.00
Vendor Name RED OAK COUNTRY CLUB		<hr/> 160.00
RSCHOOLTODAY 21 0010 1400 920 6600 320	19399 RSCHOOL MEMBERSHIP FEE	400.00 400.00
Vendor Name RSCHOOLTODAY		<hr/> 400.00
Fund Number 21		<hr/> 4,139.20
Checking Account ID 3		<hr/> 4,139.20

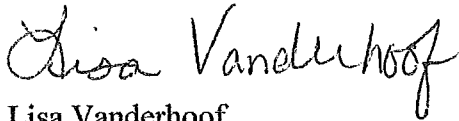
RECEIVED
AUG 06 2014

BY:

Mr. Bowers,

Since I have accepted a position at another school district, I believe it is in the best interest of the softball program if I resign from the head coach. Please except this as my formal resignation from the head softball coach position.

Thank you,



Lisa Vanderhoof

RECEIVED
AUG 06 2014

BY: _____

To Whom It May Concern:

This is to notify you of my resignation from my Food service position at the Red Oak Community School system. Please consider this to be my 30 day notice as noted in my contract and to be effective 09/06/2014.
8/6/2014

Pamela J. Nelson

8-1-14

RECEIVED
AUG 01 2014

To Board of Directors,

I Carolyn Lewis am giving my

~~an~~ notice. I am moving either to Council
Bluffs or Bellevue and have accepted a
job in Council Bluffs.

This is my last day.

C. Lewis

Item 6.1.1 Consideration of an Employment Contract with Wage Assignment for
Kevin Crouch, Maintenance / Operations / Transportation Department

Background Information: A recommendation is under consideration this evening to establish a cross-department assignment in order to fill a seasonal assignment for the grounds/maintenance program and to provide an additional driver for oft short labor in transportation. This was delayed a week ago in order to have a conversation with the leadership of the Red Oak Support Staff Association and to determine the most appropriate wage for this much needed support position.

Terry will provide an update on the ROSSA leadership meeting and will provide a recommended hourly wage. Enclosed is the letter of request from Interim Director Carlos Guerra.

Suggested Board Action: (to be provided)

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

July 15, 2014

Mr. Terry Schmidt
Superintendent
Red Oak Community School District

Dear Mr. Schmidt-

We are writing you this letter of proposal as we want to hire Kevin Crouch full-time in this newly created transportation/grounds keeper position. As you are aware we are in desperate need of bus drivers and Kevin Crouch has experience as a bus driver and has all the credentials needed. Kevin is also willing to do the grounds work. We want to hire Kevin as an 8 hour, 40 hours per week, 12 month position at \$10.25 per hour. We are wanting to move forward with this as soon as possible as currently we only have a part-time grounds keeper and we are having to mow on an everyday basis due to high rain volumes which one part-time person cannot keep up with. Thank you for taking the time to read our letter and for considering our proposal.

Thanks,

Carlos Guerra
Director Transportation/Maintenance

Item 6.1.2 Contract Wage Consideration for Technology Department Staff Henry Devito and Kyle Doty

Background Information: These two support staff persons are vital to the technology department but were inadvertently missed in the recommendation for salary changes at the August 4 meeting.

As a result the following recommendations for contract changes are in order:

Henry Devito, Network Administrator

Current wage is \$56,890

Recommendation of a 3% increase – New Wage of \$58,597

Kyle Doty, Department Technician

Current wage of \$15.00/hr was set in June, 2014

Recommendation: remain the same until a performance review is completed.

Suggested Board Action: (provided above)

Item 6.1.3 2015 IASB Legislative Platform and Consideration of Priorities

by the Red Oak Board

Background Information: Annually the Directors review legislative priorities for the Iowa Association of School Boards. The legislative priorities then become the focus for the Iowa Assembly in 2015. As time permits this evening, a review should be made and discussion completed for the most important issues affecting Red Oak Schools.

From the Iowa Association of School Boards:

Please spend time at your May, June, July or early August board meetings discussing and voting on your district's legislative priorities for the 2015 legislative session (due August 15). Each board should:

- **Pick no more than five priorities or approve the priorities from the existing 2014 platform, and/or;**
- **Recommend new resolutions and/or suggest amendments to existing resolutions;**
- **Identify resolutions that should be removed from the platform if they are no longer relevant or critical.**

All legislative priorities have been printed and are included with this agenda topic.

Suggested Board Action: Priorities should be established as time permits this evening.



2014 IASB Legislative Resolutions Actions

STUDENT ACHIEVEMENT AND STUDENT EQUITY: The Iowa Association of School Boards:	Legislative Action 2014 Session
1. Supports preserving the integrity of the statewide penny sales tax for school infrastructure, including the tax equity provisions of buying down the highest additional levy rates to the state average.	No major action but SF 2230 added language that allows a vote on the revenue purpose statement for school infrastructure funds to occur at the same time as a reorganization vote.
2. Supports full state funding to encourage local initiatives to fully comply with current professional development program requirements.	<ul style="list-style-type: none"> • Student Achievement/Teacher Quality- \$56,791,351 • Iowa Reading Research Center – \$1,000,000 • AEA Support for System for Teacher Leadership -\$1,000,000 • Administrator Mentoring \$1,000,000
2014 IASB Legislative Priority 3. Supports continued progress in the development of rigorous content standards and benchmarks consistent with the Iowa Core focused on improving student achievement, including the following state actions: <ul style="list-style-type: none"> • Provide and fund technical assistance to help school districts fully implement the Iowa Core. • Develop or obtain high-quality summative and formative assessments, aligned to the skills students should know and be able to do to succeed globally and locally. • Include and fund all the components of successful standards systems: assessments aligned to high expectations, improved and aligned instruction and quality professional development. 	<ul style="list-style-type: none"> • Student Achievement/Teacher Quality \$56,791,351 • AEA Support for System for Teacher Leadership -\$1,000,000
4. Supports adequate and on-time funding for English-language learner (ELL) students until the students reach proficiency.	No action
5. Supports a funding mechanism for school districts' transportation costs that does not directly or indirectly impact funding for the educational program.	No action
6. Supports adequate funding to ensure all 4-year-olds have access to a high quality public school preschool program. We should continue to allow 4-year-olds to be included in the enrollment count if those programs can demonstrate meeting the collaboration and quality standards requirements of the statewide voluntary preschool program.	No action
2014 IASB Legislative Priority 7. Supports continuation of sufficient incentives and assistance to encourage sharing, reorganization or regional high schools to expand academic learning opportunities for students and to improve student achievement.	SF 2056 extends whole grade sharing incentives through FY 19 HF 2271 clarifies extension of operational sharing incentives
8. Supports the inclusion of drop-out prevention and funding for at-risk students in the foundation formula and the inclusion of socio-economic status as a factor in determining a student's at-risk status. Supports increased flexibility in the use drop-out prevention and at-risk funding.	No action



2014 IASB Legislative Resolutions Actions

<p>9. Supports revising the foundation formula to equalize per pupil funding regardless of the school district.</p>	<p>No action</p>
<p>10. IASB supports Iowa law giving local school boards authority to establish charter schools. Charter schools should not be established by any entity other than public school boards and, after approval of a charter school by a local school district, charter school plans and waivers must be approved by the State Board of Education and subject to all state accountability and reporting standards.</p>	<p>No action</p>
<p>2014 IASB Legislative Priority</p> <p>11. Supports reform of Iowa's K-12 education system that:</p> <ul style="list-style-type: none"> • Is research-based; • Is focused on student achievement; • Includes comprehensive assessments to measure the full range and rigor of the Iowa Core; • Maintains oversight and control by locally elected boards of directors; • Does not "repurpose" existing education funds; and • Does not impose new mandates unless they are fully funded. 	<ul style="list-style-type: none"> • Student Achievement/Teacher Quality- • \$56,791,351 • Successful Progression for Early Readers (Early Literacy)- \$8,000,000 • Competency Based Education - \$425,000 for development of an assessment
<p>12. Supports returning to three-year school board member terms with less than a majority of the school board elected in any one year.</p>	<p>No action</p>
<p>13. Supports the development of and funding for research on best practices for early literacy strategies. IASB supports funding for professional development and classroom intervention strategies focused on implementing best practices for early literacy in grades PK-3.</p>	<ul style="list-style-type: none"> • Successful Progression for Early Readers (Early Literacy) - \$8,000,000 • Iowa Reading Research Center - \$1,000,000 • \$1.9 million for mandatory kindergarten early literacy assessment out of DE general administration
<p>FINANCE: The Iowa Association of School Boards:</p>	
<p>2014 IASB Legislative Priority</p> <p>14. Supports setting supplemental state aid (replaces the term allowable growth) by the date specified in the Iowa Code at a rate that encourages continuous school improvement and reflects actual cost increases experienced by school districts and AEAs. Our priority is to increase the state cost per pupil and the spending authority associated with it to build a strong base for future education resources.</p>	<p>No action</p>
<p>15. Supports a school foundation formula that adequately, and in a timely manner, funds changes in demographics including socio-economic status, remedial programming, and declining and increasing enrollment challenges.</p>	<p>No action</p>
<p>16. Supports greater flexibility in the use of the management levy for those services required by law including inspections and publication costs and legal and auditing services, including internal auditing services and staff and allowing payment of early retirement benefits for any retiree over the age of 55.</p>	<p>SF 220 allows use of management levy to pay for early retirement benefits for early retirees over age 65</p>
<p>17. Supports greater flexibility in allowing school districts to charge fees for non-curricular related costs.</p>	<p>No action</p>



2014 IASB Legislative Resolutions Actions

18. Supports the continuation of programs currently funded by the early intervention block grant program with flexibility to use those funds for other K-3 literacy programs if approved by the school board.	No action
LOCAL CONTROL The Iowa Association of School Boards:	
19. Supports legislation that provides greater flexibility for school districts to meet changing needs, become more efficient, protect natural resources and save public funds, including support of Home Rule.	SF 2230 added language that allows a vote on the revenue purpose statement for school infrastructure funds to occur at the same time as the reorganization vote. Language was also added that reduces the publication requirement from two publications to one publication for the disposal of property (such as basketball jerseys) that has a resale value of less than \$5,000.
2014 IASB Legislative Priority	No action
20. Supports the repeal of the mandatory school start date.	No action
21. Supports offering incentives to school districts to provide extended days and/or innovative calendars. School districts receiving these incentives will evaluate and determine the impact on student learning.	No action
22. Supports the use of physical plant and equipment levy (PPEL) funds for the maintenance and repair of transportation equipment that can be purchased or financed with PPEL funds.	No action
TAXES The Iowa Association of School Boards:	
23. Supports legislation allowing school bond issues to be passed by a simple majority vote and to permit the local school board to levy a combination of property taxes and income surtaxes to pay the indebtedness.	No action
24. Supports sufficient state revenues to adequately fund public education as Iowa's number one priority. IASB opposes erosion of the existing tax base. IASB supports a full accounting every two years by state government of the costs of all exemptions, credits or deductions for the income tax, sales tax or property tax.	No big tax cuts that impact us FY 16 Supplemental State Aid wasn't passed but the state did fully fund commitment to TLC for FY 15.
25. Supports Tax Increment Financing (TIF) limitation, reform and regulation. Reforms should limit the duration of all TIF districts, and mandate inclusion of the affected taxing bodies including school districts in discussions prior to the imposition of a TIF. TIFs are to be used for the sole purpose of stimulating development that would otherwise not occur. Expenditures from TIF revenues should not be used to pay for property tax rebates or other direct subsidies to private developers. In addition, IASB opposes residential TIFs that are not directly tied to job creation unless the impacted school districts approve.	No action
26. Opposes a constitutional amendment or statewide voter referendum that would limit taxes, spending or local control impacting education.	No action
27. Supports efforts to minimize property tax disparities that occur between school districts because of the additional levy rate in the school foundation formula.	No action



2014 IASB Legislative Resolutions Actions

28. Opposes property tax restructuring unless it continues to hold school districts harmless.	No action
29. Opposes the imposition of franchise fees on school corporations.	No action
PERSONNEL The Iowa Association of School Boards:	
30. Supports giving school districts and AEAs the option to reduce staff to respond to reductions in funding or to comply with an arbitrator's award. School districts and AEAs should not be required to use the teacher contract termination procedures in <i>Iowa Code</i> section 279.13 for such staff reductions.	No action
31. Supports providing school districts with incentives and the flexibility to pay market competitive wages for shortage area positions, especially in the areas required to meet graduation and Iowa Core mandates.	No action
32. Opposes changes to labor and employment laws unless they: <ul style="list-style-type: none"> • Include adequate resources provided by the state without a shift from other education resources or significant burden on property taxpayers. • Balance the rights of the employees with the rights of management with scales tipped in favor of student achievement and student safety. 	No action
33. Support a requirement that arbitrators, prior to any imposition of an award against a school district, AEA or community college, first consider local conditions and ability to pay. After the arbitrator determines the school district, AEA or community college has the ability to pay, the arbitrator should then consider comparability based upon similar size and geographic region.	No action
34. Supports a change in state law that allows school districts to voluntarily enroll their employees in the state's health, dental and life/long-term disability insurance pools.	No action
UNFUNDED MANDATES The Iowa Association of School Boards:	
35. Supports predictable and timely state funding to serve students receiving special education services at a level that reflects the actual cost, including educational programming and health care costs.	No action
36. Supports the federal commitment to fund 40 percent of the cost of educating students receiving special education services, and requests that the federal government fulfill that commitment by increasing funding a minimum of 8 percent per year until the 40 percent figure is achieved.	No action
37. Opposes and seeks to repeal unfunded mandates.	Mandates on epi pens, radon mitigation defeated; mandatory radon testing with \$1M appropriated to the testing.
38. Supports legislation requiring any new mandate have corresponding funding sufficient to implement the new mandate.	Mandatory radon testing with \$1M appropriated to the testing which isn't quite enough to fully fund the mandate.

Item 6.2.1 Closed Session No. One: Parent and Student Request to Conference with the Board of Directors: Closed Session per Iowa Code 21.5(1) (a) and Potential Action Relating to the Closed Session

Background Information: This evening the Directors are asked to return to a closed session to meet with a senior student and one or both of the parents. Due to the confidentiality involved with student records, the discussion will be closed. The board last met with the student in early spring and determined the current policy review underway for student awards/honors would need completion before a direction could be given to the student and family. Tonight the Directors can be in a position to dialogue with the family with improved, current knowledge.

The following motion could be in order: "I move that we hold a closed session as authorized by section 21.5(1) (a) of the open meetings law to review or discuss records which are required or authorized to be kept confidential."

Suggested Board Action: (will be determined)

Item 6.2.2 Closed Session No. Two: Parent and Student Request to Conference with the Board of Directors: Closed Session per Iowa Code 21.5(1) (a) and Potential Action Relating to the Closed Session

Background Information: This evening the Directors are asked to return to a closed session to meet with a sophomore student and one or both of the parents. Due to the confidentiality involved with student records, the discussion will be closed. The board last met with the student in early summer and determined additional information would be needed and consideration time could be needed prior to any guidance provided. Tonight the Directors can be in a position to dialogue with the family with improved, current knowledge and possible problem resolution.

The following motion could be in order: "I move that we hold a closed session as authorized by section 21.5(1) (a) of the open meetings law to review or discuss records which are required or authorized to be kept confidential."

Suggested Board Action: To be determined

Item 6.2.3 Presentation of the Annual School Improvement Advisory Council
Recommendations – Presented by SIAC Chair Charla Schmid and Curriculum
Director Barb Sims

Background Information: Please welcome Former Board President Charla Schmid and Curriculum Director Barb Sims as they present the annual goals of the *School Improvement Advisory Council (SIAC)*. They will make reference to last year's Adequate Yearly Progress (AYP) report recently formalized by the Iowa Department of Education. Enclosed is the letter for the AYP status and the information compiled by SIAC Chair Charla Schmid and Curriculum Director Barb Sims.

Please allow a few minutes for this presentation and consideration by you for the adoption of SIAC goals for 2014 – 2015.

Suggested Board Action: (to be determined)

2013-2014 AYP Notification

Red Oak Community School District

Red Oak Community School District 2013-2014 AYP Determination		
	Participation Rate	Annual Measurable Objective (AMO)
Reading	MET	MET
Mathematics	MET	MET
Other Academic Indicator: MET		

Definitions:

Watch Status – Districts and schools identified as “watch” missed at least one of the AYP state targets for the first time. Watch status schools are not subject to NCLB sanctions; the designation serves as a reminder that missing AYP state targets in the same area next year could result in a SINA designation.

Delay Status – Districts and schools identified as in need of assistance must meet state AYP requirements for two consecutive years before they can change status. Delay means that the district or school has met AYP goals for one year and is delayed at their current status until next year’s results are determined.

Participation Rate – The state required all school districts/schools to use the following steps to determine participation rate:

1. Report the total number of all students and subgroups at grade level enrolled on the date of the general Iowa Assessments, combined with the Iowa Alternate Assessment.
2. Report the total number of all students and subgroups at grade level administered the Iowa Assessments with or without accommodations.

The state collected participation rates at the building level as well as district level. Determining participation rate as part of AYP, Iowa uses a minimum size of 40 for all groups and subgroups at a school or district level. A school or district that reported fewer than 95% and had a subgroup of less than 40 was not considered as failing to meet AYP on the basis of participation rate.

Annual Measurable Objective (AMO) – Iowa’s accountability system requires all school districts/schools to annually demonstrate improvement towards the state’s annual goals in reading and mathematics. Because of the use of unified accountability trajectories by the state, all districts, subgroups within districts, all buildings, and all subgroups within buildings (of at least 30 students) are expected to attain the state’s trajectory. A proficiency index was used to combine achievement of students in all grades at a school or for districts (3-5, 6-8, and 11).

Other Academic Indicators: High School Graduation Rate – Both four and five year cohort graduation rates were used.

K-8 Attendance Rate – Average daily attendance is defined as the aggregate days of K-8 student attendance in a school or school district divided by the aggregate days of enrollment at grades K-8.

Districts must miss both state targets for graduation rate and attendance rate to miss AYP. In addition, districts must miss achievement targets at all levels (elementary, middle, and high school) to miss AYP.

August 1, 2014

2013-2014 AYP Notification

Red Oak Community School District

Red Oak High School		
2013-2014 AYP Determination		
	Participation Rate	Annual Measurable Objective (AMO)
Reading	MET	MET
Mathematics	MET	Removed-Watch
Other Academic Indicator: MET		

Definitions:

Watch Status – Districts and schools identified as “watch” missed at least one of the AYP state targets for the first time. Watch status schools are not subject to NCLB sanctions; the designation serves as a reminder that missing AYP state targets in the same area next year could result in a SINA designation.

Delay Status – Districts and schools identified as in need of assistance must meet state AYP requirements for two consecutive years before they can change status. Delay means that the district or school has met AYP goals for one year and is delayed at their current status until next year’s results are determined.

Participation Rate – The state required all school districts/schools to use the following steps to determine participation rate:

1. Report the total number of all students and subgroups at grade level enrolled on the date of the general Iowa Assessments, combined with the Iowa Alternate Assessment.
2. Report the total number of all students and subgroups at grade level administered the Iowa Assessments with or without accommodations.

The state collected participation rates at the building level as well as district level. Determining participation rate as part of AYP, Iowa uses a minimum size of 40 for all groups and subgroups at a school or district level. A school or district that reported fewer than 95% and had a subgroup of less than 40 was not considered as failing to meet AYP on the basis of participation rate.

Annual Measurable Objective (AMO) – Iowa’s accountability system requires all school districts/schools to annually demonstrate improvement towards the state’s annual goals in reading and mathematics. Because of the use of unified accountability trajectories by the state, all districts, subgroups within districts, all buildings, and all subgroups within buildings (of at least 30 students) are expected to attain the state’s trajectory. A proficiency index was used to combine achievement of students in all grades at a school or for districts (3-5, 6-8, and 11).

Other Academic Indicators: High School Graduation Rate – Both four and five year cohort graduation rates were used.

K-8 Attendance Rate – Average daily attendance is defined as the aggregate days of K-8 student attendance in a school or school district divided by the aggregate days of enrollment at grades K-8.

Districts must miss both state targets for graduation rate and attendance rate to miss AYP. In addition, districts must miss achievement targets at all levels (elementary, middle, and high school) to miss AYP.

August 1, 2014

2013-2014 AYP Notification

Red Oak Community School District

Red Oak Middle School		
2013-2014 AYP Determination		
	Participation Rate	Annual Measurable Objective (AMO)
Reading	MET	SINA-5
Mathematics	MET	SINA-5
Other Academic Indicator: MET		

Definitions:

Watch Status – Districts and schools identified as “watch” missed at least one of the AYP state targets for the first time. Watch status schools are not subject to NCLB sanctions; the designation serves as a reminder that missing AYP state targets in the same area next year could result in a SINA designation.

Delay Status – Districts and schools identified as in need of assistance must meet state AYP requirements for two consecutive years before they can change status. Delay means that the district or school has met AYP goals for one year and is delayed at their current status until next year’s results are determined.

Participation Rate – The state required all school districts/schools to use the following steps to determine participation rate:

1. Report the total number of all students and subgroups at grade level enrolled on the date of the general Iowa Assessments, combined with the Iowa Alternate Assessment.
2. Report the total number of all students and subgroups at grade level administered the Iowa Assessments with or without accommodations.

The state collected participation rates at the building level as well as district level. Determining participation rate as part of AYP, Iowa uses a minimum size of 40 for all groups and subgroups at a school or district level. A school or district that reported fewer than 95% and had a subgroup of less than 40 was not considered as failing to meet AYP on the basis of participation rate.

Annual Measurable Objective (AMO) – Iowa’s accountability system requires all school districts/schools to annually demonstrate improvement towards the state’s annual goals in reading and mathematics. Because of the use of unified accountability trajectories by the state, all districts, subgroups within districts, all buildings, and all subgroups within buildings (of at least 30 students) are expected to attain the state’s trajectory. A proficiency index was used to combine achievement of students in all grades at a school or for districts (3-5, 6-8, and 11).

Other Academic Indicators: High School Graduation Rate – Both four and five year cohort graduation rates were used.

K-8 Attendance Rate – Average daily attendance is defined as the aggregate days of K-8 student attendance in a school or school district divided by the aggregate days of enrollment at grades K-8.

Districts must miss both state targets for graduation rate and attendance rate to miss AYP. In addition, districts must miss achievement targets at all levels (elementary, middle, and high school) to miss AYP.

August 1, 2014

2013-2014 AYP Notification

Red Oak Community School District

Inman Primary School		
2013-2014 AYP Determination		
	Participation Rate	Annual Measurable Objective (AMO)
Reading	MET	Delay-1
Mathematics	MET	MET
Other Academic Indicator: MET		

Definitions:

Watch Status – Districts and schools identified as “watch” missed at least one of the AYP state targets for the first time. Watch status schools are not subject to NCLB sanctions; the designation serves as a reminder that missing AYP state targets in the same area next year could result in a SINA designation.

Delay Status – Districts and schools identified as in need of assistance must meet state AYP requirements for two consecutive years before they can change status. Delay means that the district or school has met AYP goals for one year and is delayed at their current status until next year’s results are determined.

Participation Rate – The state required all school districts/schools to use the following steps to determine participation rate:

1. Report the total number of all students and subgroups at grade level enrolled on the date of the general Iowa Assessments, combined with the Iowa Alternate Assessment.
2. Report the total number of all students and subgroups at grade level administered the Iowa Assessments with or without accommodations.

The state collected participation rates at the building level as well as district level. Determining participation rate as part of AYP, Iowa uses a minimum size of 40 for all groups and subgroups at a school or district level. A school or district that reported fewer than 95% and had a subgroup of less than 40 was not considered as failing to meet AYP on the basis of participation rate.

Annual Measurable Objective (AMO) – Iowa’s accountability system requires all school districts/schools to annually demonstrate improvement towards the state’s annual goals in reading and mathematics. Because of the use of unified accountability trajectories by the state, all districts, subgroups within districts, all buildings, and all subgroups within buildings (of at least 30 students) are expected to attain the state’s trajectory. A proficiency index was used to combine achievement of students in all grades at a school or for districts (3-5, 6-8, and 11).

Other Academic Indicators: High School Graduation Rate – Both four and five year cohort graduation rates were used.

K-8 Attendance Rate – Average daily attendance is defined as the aggregate days of K-8 student attendance in a school or school district divided by the aggregate days of enrollment at grades K-8.

Districts must miss both state targets for graduation rate and attendance rate to miss AYP. In addition, districts must miss achievement targets at all levels (elementary, middle, and high school) to miss AYP.

August 1, 2014

2013-2014 AYP Notification

Red Oak Community School District

Washington Intermediate School		
2013-2014 AYP Determination		
	Participation Rate	Annual Measurable Objective (AMO)
Reading	MET	SINA-3
Mathematics	MET	Watch
Other Academic Indicator: MET		

Definitions:

Watch Status – Districts and schools identified as “watch” missed at least one of the AYP state targets for the first time. Watch status schools are not subject to NCLB sanctions; the designation serves as a reminder that missing AYP state targets in the same area next year could result in a SINA designation.

Delay Status – Districts and schools identified as in need of assistance must meet state AYP requirements for two consecutive years before they can change status. Delay means that the district or school has met AYP goals for one year and is delayed at their current status until next year’s results are determined.

Participation Rate – The state required all school districts/schools to use the following steps to determine participation rate:

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The state collected participation rates at the building level as well as district level. Determining participation rate as part of AYP, Iowa uses a minimum size of 40 for all groups and subgroups at a school or district level. A school or district that reported fewer than 95% and had a subgroup of less than 40 was not considered as failing to meet AYP on the basis of participation rate.

Annual Measurable Objective (AMO) – Iowa’s accountability system requires all school districts/schools to annually demonstrate improvement towards the state’s annual goals in reading and mathematics. Because of the use of unified accountability trajectories by the state, all districts, subgroups within districts, all buildings, and all subgroups within buildings (of at least 30 students) are expected to attain the state’s trajectory. A proficiency index was used to combine achievement of students in all grades at a school or for districts (3-5, 6-8, and 11).

Other Academic Indicators: High School Graduation Rate – Both four and five year cohort graduation rates were used.

K-8 Attendance Rate – Average daily attendance is defined as the aggregate days of K-8 student attendance in a school or school district divided by the aggregate days of enrollment at grades K-8.

Districts must miss both state targets for graduation rate and attendance rate to miss AYP. In addition, districts must miss achievement targets at all levels (elementary, middle, and high school) to miss AYP.

August 1, 2014

Red Oak Community School District SIAC Committee Goals Discussion – after approved by the Board of Directors, they will also become goals in the CSIP which is why the data that we need to collect to determine progress are also listed for each:

May 2014 – finalized July 7, 2014:

Proposed goals for approval:

Goal 1: All K-12 students will achieve at high levels in reading comprehension that will prepare students for success in the 21st Century.

The following indicators will measure district progress with Goal 1:

1a. Using 2013-2014 school year as the baseline, percentage of students who score at the proficient level or above on the Iowa Assessment Reading Test in grades 3 through 8 and 11, including data disaggregated by subgroup.

1b. Percentage of students in grades K-8 who are independent readers at grade level according to the benchmark tests given at the end of the year.

1c. Percentage of students in a cohort class at the High School who are achieving at grade level in reading comprehension on the Measures of Academic Progress Test.

1d. Community survey data

Goal 2: All K-12 students will achieve at high levels in mathematics that will prepare students for success in the 21st Century.

The following indicators will measure district progress with Goal 2:

2a. Using 2013-2014 school year as the baseline, percentage of students who score at the proficient level or above on the Iowa Assessment Mathematics Test in grades 3 through 8 and 11, including data disaggregated by subgroup.

2b. Percentage of students in a cohort class at the High School who are achieving at grade level in mathematics on the Measures of Academic Progress Test.

2c. Community survey data

Goal 3: All K-12 students will achieve at high levels in science that will prepare students for success in the 21st Century.

The following indicators will measure district progress with Goal 3:

3a. Using 2013-2014 school year as the baseline, percentage of students who score at the proficient level or above on the Iowa Assessment Science Test in grade 8 and 11, including data disaggregated by subgroup.

3b. Percentage of students in a cohort class at the High School who are achieving at grade level in science on the Measures of Academic Progress Test.

3c. Community survey data

Goal 4: Student engagement will increase through the use of integrated technology in all core classes.

The following indicators will measure district progress with Goal 4:

4a. The indicators identified for Goals 1, 2, and 3.

4b. Percentage of students at grade 8 who score at the proficient level or above on a locally developed technology assessment.

4c. Using 2013-2014 school year as a baseline, improvement on the Clarity Survey data district wide.

Goal 5: Each and every student will feel safe and connected to school, equipped with skills to succeed in a global society.

The following indicators will measure district progress with Goal 5:

5a. Attendance rate as measured by the average daily attendance data calculated and reported on the Certified Annual Report (CAR).

5b. Graduation rate as calculated by the Iowa Department of Education using data from the spring BEDS report.

5c Drop Out Rate

5d. Percentage of bullying and harassment incidents at each attendance center as reported in the spring BEDS report.

5e. Percentage of students in grades 6, 8, and 11 that report that they have used alcohol on the Iowa Youth Survey

5f. Office referral data (K-12)

5g. Student survey data (Olweus)

5h. Homeless data

Item 6.2.4 Appointment and Affirmation for the School Improvement Advisory Council
(SIAC) Membership in 2014 – 2015

Background Information: Enclosed is a current list of SIAC members for 2014 – 2015. The list of names certainly can be amended and invitations can be extended to other Red Oak patrons who would like to serve.

The Directors may want to discuss this list before affirming the membership in this new school year.

Suggested Board Action: (to be determined)

Contact Group Name:

School Improvement Advisory Comm for 2014 – 2015

Members:

Aistrope, Kerry
Allensworth, Gayle
Behrens, Nancy
Behrens, Rick
Bower, Barry
Craig, Peggy
Crouch, Monica
Dean, Alan
Dentlinger, Connie
Eubank, Brett
Fluckey, Leanne
Gilleland, Toby
Grass, Eduard & Mabel
Guerra, Linda
Hewett, John
Honeyman, Tom
Hugo Lepe
Ingrid Perkins
Matt Perkins
Johnson, Chad & Sara
LeRette, Brian & Dawn
Maher, George
Mellott, Connie
Miller, Dan
Montgomery, Angela
Norris, James
Olson, Sandy
Orme, Randy
Perrien, Nate
Petersen, Ann
Powers, Drue
Ray, Barb
Schmid, Charla
Schmidt, Terry
Shalters, Carrie
Sheldon, Marsha
Sims, Barb
Smith, Sarah
Spotts, Jeff
Vial, Roger
West, Melanie
Wilson, Randall
Welter, Christie

Item 6.2.5 Changes and Amendments for the Red Oak CSD Employee Manual and
Amendments to the Red Oak High School Student Handbook

Background Information: The Red Oak CSD Employee Manual needs updating. Rather than produce the entire manual for you (it is available on the district's website), the suggested changes have been assembled by Administrative Assistant Karla Wood.

Terry will review the changes and also suggest some amendments that could be forthcoming.

Suggested Board Action: (to be provided)

August 8, 2014

To: Red Oak Community School District Board of Directors
From: Terry L. Schmidt, Superintendent
Subject: 2014-2015 Employee Handbook Revisions for FY 15

Revised: Title Page

~~Red Oak Community School District~~

~~Employee Manual~~

~~July 1, 2013 - June 30, 2014~~

Red Oak Community School District

Employee Manual

July 1, 2014 - June 30, 2015

Revised: Page 1

Non Discrimination Policy

It is the policy of the Red Oak Community School District not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, marital status, national origin, religion, age, socio economic status or physical or mental disability in its programs, activities, or employment practices as required by the Iowa Code sections 216.9 and 19B.11, Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. 1681-1688), Section 504 (Rehabilitation Act of 1973, 29 U.S.C. 794), and the Americans with Disabilities Act (42 U.S.C. 12101, et seq.). Inquiries or grievances regarding compliance may be directed to the Educational Equity Coordinator, ~~Mrs. Chris Zarkos~~, Mr. Theo Fundermann, School Counselor, Red Oak Community School District, Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, Iowa, 51566.

Handbook revisions

Page 2

Revised: Page 2

Administrative Regulations and Procedures

The Red Oak Community School District reserves the right to establish and carry out specific administrative regulations and procedures which, in accordance with the applicable federal, state and local laws, are utilized and adhered to in the conduct of the legitimate business of the district. The Red Oak CSD Employee Manual is a resource document for the established business, employment and general operating policies currently in place. A copy of this manual can be located in each school building, in each administrative/leadership office of the school district, and on the District's website at www.redoakschooldistrict.com. The manual will be updated on a periodic basis as needed. Any questions about the manual or specific regulations may be addressed to Mrs. Deb Drey, Human Resources, at the District Office, Red Oak Community School District, 712.623.6600, ext. ~~3306~~-5605 or dreyd@roschools.com.

Revised: Page 3

Employee Communications and Community Partnerships

Communication is a key to the success of Red Oak CSD employees, students, parents, and the community as a whole. The most important tool used in Red Oak Schools for communication is the district's website:

www.redoakschooldistrict.com. Secure portals concerning the operations of the school district are available for district employees to read and interact. Each district employee is assigned an email address and is expected to use it to stay informed and to communicate both internally and externally.

Community relations are a vital component to the success of the school district. The Red Oak School District is committed to the two-way communication process and encourages its employees to build strong links within the Red Oak community. Some examples of existing formal school/community partnerships include the media (the Red Oak Express and Radio Station KCSI/KOAK), the Red Oak Ministerial Association, the Montgomery County YMCA, the Red Oak Chamber and Industrial Association, the Red Oak Education Foundation, the Red Oak FFA Alumni Association, the Y.E.S Mentoring Program, the Inman and Washington Schools Parent Teacher Organizations, the Red Oak Band Music Boosters, the Tag-A-Long Organization at Red Oak High, and the Wilson Performing Arts Association.

Revised: Page 13

Attendance Expectations

The Red Oak CSD expects all employees to assume responsibility for their attendance and punctuality as an integral part of their employment. Regular

attendance is expected of every employee. Employees should recognize that absences are disruptive to the work environment and decrease productivity and employee morale. Staff should realize that they are obligated to not make commitments during the day that may be scheduled at an alternative time. Should an employee be unable to work because of illness, injury or any other reason, you are required to notify your building administrator or department director or his/her representative as far in advance as possible, but no later than an hour before your normal starting time on each day of absence.

The District may require evidence to support a sick leave claim for any sick leave beyond four (4) days. Teachers or Teaching Associates requiring a substitute should follow notification rules as determined by the school principal.

Departments of Maintenance, Food Service, and Transportation employees requiring a substitute should notify their department director. ~~Webster Business Office~~ District Administrative Center employees shall notify the Business Manager of any absence due to illness.

Staff requesting professional leave should complete the Professional Leave form in advance of any planned absence with approval by the building administrator or department director.

Employees who are excessively absent, late to work, or leave work early without permission will be subject to corrective counseling and, when appropriate, disciplinary action. Absences of three consecutive days without proper notification and approval will be construed as job abandonment and will constitute a resignation from the District without proper notice.

Revised: Page 27

Flexible Spending Accounts (Section 125)

In accordance with the Internal Revenue Service (IRS) rules and regulations, the Red Oak Community School District offers both a Dependent Care Spending Plan and flexible spending accounts. Full-time and part-time regular eligible employees may participate in these plans by designating pre-tax dollars to be taken via payroll deduction. These pre-tax dollars are deposited in an "account" and can be drawn upon to pay for eligible dependent care expenses and/or eligible unreimbursed health care expenses. Certain limits and legal requirements pertaining to flexible spending accounts apply. Eligible employees may enroll with coverage becoming effective on the first of the following month from their hire date.

In order to enroll in flexible spending, eligible employees must complete enrollment forms within 30 days from the date of hire. In addition, it is necessary that employees re-enroll during each annual open enrollment period to maintain continued participation. Details and plan summaries may be obtained from the ~~Webster Office~~ District Administrative Center.

Handbook revisions
Page 4

Revised: Page 28

Term Life Insurance and Long Term Disability

Each employee shall be covered by a term life insurance program paid for by the District that provides a minimum death benefit of \$30,000 for licensed staff, \$20,000 for support personnel - double for accidental death.

Each employee shall be covered by a long-term disability insurance program paid for by the District providing the following benefits. Benefits shall begin after three (3) consecutive months and continue at 70% to age 65.

- Monthly maximum benefit at \$2,500.
- Maximum Benefit Period: Accident - to age 65 and Sickness - to age 65
- Qualifying period - Three (3) consecutive months
- Overall income limit - 75% of covered monthly compensation.

Revised: Page 28

Retirement Plan/Annuities

The Iowa Public Employee Retirement System is offered to full-time and part-time regular employees. Eligible employees are automatically enrolled beginning on their date of hire. The District pays ~~8.07%~~ 8.93% while the employee contributes ~~5.38%~~ 5.95% effective July 1, ~~2012~~ 2013.

Revised: Page 29

Overtime Work

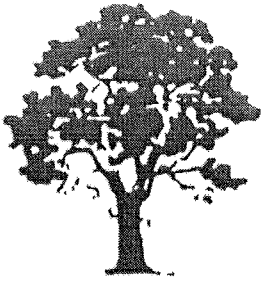
The following conditions shall apply to all overtime work:

- Time and one-half will be paid for all hours worked over forty (40) hours in one regular work week and for work on holidays.
- A regular work week shall run from Sunday at 12:01 a.m. to the following Sunday at 12:01 a.m.
- For the purposes of computing overtime, ~~actual time worked, holidays, and paid leave time shall be counted as work time.~~ an employee must work a minimum of forty hours.
- Compensatory time off may be granted instead of overtime pay if mutually agreeable to the employer and the employee. Compensatory time shall be granted at time and one-half.
- No overtime shall be worked without the prior approval of the immediate supervisor.

Revised: Page 30

Other Payroll Information

The District prepares and makes available the W-2 reporting form in January of each year in accordance with IRS filing requirements and deadlines. Changes in address should be promptly reported to assure receipt of the W-2 reporting form. The District is required by law to record and pay for hours actually worked, including overtime hours, for non-exempt support staff employees. Time actually worked for non-exempt employees is documented by a time sheet. Employees are responsible for accurately recording their time worked for each scheduled workday. It is not appropriate for employees to simply mark down the scheduled work time, but rather must record actual "time in" and "time out" in order to be paid properly. Employees who have prior authorization from their supervisor for compensatory time must record on their timesheets both the compensatory time earned on the day it is accrued and the compensatory time taken on the day it is used. Compensatory time must be used in the same payroll period in which it is earned unless an exception is made by the department director. ~~The District's timekeeping system requires that an employee complete and sign a time sheet for supervisor approval. An employee's signature on the timesheet certifies that the time recorded is accurate. Falsification of the time record is a serious violation of District policy and is, in essence, theft. Such falsification will result in corrective action, up to and including immediate discharge.~~



Red Oak Community School District

2011 N. 8th Street

Red Oak, Iowa 51566

(712) 623-6600

www.redoakschooldistrict.com

8.8.2014

To: Board of Directors

From: Jeff Spotts: High School Principal & Barry Bower AP/AD

Subject: Student Handbook Updates

The High School Administration has updated the student handbook with the following:

- Updated Faculty list
- Updated Bell Schedule
- Updated 2 hour early release Schedule (Wednesday's)
- Updated a 2 hour late start schedule

m. Bell Schedules

Normal School Day 8:05 – 3:21	Start	End
Period 1	8:05	8:56
Period 2	8:59	9:50
Period 3	9:53	10:44
Period 4	10:47	11:38
Period 5		
A Lunch times	11:41	12:06
B Lunch times	12:10	12:35
C Lunch times	12:39	1:04
Seminar	1:07	1:37
Period 6	1:40	2:31
Period 7	2:34	3:21

Two Hour Early Release 8:05 – 1:21	Start	End
Period 1	8:05	8:38
Period 2	8:41	9:17
Period 3	9:20	9:56
Period 4	9:59	10:35
Period 6	10:38	11:14
Period 5		
A Lunch times	11:17	11:42
B Lunch times	11:47	12:12
C Lunch times	12:17	12:42
Period 7	12:45	1:21

Two Hour Late Start 10:05-3:21	Start	End
Period 1	10:05	10:38
Period 2	10:41	11:17
Period 5		
A Lunch times	11:20	11:45
B Lunch times	11:50	12:15
C Lunch times	12:20	12:45
Period 3	12:48	1:24
Period 4	1:27	2:03
Period 6	2:06	2:42
Period 7	2:45	3:21

a. Faculty Listing

Faculty Names	Position	Location
Spotts, Jeff	High School Principal	HS Main Office
Bower, Barry	Assistant Principal/AD	HS Main Office
Allensworth, Gayle	Special Education (Director)	Inman Primary School
	Special Education	Room 205
Batula, Juan	Mathematics	Room 104
Berry, Darrell	Mathematics	Room 108
Berthusen, Mike	Mathematics	Room 302
Black, Dan	Instrumental Music	Room 501
Blomstedt, Deb	Science	Room 303
Brabec, John	Guidance	HS Main Office
Crouse, Nick	Physical Ed/ Health	Gym/103
Deter, Bob	Business	T116
Erickson, Mark	Social Studies	Room 106
Eubank, Brett	Alternative School Instructor	Room T119

Freiberg, Melissa	Science	Room 300
Gambs, John	Social Studies	Room 304
Grim, Curt	Special Education	Room 201
Harter, Anne	Language Arts	Room 105
Lamb, Roxanne	Physical Education	Gym
Marsden, Tim	Vocal Music	Room 500
Moyers, Sami Jo	Language Arts	Room 103
Panec, Kelen	Science / Physical Education	Room 305 / Gym
Petersen, Ann	Media Center	Media Center
Peterson, Bob	Industrial Technology	Room 115
Podliska, Tiegen	Social Studies	Room 301
Reeve, Kim	Language Arts	Room 101
Rhodes, Sheree	Family & Consumer Science	Room 307
Rouse, Nathan	Spanish/ELL	Room T116
Sogas, Gisela	Spanish	Room 402
Spencer, Alan	Ag/FFA	TBA
Stout, Emily	Special Education	Room 205
Sullivan, Steve	Special Education	Room 200
Uhl, Jason	Art	Room 400
Willey, Kay	Reading	Room T117

Sincerely,

Jeff Spotts

Item 6.2.6 Community Engagement Session No. Five Planning Update – Facilitating Team Members

Background Information: The Tiger Vision Facilitating Team met this past Tuesday to discuss an upcoming Community Engagement Session now scheduled for Tuesday, August 26 at 6:30 pm. The location would be the Inman Primary School Gym.

Enclosed are the meeting notes provided by Shirley Maxwell from the most recent Facilitating Team meeting.

Directors Fellers and Griffen will have oral reports to make concerning the planning underway.

Suggested Board Action: (to be determined)

TIGER VISION WORK SESSION
AUGUST 6, 2014
FACILITATING TEAM MEETING

Present: Paul Griffen, Lee Fellers, Nate Perrien, Pete Wemhoff, Chris Deter, Terry Schmidt, Shirley Maxwell, Randy West (joined electronically)

The main purpose of the night's meeting was to discuss publicity at upcoming community events to encourage participation in the next Community Engagement Session. It will be held on Aug. 26, 2014 at the Inman Primary School Cafeteria. Unicom is working on flyers that could be distributed at these meetings. Some of the upcoming events are as follows: Unpack your backpack nights, the Extravaganza at the football field on the 16th, All Employee Luncheon and Convocation on Tuesday, Aug. 12th. At least one committee member needs to be present at each of the community events to distribute the flyer and be available to answer questions.

The purpose of the Community Engagement Session that will be held on August 26th will be to present the community group's favorite options and discuss how the district could fund the project. Randy West, BLDD Construction, Rob Wright, Unicom Representative, and Matt Gillaspie, financial advisor from Piper Jaffery will be present at the meeting. This meeting will be very similar to the last session. Randy plans to talk about 21st century environment in school facilities, present three/four options to the group, discuss the savings to the district, and a possible timeline for the project.

Randy shared three different options he had drawn up. Discussion followed. Another idea presented by the group to Randy was to consider grades five through 8 at the old high school. This would free up space at IPS so they could house PreK through 4th grades.

Ideas presented at the meeting:

- The interest in the project needs to be regenerated.
- Maybe it is time now to get the students involved
- We need to promote the ideas and the community meeting on the 26th to the staff
- Encourage students, parents and staff to attend the meeting.
- Teachers could promote the meeting to the students throughout the days leading up to the meeting. The group could host an ice cream social at the meeting on Aug. 26th for adults and youth.
- Child care will be provided for the children while parents attended the meeting to learn more about the possibilities of the options.

The next Facilities Team Meeting will be held on Tuesday, August 19th at 6:00 p.m. in the Sue Wagaman Board Room to finalize the August 26th Community Engagement Session that will be held at the Inman Primary Cafeteria at 6:30 p.m.

Shirley Maxwell
Notetaker

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

At publication time there were no reports to share.

7.2 Future Conferences, Workshops, Seminars

Changes Ahead: Prepare to Navigate!

Iowa student assessment will likely never be the same.

The legislature is anticipated to pass a new mandatory student assessment system in the next session.

Why do we need new assessment?

We are expecting students to have skills we have never measured.

How is your board preparing for this seismic shift?

New assessment will demand rigorous instruction and increased technology.

What are the policy and resource issues facing your board?

The legislature will play a significant role in selecting the assessment and allocating vital resources.

What are the critical advocacy actions your board can take to champion the changing needs of students?

Discover what the future holds, why change is necessary and how your board can help prepare to navigate the challenging road ahead. **To register, [click here](#).**

**Thursday 8/21/14 7 East Mills Malvern East Mills Jr/Sr High
School Media Center, 1505 East 15th Street, Malvern**

IASB Academy of Board Learning Experiences

Attendance at this workshop is worth 5 Better Boardsmanship credits.

7.3 Other Announcements

As time permits this evening, the Directors should review upcoming meetings and topics of importance:

August 25

- Opening of schools reports
- Visit from Brian Hamman, Montgomery County Emergency Management Coordinator and the Red Oak Operations Dept re: a mitigation plan approval
- Drawings and bids for the ADA project at the Athletic Field Complex for the bleachers
- Discussion and update regarding proposals for outsourcing maintenance & operations

Item 7.3 – continued

August 26

Community Engagement Session No. Five – Inman Primary School

September Board Meeting Needs:

Goals review

Evaluation of the superintendent

August 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
					1	2
3	4 <i>HS Marching Band Camp 9:00 a.m. MS Band Rehearsal 10:00 a.m.- 12:00 p.m. MS Band Room MS Band Fund Raiser Begins Music Boosters Meeting 7:00 p.m. HS Band Room</i>	5 <i>HS Marching Band Camp 9:00 a.m. MS Band Rehearsal 10:00 a.m.- 12:00 p.m. MS Band Room Registration 10:00 a.m.- 7:00 p.m.</i>	6 <i>HS Marching Band Camp 9:00 a.m.</i>	7 <i>New Staff Day HS Marching Band Camp 9:00 a.m.</i>	8 <i>New Staff Day HS Marching Band Camp 9:00 a.m.</i>	9
10	11 <i>All Teachers Day HS Fall Sports Practices Begin WIS Unpack Your Backpack 5:00- 6:30 p.m. School Board Meeting 6:00 p.m.</i>	12 <i>All Staff Day All Staff Luncheon 11:45 a.m. IPS Unpack Your Backpack 5:30-7:00 p.m.</i>	13 <i>2 Hour Early Release Prof Dev First Day of School Begin 1st Qtr/1st Sem MS Fall Sports Practices Begin</i>	14	15	16
17	18 <i>6th Grade Band Instrument Display Night 6:00 p.m.</i>	19	20 <i>2 Hour Early Release Prof Dev Tag A Long Booster Meeting 6:00 p.m. HS MC</i>	21	22	23
24	25 <i>School Board Meeting 6:00 p.m.</i>	26 CES#5 6:30 at IPS	27 <i>2 Hour Early Release Prof Dev</i>	28	29 <i>FB JWV @ Glenwood 4:45 p.m./7:30 p.m.</i>	30 <i>CC MS/HS @ Glenwood 8:30 a.m. VB V @ Harlan Tourna- ment 9:00 a.m.</i>
31						

th

September 2014

Sun	Mon	Tue	Wed	Thu	Fri	Sat
	1 <i>No School-Labor Day</i>	2 <i>FB JV Clarinda Here 6:00 p.m.</i>	3 <i>2 Hour Early Release Prof Dev</i>	4 <i>VB HS Kuemper Here 5:45/7:30 p.m.</i>	5 <i>FB V Riverside Here 7:00 p.m.</i>	6 <i>VB JV @ Shenandoah Tournament 8:30 a.m. CC @ Abe Lincoln 9:00 a.m.</i>
7	8 <i>FB JV Lewis Central Here 4:30 p.m. School Board Meeting 6:00 p.m. Music Boosters Meeting 7:00 p.m. HS Band Room</i>	9 <i>VB MS Clarinda Here 4:00 p.m. CC MS/HS @ Clarinda 4:30 p.m. VB @ Glenwood 5:45/7:30 p.m. PTO Meeting 5:15 p.m. IPS</i>	10 <i>2 Hour Early Release Prof Dev PTO Trash Bag Sales Begin</i>	11 <i>WIS 5th Grade Springbrook Field Trip VB MS Southwest Valley 7th here/8th there 4:00 p.m. VB JV @ Atlantic Tournament 5:00 p.m.</i>	12 <i>WIS 5th Grade Springbrook Field Trip FB V @ Shenandoah 7:00 p.m.</i>	13 <i>VB 9th @ Clarinda Tourna- ment 8:30 a.m. VB V @ Griswold Tourna- ment 9:00 a.m. Pre All State Choir Camp</i>
14	15 <i>CC MS/HS Here 4:30/5:00 p.m. FB JV Shenandoah here 6:00 p.m.</i>	16 <i>MS VB @ Clarinda 4:00 p.m. VB @ Lewis Central 5:45/7:30 p.m.</i>	17 <i>2 Hour Early Release Prof Dev Tag A Long Booster Meeting 6:00 p.m. HS MC</i>	18 <i>FB MS Creston 7th There/8th Here 4:00 p.m. CC MS/HS @ Southwest Valley 4:00/5:00 p.m.</i>	19 <i>PTO Trash Bag Sales End FB V West Central Valley Here 7:00 p.m.</i>	20 <i>VB V Red Oak Tour- nement 9:00 a.m.</i>
21	22 <i>VB MS Glenwood Here 4:00 p.m. FB JV @ Clarinda Acade- my 6:00 p.m. School Board Meeting 6:00 p.m.</i>	23 <i>2 Hour Early Release for P/T Conferences 4:00-8:00 p.m. CC MS/HS @ Creston 4:30 p.m.</i>	24	25 <i>2 Hour Early Release for P/T Conferences 4:00-8:00 p.m. VB 9 @ Harlan Tournament 4:30 p.m. FB MS Clarinda Here 4:00/5:30 p.m.</i>	26 <i>No School FB V @ Kuemper 7:00 p.m.</i>	27 <i>VB 9/JV @ Creston Tour- nement 8:30 a.m. CC MS/HS @ Harlan 9:30 a.m.</i>
28	29 <i>FB JV @ Southwest Valley 6:00 p.m.</i>	30 <i>VB HS @ Harlan 5:45/7:30 p.m.</i>				