

Item 6.2.4 Personnel Reorganization for the Maintenance and Transportation
Departments with a Recommendation for Employment Concerning a Bus
Driver Vacancy

Background Information: Under the direction of Carlos Guerra several personnel changes and a reorganization have taken place. With the recent resignations in transportation and maintenance, several changes have been made. This has resulted in the need to employ a replacement bus driver.

Please allow a few minutes for Director Guerra to review the personnel report enclosed.

As a result of the reorganization, a recommendation is presented to employ Jerry Miller. While a contract has been issued, it is contingent on a successful thirty day probationary period. Final action on this contract will be presented at the second meeting in September. Enclosed is the application material for Jerry Miller.

Suggested Board Action: Following a time of review for questions and concerns, the Directors are asked to affirm the personnel organization plan for the departments of maintenance and transportation.

Red Oak Community Schools
 2011 N 8th Street
 Red Oak IA 51566
Application for Employment

RECEIVED
 MAY 13 2014

BY: _____

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

(Please Print)

Position(s) Applied For <i>Bus Driver</i>	Date of Application <i>5-12-2014</i>
How did you learn about us?	
<input checked="" type="radio"/> Advertisement	<input type="radio"/> Friend
<input type="radio"/> Employment Agency	<input checked="" type="radio"/> Relative
	<input type="radio"/> Walk-in
	<input type="radio"/> Other _____
Last Name <i>Miller</i>	First Name <i>Jerry</i>
	Middle Name <i>Dean</i>
Address <i>1006 Miller</i>	City/State/Zip Code <i>Red Oak, Ia, 51566</i>
Telephone Number <i>712-621-2997</i>	

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

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

Have you ever been employed by us before? Yes No

Are you currently employed? Yes No

May we contact your present employer? Yes No

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

On what date would you be available for work?

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

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

Can you travel if a job requires it? Yes No

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

If yes, please explain

Employment Experience

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

1

Employer	Dates From	Employed To	Work Performed
Red Oak Greenhouse	4/14	present	deliver plants + flowers
Address 401 W. Coolbaugh Red Oak			
Telephone Number(s) 712-623-5191			
Job Title driver	Supervisor Bill Wollenhaupt	Salary Starting \$10.00 hr	Salary Final "
Reason for Leaving still there			

2

Employer	Dates From	Employed To	Work Performed
First Transit	8/12	2/13	drove public transit bus in Denver
Address Denver, Co.			
Telephone Number(s) ?			
Job Title transit bus driver	Supervisor N/A	Salary Starting 17.00 hr	Salary Final 17.00 hr
Reason for Leaving moved back to Iowa			

3

Employer	Dates From	Employed To	Work Performed
Owens Corning	2/83	7/12	maintenance tech/supervisor/ dept. head
Address 5201 Fox Street Denver, Co. 80216			
Telephone Number(s) 303-295-1651			
Job Title Maintenance Supervisor	Supervisor Rick Newman	Salary Starting \$12.00 hr	Salary Final \$65,000.00 yr.
Reason for Leaving position eliminated			

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

List professional, trade, business or civic activities and offices held.
You may exclude membership which would reveal gender, race, religion, national origin, age, ancestry, disability or other protected status.

Applicant's Statement

I certify that answers given herein are true and complete to the best of my knowledge.
 I authorize investigation of all statements contained in this application for employment as may be necessary in arriving at an employment decision.

This application for employment shall be considered active for a period of time not to exceed 45 days. Any applicant wishing to be considered for employment beyond this time period should inquire as to whether or not applications are being accepted at that time. I hereby understand and acknowledge that, unless otherwise defined by applicable law, any employment relationship with this organization is of an "at will" nature, which means that the Employee may resign at any time and the Employer may discharge Employee at any time with or without cause. It is further understood that this "at will" employment relationship may not be changed by any written document or by conduct unless such change is specifically acknowledged in writing by an authorized executive of this organization.

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

[Handwritten Signature]
 Signature of Applicant

5-12-14
 Date

FOR PERSONNEL DEPARTMENT USE ONLY

Arrange Interview Yes No 10am Wed 28th

Remarks "Butch"

Employed Yes No Date of Employment _____

Job Title _____ Hourly Rate/
 Salary _____ Department _____

By _____ Date _____
 Name and Title

9.60

Notes

Call Back on the 20th

Additional Information

Other Qualifications

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

Mechanical, Electrical, Technical and Supervisory
for 29 years. After ~~receiving~~ receiving CDL,
experience in city bus and truck driving with
passenger endorsement.

Specialized Skills

Check Skills/Equipment Operated

Computer ✓

Copy Machine ✓

Fax Machine ✓

Calculator ✓

Typewriter ✓

Microsoft Word ✓

Microsoft Excel ✓

Microsoft Power Point ✓

Other Skills/Equipment Operated

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

Excellent driving record and great with children.

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

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

Yes

No

References

	Name	Address	Phone #
1.	Lisa Jones	2401 N. 8 th St. Apt. #2 Red Oak, La. 51546	712-621-1124
2.	Janet Brown	11830 Vallejo St. West Minister, Co. 80234	303-465-1966
3.	Curtis Franzen	303 Main St. Elliott, La. 51532	712-767-2566

Education

	Name and address Of School	Course of Study	Years Completed	Diploma Received
Elementary School	Elliott Elem.	required	K-6 th	yes
High School	Triswood Community High	required	9 th -12 th	yes
Undergraduate College				
Graduate Professional				
Other (Specify)				

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

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

Maintenance Tech (1978-2002). Electrical troubleshooting and repairs. Extensive background in electronics and PLC programming. Completed driving course to drive city transit bus in Denver, Co.

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

N/A

Item 6.2.5 Consideration of a Permanent Director Position for the Combined Maintenance, Operations, and Transportation Departments

Background Information: The ‘trial’ period for Carlos Guerra to serve in a combined role as Director of both Maintenance & Transportation is ready for review and consideration of a permanent co-department director. The fiscal concern for saving personnel dollars will continue for the foreseeable future as the drop in students for FY 15 continues. It is estimated the fiscal savings will range between \$30K and \$35K. It is Terry’s observation with continued effort and attention to the needs of two departments, the assignment for two departments can work. If a perfect financial world existed in Red Oak Schools, having a director for each department would be beneficial. There are enough positives for the continuation of shared management for the next two years and beyond as needed.

Those positives include: 1) organizing department personnel for efficiency and assistance to benefit each area; 2) the management of resources in a more comprehensive manner benefits the district long-term; and 3) the establishment of common goals reflecting the needs of the district benefits both departments. The negative aspects of shared management include: 1) spreading ‘thin’ the talents and skills of the director; 2) learning a complicated set of skills to think “maintenance and physical plant improvement” while at the same time dealing with a department (transportation) that often is short qualified personnel; and 3) to be on call 24/7 to manage all facilities and all transportation needs.

It is recommended the Board of Directors approve the formal title and responsibilities for Carlos Guerra as Maintenance/Transportation Director.

At the time when Carlos Guerra was named Interim Director of Maintenance / Transportation he was awarded an additional stipend of \$800 per month along with his salary of \$51,380 as Transportation Director. His current salary with the adjustment calculates at the annual rate of \$60,980.

Establishing a new salary for the combined position is challenging. With the help of Business Manager Shirley Maxwell, some salary data was collected from districts with a similar assignment. These include both smaller and larger school districts. The only district close in size is Glenwood CSD.

Fairfield CSD	\$106,000
Council Bluffs	\$94,960
Davis County CSD	\$86,310

Item 6.2.5 – continued

Glenwood CSD	\$78,574
Bedford CSD	\$55,940
Logan Magnolia	\$50,000
Missouri Valley	\$50,000

Given the responsibilities of supervising 32 staff members (combined full and part-time) and operating two departments, a suggested annual salary of \$63,419 (4% increase) is recommended. This would be retroactive to July 1, 2014.

Mindy Riibe, transferee from the food service department on an interim basis, has been an asset for the new combined department. Prior to her employment in Red Oak CSD she was in a supervisory position at CDS Global. During that time she was able to complete an Associate Degree from SWCC. Currently she is compensated at the rate of \$9.58 per hour. With placement on the secretarial wage scale for the Red Oak Support Staff Association, her recommended wage (with education stipends) would be \$10.41.

Board of Directors discussion is requested and encouraged.

Suggested Board Action: It is recommended the Directors approve Carlos Guerra as Director of Operations for Maintenance / Transportation with a salary of \$63,419 and it is recommended the Directors approve Mindy Riibe as the department's Administrative Assistant at the rate of \$10.41 per hour.

Item 6.2.6 Opening of Schools Reports from School Administrators Allensworth, Sims, Perrien, Spotts, and Bower

Background Information: The opening of the new school year seemed to happen suddenly but nonetheless is well underway with nine days completed. Enclosed is the first report showing the number of students in class for the opening of schools. The drop in numbers on opening day of 35 students will once again create budget challenges. This disappointing news should not overshadow what the building administrators have done to have this school year begin with success.

A combined PowerPoint presentation will be narrated by each school administrator. The Directors are encouraged to seek clarifications and ask questions at any point. Please enjoy what many have seen in the first nine days of schools.

Administrative Assistant Karla Wood has sent to each board member the separate PowerPoint to have on your screens this evening.

Suggested Board Action: No formal action planned.

In District Enrollment

Enrollment Date:	Fiscal year 2013-2014	Aug 18 '14	Aug 25 '14
GRAND TOTAL	1145	1110	0
Preschools			
Preschool-IPS SPED	23	13	
Right Start	15	15	
Head Start	20	20	
Kaleidoscope	39	29	
TOTAL	97	77	0
Inman Primary			
Gr. K	89	93	
Gr. 1	96	71	
Gr. 2	87	97	
Gr. 3	81	83	
TOTAL	353	344	0
Washington Intermediate			
Gr. 4	87	76	
Gr. 5	87	84	
TOTAL	174	160	0
Middle School			
Gr. 6	85	77	
Gr. 7	93	85	
Gr. 8	87	93	
TOTAL	265	255	0
High School			
Gr. 9	94	87	
Gr. 10	80	99	
Gr. 11	81	85	
Gr. 12	98	80	
Alternative School *included above		12	
TOTAL	353	351	0
Shared Ed Program			
Ag Ed Classes		23	
Industrial Tech Classes		10	
Virtual Technology Classes			
Work Study Program			
TOTAL	0		0
Total of KDG through Grade 12	1145	1110	0

Item 6.2.7 2014 ACT Test Report, Review and Presentation Planning

Background Information: Enclosed is the 2014 ACT report for the graduating class of 2014. This reports shows the students maintained the same composite as compared to the class of 2013. They did fall in the subjects of math and science and did gain a small amount in reading and English.

A complete analysis will be provided at the September 8 or 22nd board meeting. District administrators are developing now an analysis with recommendations for an improvement path.

As the Directors await the report any comments, questions, or requests are welcome this evening.

Suggested Board Action: There is no formal action available this evening.

College Readiness Letter for:
RED OAK CMTY SCHOOL DISTRICT

August 20, 2014
Code: 167594

SUPERINTENDENT
RED OAK CMTY SCHOOL DISTRICT
2011 N 8TH ST
RED OAK, IA 51566



385370213



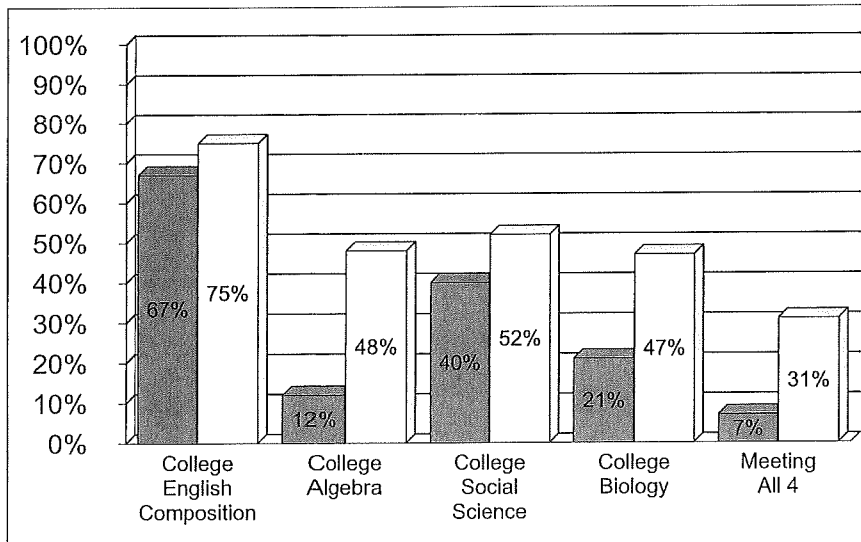
011062110

This report reflects the achievement of your graduates on the ACT over time and an indication of the extent to which they are prepared for college-level work. The ACT consists of curriculum-based tests of educational development in English, mathematics, reading, and science designed to measure the skills needed for success in first year college coursework. Table 1 shows the five-year trend of your ACT-tested graduates. Beginning with the 2013 Graduating Class, all students whose scores are college reportable, both standard and extended time tests, are now included in this report.

Table 1: Five Year Trends - Average ACT Scores

Grad Year	Total Tested		English		Mathematics		Reading		Science		Composite	
	District	State	District	State	District	State	District	State	District	State	District	State
2010	57	22,943	20.6	21.8	19.9	21.8	21.7	22.6	20.7	22.3	20.9	22.2
2011	47	22,968	20.7	21.7	19.9	21.9	21.4	22.6	21.2	22.4	21.0	22.3
2012	44	23,119	20.9	21.6	18.7	21.7	21.2	22.5	20.8	22.2	20.5	22.1
2013	56	22,526	18.8	21.5	18.7	21.6	19.9	22.5	20.4	22.2	19.7	22.1
2014	43	22,931	20.1	21.5	17.5	21.4	20.8	22.5	19.7	22.2	19.7	22.0

Figure 1. Percent of ACT-Tested Students Ready for College-Level Coursework



Are Your Students Ready for College?

While students will pursue a variety of paths after high school, all students should be prepared for college and work. Through collaborative research with postsecondary institutions nationwide, ACT has established the following as college readiness benchmark scores for designated college courses:

- * English Composition: 18 on ACT English Test
- * Algebra: 22 on ACT Mathematics Test
- * Social Science: 22 on ACT Reading Test
- * Biology: 23 on ACT Science Test

A benchmark score is the minimum score needed on an ACT subject-area test to indicate a 50% chance of obtaining a B or higher or about a 75% chance of obtaining a C or higher in the corresponding credit-bearing college courses.

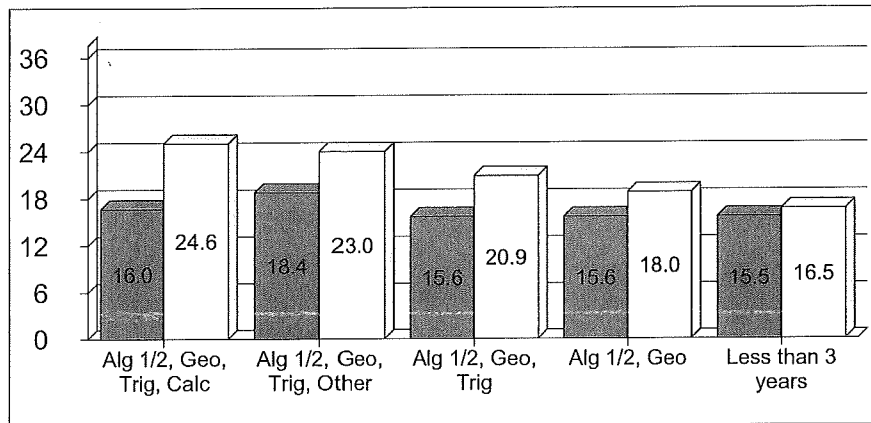
A High School College Readiness Letter has been sent to the Principal of each high school with at least one ACT-tested graduate.

D E F E T W F

College Readiness Letter for:
RED OAK CMTY SCHOOL DISTRICT

ACT Research has shown that it is the rigor of coursework - rather than simply the number of core courses - that has the greatest impact on ACT performance and college readiness. Figures 2 and 3 report the value added by increasingly rigorous coursework in mathematics and science respectively.

Figure 2. Average ACT Mathematics Scores by Course Sequence

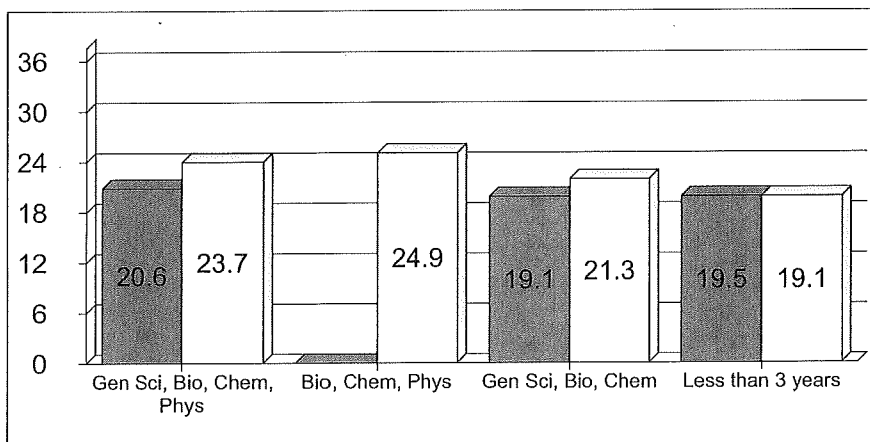


Value Added by Mathematics Courses

Students who take a minimum of Algebra 1, Algebra 2, and Geometry typically achieve higher ACT Mathematics scores than students who take less than three years of mathematics. In addition, students who take more advanced mathematics courses substantially increase their ACT Mathematics score.

■ Your District
□ State

Figure 3. Average ACT Science Scores by Course Sequence



Value Added by Science Courses

Students taking Biology and Chemistry in combination with Physics typically achieve higher ACT Science scores than students taking less than three years of science courses.

■ Your District
□ State

In order to ensure that all students are ready for college and work, an overview of vital action steps is provided.

College Readiness for All: An Action Plan for Schools and Districts

- 1. Create a Common Focus.** Establish collaborative partnerships with local and state postsecondary institutions to come to a shared understanding of what students need to know for college and workplace readiness. Use ACT's College Readiness Standards and the ACT as a common language to define readiness.
- 2. Establish High Expectations for All.** Create a school culture that identifies and communicates the need for all students to meet or exceed College Readiness Benchmark Scores.
- 3. Require a Rigorous Curriculum.** Review and evaluate the rigor and alignment of courses offered and required in your school in English, mathematics, and science to ensure that the foundational skills leading to readiness for college-level work are taught, reaffirmed, and articulated across courses.
- 4. Provide Student Counseling.** Engage all students in early college and career awareness, help them to set high aspirations, and ensure that they plan a rigorous high school coursework program.
- 5. Measure and Evaluate Progress.** Monitor and measure every student's progress early and often using college readiness assessments like EXPLORE, PLAN and the ACT. Make timely interventions with those students who are not making adequate progress in meeting college readiness standards.

To learn more about these recommended action steps and ACT programs that will help improve college readiness for your students, contact ACT Customer Service at 319-337-1309 or customerservices@act.org.

Item 6.2.8 Consideration of Recommendations for Vacancies: Middle School Football Coach and Middle School Student Council Sponsors

Background Information: Enclosed are two recommendations from Principal Nate Perrien and one from Director of Activities Barry Bower to fill the following vacancies: ROMS football coach and ROMS student council.

Suggested Board Action: It is recommended the Directors approve supplemental contracts for Kelsey Mangold, co-sponsor for ROMS Student Council; Michael Moran, co-sponsor for ROMS Student Council; and Dan Pollock, ROMS football coach.



RED OAK COMMUNITY HIGH SCHOOL

RECEIVED
JUL 23 2014

2011 N. 8th Street
Red Oak, IA 51566
Phone: 712-623-6610
Fax: 712-623-6613

Barry Bower, Assistant Principal/AD

7-23-2014

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

.....

It is recommended that Dan Pollock be hired as Middle School Football Coach for the 2014 season. Mr. Pollock has been an integral part of the Middle School and does an outstanding job of recruiting student-athletes involvement in extra-curricular activities. His expertise in coaching compliments the current coaching staff. This is another opportunity to give our student-athletes positive learning experiences by qualified instructors. Mr. Pollock will immediately fit the position and give what we need to accomplish for this season.

Sincerely

A handwritten signature in black ink, appearing to be 'B. Bower', written over the printed name.

Barry Bower

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



Red Oak Community Middle School
308 East Corning Street
Red Oak, Iowa 51566
(712) 623-6620

DATE: August 14, 2014
TO: Board of Directors
RE: Vacant MS Student Council Position(s)
FROM: Nate Perrien, MS Principal

Directors,

I am pleased to recommend the following candidates for employment as Co-Middle School Student Council Sponsors for the 2014-2015 school year:

Kelsey Mangold- Mrs. Mangold inquired about the possibility of sponsoring student council and student theatre productions when she was interviewed over a year ago.

Michael Moran- Mr. Moran is currently the MS Physical Education teacher and has been looking for more ways to be involved with students.

Candidates will bring different strengths to the MS student council and will be a great fit would our elected student leaders.

Thank You,

Nate Perrien

Students will have an equal opportunity for a quality education without discrimination, regardless of their race, religion, socioeconomic status, color, sex, marital status, national origin, creed, sexual orientation, gender identity or disability. The education program is free of discrimination and provides equal opportunity for the students. The education program will foster knowledge of and respect and appreciation for the historical and contemporary contributions of diverse cultural groups, as well as men and women, to society. Special emphasis is placed on Asian-Americans, African-Americans, Hispanic-Americans and persons with disabilities. It will also reflect the wide variety of roles open to both men and women and provide equal opportunity to both sexes.

Item 6.2.9 Planning Update for the August 26 Community Engagement Session

Background Information: Tomorrow night at 6 pm in the gym of Inman Primary School the last of several community engagement sessions will be conducted. An ice cream social is provided for those who arrive at 6 pm while the program is slated to begin at 6:30 pm.

Facilitating Team Members Paul Griffen and Lee Fellers may want to comment on this last, but critical, presentation about facilities planning.

Suggested Board Action: (to be determined)

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

This evening the administrative reports are provided on the regular agenda with principals reporting and numerous reports from M & O Director Carlos Guerra.

Normally, school leaders will have information to share at the first meeting of the month while department directors will provide reports at the second meeting of the month. The regular schedule of reports will begin at the September 8 board meeting.

7.2 Future Conferences, Workshops, Seminars

Several learning opportunities for Directors are available:

Employee Relations Conference

Join us Sept 17, 2014 at The Meadows Conference Center in Altoona.

Board of Directors Work Session: Wednesday, September 17, 2014 – 6 pm

Re: Goals assessment and superintendent's performance review

How Sunny is it? An Open Meetings/Public Records Q&A!

Tuesday, September 2 at 7:00-8:00 pm

For once - no presentation! Just an hour to get your questions answered. What burning open meetings issues or questions do you have? Any burning public records ones? In order to ensure Mary Gannon, IASB Attorney, is ready for your questions, please submit them in advance by Aug. 29. You'll still have the opportunity to ask questions that night but you may not be able to get the answer that quickly if you stump her. If you know your questions, please forward them to Mary at mgannon@ia-sb.org.

69th Annual IASB Delegate Assembly & Convention, Des Moines

Nov. 19-21, 2014

7.3 Other Announcements

August 2014

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

September 2014

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