

BOARD REPORT

February 15, 2021

Educating people to be life-long learners
and respectful, responsible citizens



Independence Community School District

1207 1st Street West
Independence, Iowa 50644

(319) 334-7400 Phone
(319) 334-7404 Fax

Russell Reiter, Superintendent

Erin Burmeister, Director of School Improvement
Laura J. Morine, Director of Finance/Board Secretary

Lori Flaherty, Human Resources Director
Stephen Noyes, Director of Technology

February 12, 2021

To: All School Board Members

From: Russell Reiter, Superintendent

Matt O'Loughlin – DD #1 '23

Kim Hansen – DD #3 '23

Eric B. Smith – DD #2 '23

Jennifer Sornson – DD #3 '21

Gina Trimble – At Large '21

Re: Working agenda for the public hearing and regular meeting on **Monday, February 15, 2021**
beginning at **5:50 p.m.** at the **Jr/Sr High School Auditorium**, 700 20th Ave SW, Independence, IA

PUBLIC HEARING – 5:50 p.m.

1. PLEDGE OF ALLEGIANCE
A. Call to Order
2. 2021-2022 PROPOSED SCHOOL CALENDAR
3. ADJOURNMENT

REGULAR MEETING

1. CALL TO ORDER
2. APPROVAL OF AGENDA
3. CONSIDERATION OF ACTION ON CONSENT ITEMS
A. Approval of the minutes of the regular meeting on January 18, 2021.
B. Approval of Board Policies (*changes noted)

Second Readings:

	POLICY #	POLICY NAME
1.	303.1	Superintendent Qualifications, Recruitment, Appointment
2.	303.2	Superintendent Contract and Contract Nonrenewal
3.	303.3	Superintendent Salary and Other Compensation
4.	303.4	Superintendent Duties
5.	303.5	Superintendent Evaluation
6.	303.6	Superintendent Professional Development
7.	303.7	Superintendent Civic Activities

Second Readings continued:

	POLICY #	POLICY NAME
8.	303.8	Superintendent Consulting/Outside Employment
9.	304.2	Administrator Qualifications, Recruitment, Appointment
10.	304.3	Administrator Contract and Contract Nonrenewal
11.	304.4	Administrator Salary and Other Compensation
12.	304.5	Administrator Duties
13.	304.6	Administrator Evaluation
14.	304.7	Administrator Professional Development
15.	304.8	Administrator Civic Activities
16.	305	Reduction in Administrative Positions
17.	306.1	Development and Enforcement of Administrative Regulations
18.	306.2	Monitoring of Administrative Regulations
19.	307	Administrator Code of Ethics
20.	308	Succession of Authority to the Superintendent
21.	309	Communication Channels

First Readings:

	POLICY #	POLICY NAME
1.	505.6*	Graduation Requirements

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Garry Anderson	JH Volleyball Coach	01/25/2021
Megan Rawlins	JH Volleyball Coach	01/21/2021
Megan Rawlins	JH Girls Basketball Coach	End of 2020-2021 Season
Kayla Roder	JSH 8.0 hr Night Custodian	01/25/2021

D. Approval of Transfers/Reassignments

NAME	PREVIOUS ASSIGNMENT	NEW ASSIGNMENT	SALARY	DATE
Bob Beatty	JH Boys Track Coach	JH Girls Track Coach	\$2,181	02/15/2021
Seth Rupprecht	JSH .75 FTE At-Risk Teacher	JS 1.0 FTE At-Risk Teacher	\$17,664	02/01/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Tim Andersen	Assistant Small Group Speech Numbers Director	\$1,385	01/04/2021
Chris Harbaugh	JH Boys Track Coach	\$1,796	02/15/2021
Eryca Hingtgen-Bass	Assistant Girls Track Coach	\$2,873	02/15/2021
McKinley Meyer	JH Boys Track Coach	\$1,603	02/15/2021
Brooke Roth	Bus Garage 4.25 hr Bus Driver	\$17.75/hr	02/08/2021
Seth Rupprecht	JH Boys and Girls Track Coach	\$1,668	02/15/2021

F. Approval of Financial Reports

1. Bills – Director O'Loughlin will have reviewed the bills – Smith - March
2. Budget Report

4. ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public. Residents of the District, students attending the District, parents/guardians of students attending the District, and District staff members may address the Board about any topic relevant to the District whether on the current agenda or not. Those who wish to speak must sign up at the beginning of the meeting. Speaker's participation is limited to three minutes once per board meeting. The Board President may need to reduce the three-minute time limit to accommodate more speakers in the 20 minutes allotted for the public forum. The Board must approve an extension of the 20-minute time allocation to allow all speakers up to three-minutes. The views and opinions of citizens addressing the Board do not necessarily reflect those of the Board, District administration, or staff. We ask speakers to remember that Iowa law prohibits the Board from discussing specific employees or students or their performance. Student speakers will state their name and school. Others will state their name and address.

B. Comments from the Board/Superintendent

C. Presentations

1. English Language Learners (ELL) Program – Jenna Cooksley
2. Chromebooks – Steve Noyes

5. REPORTS

A. Building Administrator Reports

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

B. District Director Reports

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

6. OLD BUSINESS

A. Return to Learn Plan Update

B. Review East/West Elementary Construction Project

C. Final Fiscal Year 2020 Audit

7. NEW BUSINESS

A. Consider Approval of the 2021-2021 School Calendar

B. Consider Approval of Employee Early Retirements

C. Consider Approval of the Travel Request Form – October 2021 National FFA Convention to Indianapolis, IN

D. Consider Approval of the Travel Request Form – December 2021 Music Department Trip to Orlando, Florida

E. Consider Approval of Agreement between Independence Community School District and Larson Construction Co., Inc. for the East/West Elementary Construction Project

F. Consider Approval of the Independence Community School District Early Graduation Applicants for March 2021

G. Consider Approval of the Proposed Hawkeye Community College (HCC) Courses for 2021-2022

H. Consider Approval of the Farm Lease for 2021-2022

I. School Resource Officer (SRO) Discussion

8. ADJOURNMENT

UPCOMING MEETINGS:

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

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

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

Monday, June 21st Regular Meeting 6:00 p.m. - Central Office Board Room, Independence

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

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

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

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

Monday, November 15th Regular/Annual and Organizational Meeting 6:00 p.m. - Central Office Board Room, Independence

3.A.

**Independence Community School Board Meeting
Regular Meeting
January 18, 2021**

A regular meeting of the Independence Community School Board was called to order at 6:00 p.m. by Chair Eric Smith at the Independence Jr/Sr High School Auditorium, Independence, IA on January 18, 2021. Board members present: Eric Smith, Kim Hansen, Matt O'Loughlin, Jennifer Sornson, and Gina Trimble, Superintendent Russ Reiter and Board Secretary Laura Morine. Guests included the building administrators, directors, CRAEA rep Josh Johnson. Absent from the meeting: Cheri Reed, Justin Putz, and Chad O'Brien. The Pledge of Allegiance was recited.

APPROVAL OF AGENDA - Sornson moved to approve the agenda. Trimble second, motion carried 5-0.

CONSIDERATION OF ACTION ON CONSENT ITEMS – Trimble moved to approve the consent items. Hansen second, motion carried 5-0.

A. Approval of the minutes of the regular meeting on December 21, 2020.

B. Approval of Board Policies (*changes noted)

Second Readings:

	POLICY #	POLICY NAME
1.	300	Role of School District Administration
2.	301.1	Management
3.	302.1	Administration and Board of Directors
4.	302.2	Administration and Employees
5.	302.3	Administration and Adjoining District Administration
6.	103*, 103.E1, 103.E2, 103.E3, 103.E4*, 103.E5, 103.E6, and 103.R1	Equal Educational Opportunity, Annual Notice of Nondiscrimination, Continuous Notice of Nondiscrimination, Section 504 Student and Parental Rights, Discrimination Complaint Form, Witness Disclosure Form, Disposition of Complaint Form, and Grievance Procedure
7.	500 (rescinded)	Objectives for Equal Educational Opportunities for Students
8.	701.5*	Financial Records
9.	705.1, 705.1R1*, and 705.1R2 (new)	Purchasing – Bidding, Suspension and Debarment of Vendors and Contractors Procedure, and Using Federal Funds in Procurement Contracts

First Readings:

	POLICY #	POLICY NAME
1.	303.1	Superintendent Qualifications, Recruitment, Appointment
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6.	303.6	Superintendent Professional Development
7.	303.7	Superintendent Civic Activities
8.	303.8	Superintendent Consulting/Outside Employment
9.	304.2	Administrator Qualifications, Recruitment, Appointment
10.	304.3	Administrator Contract and Contract Nonrenewal
11.	304.4	Administrator Salary and Other Compensation
12.	304.5	Administrator Duties
13.	304.6	Administrator Evaluation
14.	304.7	Administrator Professional Development

15..	304.8	Administrator Civic Activities
16.	305	Reduction in Administrative Positions
17.	306.1	Development and Enforcement of Administrative Regulations
18.	306.2	Monitoring of Administrative Regulations
19.	307	Administrator Code of Ethics
20.	308	Succession of Authority to the Superintendent
21.	309	Communication Channels
22.	409.2*, 409.2E1 (rescinded), and 409.2E2 (rescinded)	Employee Leave of Absence, Emergency Paid Sick Leave Request Form Under the Families First Coronavirus Response Act (FFCRA), and Expanded Family and Medical Leave Request Form Under the Families First Coronavirus Response Act (FFCRA) I am requesting the Board waive the second reading of this policy and the rescinded exhibits as COVID -19 leave will be address in new business.
23.	503.1* and 503.1R1	Student Conduct and Student Suspension I am requesting the Board waive the second reading of this policy and regulation.
24.	503.5*	Corporal Punishment, Mechanical Restraint and Prone Restraint I am requesting the Board waive the second reading of this policy.
25.	503.6, 503.6E1, 503.6E2, 506.3E3, and 506.3R1 (All New)	Physical Restraint and Seclusion of Students, Use of Physical Restraint and/or Seclusion Documentation Form, Debriefing Letter to Guardian of Student Involved in an Occurrence Where Physical Restraint and/or Seclusion was Used, Debriefing Meeting Document, and Use of Physical Restraint and Seclusion with Students I am requesting the Board waive the second reading of this policy, the exhibits and the resolution.

C. Approval of Resignations

NAME	ASSIGNMENT	DATE
Chad Beatty	JH Football Coach	01/12/2021
Chad Beatty	JH Boys Track Coach	01/12/2021
Beverly Garrigus	Assistant Small Group Speech Numbers Director	01/12/2021

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

NAME	ASSIGNMENT	SALARY	DATE
Gina Homan	Small Group Speech Director	\$2,155	01/04/2021
Kris Martin	JSH Mentor Teacher – At-Risk	\$1,000	01/04/2021

E. Approval of Financial Reports

1. Bills – Director Hansen reviewed the bills. Director O’Loughlin to audit in February
2. Budget Report

ANNOUNCEMENTS, COMMUNICATIONS and PRESENTATIONS

A. Comments from the Public - No public comment

B. Comments from the Board/Superintendent – Since the second semester started today, Smith wanted to thank all the staff for their hard work to get us to this point. All the board members agreed and wanted to thank the staff for their efforts. Sornson also stated that social distancing and masks still needs to continue. Supt. Reiter reported that today was the first day that there were zero staff and zero students of not having COVID. There are still a few staff/students that are quarantined due to their household members having COVID. Doug Larson and Supt Reiter did a walk through of East and West to review the construction project as there needs to be a fast turnaround to get the project completed. Chromebooks are scheduled to be replaced this spring and the funding was budgeted, so Mr. Noyes is looking to get them ordered soon. Supt. Reiter received notification from the Buchanan Public Health that the school staff would be in the second wave of the COVID vaccine and would like to start making plans for the distribution. The Central Rivers AEA donated a book, *Schools Cannot Do It Alone* by Jamie Vollmer to the board. The book is about building public support for public schools. When looking ahead for the May board meeting there may be a date change due to conflicts with athletics and concerts.

C. Presentations

1. Mentoring Program Update – Val Maximovich
2. Chapter 103 – Erin Burmeister
3. CRAEA Supports and Partnerships with ICSD – Josh Johnson

REPORTS

A. Building Administrator Reports

1. Junior-Senior High School Principal – Mr. Howard indicated there is a winter dance scheduled for February 27 and Prom is scheduled for April 17th. Details for the dances are still being worked out. They are also working out details regarding Homecoming and Homecoming Court.
2. Junior-Senior High School Assistant Principal
3. West Elementary Principal
4. East Elementary/Early Childhood Center Principal

B. District Director Reports

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

OLD BUSINESS

A. Return to Learn Plan Update

B. Review East/West Elementary Construction Project

NEW BUSINESS

A. Consider Approval of the Master Services Agreement with Frontline Technologies Group –

O'Loughlin moved to approve the Master Services Agreement with Frontline Technologies Group. Hansen second, motion carried 5-0.

B. Consider Approval of East/West Elementary Construction Project Bids – Hansen moved to approve the Larson Construction bid of \$3,361,750 for the East/West Elementary. Trimble second, motion carried 5-0. There were three very competitive bids that included the five alternatives and all the bids came in under the projected costs.

C. Consider Approval to Extend COVID-19 Leave Resolution – Sornson moved to approve the Extended COVID-19 Leave Resolution. Hansen second. Roll call vote: O’Loughlin – aye, Hansen- aye, Smith – aye, Sornson – aye, Trimble – aye. Motion carried 5-0.

D. Closed Session – Hansen moved to go into closed session as provided in Section 21.5(1)(k) of the Iowa Code; *To discuss information contained in records in the custody of a governmental body that are confidential records pursuant to Section 22.7, Subsection 50.* Sornson second. Roll call vote: O’Loughlin – aye, Hansen- aye, Smith – aye, Sornson – aye, Trimble – aye. Motion carried 5-0. Board moved into closed session at 7:12 pm.

Board exited closed session at 7:58 pm and no official transactions were conducted during the closed session.

ADJOURNMENT – Hansen moved to adjourn the meeting. O’Loughlin second, motion carried 5-0. Meeting was adjourned at 7:59 pm.

Respectfully Submitted:

Laura J. Morine, Board Secretary

Eric B. Smith, Chair

SUPERINTENDENT QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board will employ a superintendent to serve as the chief executive officer of the board, to conduct the daily operations of the school district, and to implement board policy with the power and duties prescribed by the board and the law.

The board will consider applicants that meet or exceed the standards set by the Iowa Department of Education and the qualifications established in the job description for the superintendent position. In employing a superintendent, the board will consider the qualifications, credentials and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity or disability. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing a superintendent, the board will also consider the school district's educational philosophy, financial situation, organizational structure, education programs, and other factors deemed relevant by the board.

The board may contract for assistance in the search for a superintendent.

Legal Reference: 29 U.S.C. §§ 621-634 (1994).
42 U.S.C. §§ 2000e *et seq.* (1994).
Iowa Code §§ 21.5(1)(i); 35C; 216; 279.8, .20 (2007).
281 I.A.C. 12.4(4).
1980 Op. Att'y Gen. 367.

Cross Reference: 200.2 Powers of the Board of Directors
200.3 Responsibilities of the Board of Directors
301 Administrative Structure
302 Superintendent

Approved 06/19/2007

Reviewed _____

Revised 06/19/2007
03/21/2011
03/21/2016

SUPERINTENDENT CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between the superintendent and the board shall be determined by the board. The contract will begin on July 1 and end on June 30. The contract shall state the terms of employment and shall not exceed three years.

The first three consecutive years of a contract issued to a newly employed superintendent shall be considered a probationary period. The probationary period may be extended for an additional year upon the consent of the superintendent. In the event of termination of a probationary or non-probationary contract, the board will afford the superintendent appropriate due process, as required by law. The superintendent and board may mutually agree to terminate the superintendent's contract at any time.

It shall be the responsibility of the board to provide the contract for the position of superintendent. The board may issue a temporary and nonrenewable contract in accordance with law.

If the superintendent wishes to resign, to be released from a contract, or to retire, the superintendent must comply with applicable law and board policies.

Legal Reference: Martin v. Waterloo Community School District, 518 N.W. 2d 381 (Iowa 1994)
Cook v Plainfield Community School District, 301 N.W.2d 771 (Iowa App. 1980).
Board of Education of Fort Madison Community School District v. Youel, 282 N.W.2d 677 (Iowa 1979).
Briggs v Board of Directors of Hinton Community School District, 282 N.W.2d 740 (Iowa 1979).
Luse v. Waco Community School District of Henry Co., 258 Iowa 1087, 141 N.W.2d 607 (1966).
 Iowa Code 279 281 I.A.C. 12.4

Cross Reference: 302 Superintendent

Approved 11/1/2004

Reviewed 10/16/2006
03/21/2011
03/21/2016
05/20/2019

Revised 05/20/2019

SUPERINTENDENT SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the superintendent. It shall be the responsibility of the board to set the salary and benefits of the superintendent at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the superintendent. The salary shall be set at the beginning of each contract term.

In addition to the salary and benefits, the superintendent's actual and necessary expenses shall be paid by the school district when the superintendent is performing work-related duties. It shall be within the discretion of the board to pay dues to professional organizations for the superintendent.

The board may approve the payment of dues and other benefits or compensation over and above the superintendent's contract. Approval of dues and other benefits or compensation shall be included in the records of the board in accordance with board policy.

Legal Reference: Iowa Code §§ 279.8, .20 (2003).
1984 Op. Att'y Gen. 47.

Cross Reference: 302 Superintendent

Approved 11/1/2004

Reviewed 10/16/2006
03/21/2011
03/21/2016

Revised _____

SUPERINTENDENT DUTIES

The board employs a superintendent of schools to serve as the chief executive officer of the board. The board delegates to the superintendent the authority to implement board policy and to execute decisions made by the board concerning the internal operations of the school district, unless specifically stated otherwise.

The superintendent shall be responsible for the implementation and execution of board policy and the observance of board policy by employees and students. The superintendent shall be responsible for overall supervision and discipline of employees and the education program.

In executing the above-stated duties, the superintendent shall consider the financial situation of the school district as well as the needs of the students. Specifically, the superintendent:

- Interprets and implements all board policies and all state and federal laws relevant to education;
- Supervises, either directly or through delegation, all activities of the school system according to, and consistent with, the policies of the board;
- Represents the board as a liaison between the school district and the community;
- Establishes and maintains a program of public relations to keep the public well-informed of the activities and needs of the school district, effecting a wholesome and cooperative working relationship between the school district and the community;
- Attends and participates in all meetings of the board, except when the superintendent's employment or salary is under consideration when the superintendent has been excused, and makes recommendations affecting the school district;
- Reports to the board on such matters as deemed material to the understanding and proper management of the school district or as the board may request;
- Assumes responsibility for the overall financial planning of the district and for the preparation of the annual budget, and submits it to the board for review and approval;
- Establishes and maintains efficient procedures and effective controls for all expenditures of school district funds in accordance with the adopted budget, subject to the direction and approval of the board;
- Files, or causes to be filed, all reports required by law;
- Makes recommendations to the board for the selection of employees for the school district;
- Makes and records assignments and transfers of all employees pursuant to their qualifications;
- Employs such employees as may be necessary, within the limits of budgetary provisions and subject to the board's approval;
- Recommends to the board, for final action, the promotion, salary change, demotion, or dismissal of any employee;
- Prescribes rules for the classification and advancement of students, and for the transfer of students from one building to another in accordance with board policies;
- Summons employees of the school district to attend such regular and occasional meetings as are necessary to carry out the education program of the school district;

SUPERINTENDENT DUTIES

- Supervises methods of teaching, supervision, and administration in effect in the schools;
- Attends such conventions and conferences as are necessary to keep informed of the latest educational trends;
- Accepts responsibility for the general efficiency of the school system, for the development of the employees, and for the educational growth and welfare of the students;
- Defines educational needs and formulates policies and plans for recommendation to the board;
- Makes administrative decisions necessary for the proper functioning of the school district;
- Responsible for scheduling the use of buildings and grounds by all groups and/or organizations;
- Acts as the purchasing agent for the board, and establishes procedures for the purchase of books, materials and supplies;
- Approves vacation schedules for employees;
- Conducts periodic district administration meetings; and,
- Performs other duties as may be assigned by the board.
- Supervises the establishment or modification of the boundaries of school attendance and transportation areas subject to approval of the board.
- Directs studies of buildings and sites, taking into consideration population trends and the educational and cultural needs of the district in order to ensure timely decisions by the board and the electorate regarding construction and renovation projects.

This list of duties shall not act to limit the board's authority and responsibility over the superintendent. In executing these duties and others the board may delegate, the superintendent shall consider the school district's financial condition as well as the needs of the students in the school district.

Legal Reference: Iowa Code §§ 279.8, .20, 23A (2003).
281 I.A.C. 12.4(4).

Cross Reference: 209 Board of Directors' Management Procedures
301 Administrative Structure
302 Superintendent

Approved 11/1/2004

Reviewed 11/20/2006

Revised _____

03/21/2011

03/21/2016

SUPERINTENDENT EVALUATION

The board will conduct an ongoing evaluation of the superintendent's skills, abilities, and competence. At a minimum, the board will formally evaluate the superintendent on an annual basis. The goal of the superintendent's formal evaluation is to ensure the education program for the students is carried out, promote growth in effective administrative leadership, clarify the superintendent's role, clarify the immediate priorities of the board, and develop a working relationship between the board and the superintendent.

The formal evaluation will be based upon the following principles:

- The evaluation criteria shall be in writing, clearly stated and mutually agreed upon by the board and the superintendent. The criteria will be related to the job description and the school district's goals;
- At a minimum, the evaluation process will be conducted annually at a time agreed upon;
- Each board member shall have an opportunity to individually evaluate the superintendent, and these individual evaluations will be compiled into an overall evaluation by the entire board;
- The superintendent shall conduct a self-evaluation prior to discussing the board's evaluation, and the board as a whole shall discuss its evaluation with the superintendent;
- The board may discuss its evaluation of the superintendent in closed session upon a request from the superintendent and, if the board determines its discussion in open session will needlessly and irreparably injure the superintendent's reputation; and,
- The individual evaluation by each board member, if individual board members so desire, will not be reviewed by the superintendent. Board members are encouraged to communicate their criticisms and concerns to the superintendent in the closed session. The board president will develop a written summary of the individual evaluations, including both the strengths and the weaknesses of the superintendent, and place it in the superintendent's personnel file to be incorporated into the next cycle of evaluations.

This policy supports and does not preclude the ongoing, informal evaluation of the superintendent's skills, abilities and competence.

See SAI's website for current evaluation tools

<http://www.sai-iowa.org/leadership-standards-and-evaluation.cfm>

Legal Reference: Wedergren v. Board of Directors, 307 N.W.2d 12 (Iowa 1981).
Iowa Code §§ 279.8, .20, .23, .23A (2003).
281 I.A.C. 12.3(4).

Cross Reference: 212 Closed Sessions
302 Superintendent

Approved 11/1/2004

Reviewed 11/20/2006
04/18/2011

Revised 03/21/2016

SUPERINTENDENT PROFESSIONAL DEVELOPMENT

The board encourages the superintendent to continue professional growth by being involved in professional organizations, attending conferences, continuing education, and participating in other professional activities.

It shall be the responsibility of the superintendent to arrange the superintendent's schedule in order to enable attendance at various conferences and events. If a conference or event requires the superintendent to be absent from the office for more than three days, requires overnight travel, or involves unusual expense, the superintendent shall bring it to the attention of the board president prior to attending the event.

The superintendent shall report to the board after an event.

Legal Reference: Iowa Code § 279.8 (2003).
281 I.A.C. 12.7.

Cross Reference: 303.7 Administrator Professional Development
401.7 Employee Travel Compensation

Approved 11/1/2004

Reviewed 11/20/2006
04/18/2011
03/21/2016

Revised _____

SUPERINTENDENT CIVIC ACTIVITIES

The board encourages the superintendent to be involved in the school district community by belonging to school district community organizations and attending and participating in school district community activities.

It shall be the responsibility of the superintendent to become involved in school district community activities and events. It is within the discretion of the board to pay annual fees for professional organizations and activities.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 302.3 Superintendent Salary and Other Compensation
304.8 Administrator Civic Activities

Approved 11/1/2004

Reviewed 12/19/2006
04/18/2011
03/21/2016
09/21/2020

Revised 09/21/2020

SUPERINTENDENT CONSULTING/OUTSIDE EMPLOYMENT

The superintendent's position is considered full-time employment. The board expects the superintendent to give the responsibilities of the position precedence over other employment. The superintendent may accept consulting or outside employment for pay as long as, in the judgment of the board, the work is conducted on the superintendent's personal time and it does not interfere with the performance of the superintendent's duties.

The board reserves the right, however, to request that the superintendent cease the outside employment as a condition of continued employment. The board shall give the superintendent thirty days notice to cease outside employment.

Legal Reference: Iowa Code §§ 279.8, .20 (2003).

Cross Reference: 302.2 Superintendent Contract and Contract Non-renewal
302.4 Superintendent Duties

Approved 11/1/2004

Reviewed 12/19/2006
04/18/2011
03/21/2016

Revised _____

ADMINISTRATOR QUALIFICATIONS, RECRUITMENT, APPOINTMENT

The board will employ building principals and other administrators, in addition to the superintendent, to assist in the daily operations of the school district.

The board will consider applicants who meet or exceed the standards set by the Iowa Department of Education and the qualifications established in the job description for the position. In employing an administrator, the board will consider the qualifications, credentials and records of the applicants without regard to race, color, creed, religion, sex, national origin, age, sexual orientation, gender identity or disability. In keeping with the law, however, the board will consider the veteran status of the applicants. The board will look closely at the training, experience, skill and demonstrated competence of qualified applicants in making its final decision.

In choosing an administrator, the board will also consider the school district's educational philosophy, financial condition, organizational structure, education programs, and other factors deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board for filling an administrative position, based on the requirements stated in this policy. The board will act only on the superintendent's recommendation.

The board may contract for assistance in the search for administrators.

Legal Reference: Iowa Code §§ 279.8, .21 (2007).
281 I.A.C. 12.4.
1980 Op. Att'y Gen. 367.

Cross Reference: 303 Administrative Employees

Approved 06/19/2007

Reviewed 05/23/2011

Revised 06/19/2007
04/18/2016

ADMINISTRATOR CONTRACT AND CONTRACT NONRENEWAL

The length of the contract for employment between an administrator and the board shall be determined by the board and stated in the contract. The contract shall also state the terms of the employment.

The first three consecutive years of a contract issued to a newly employed administrator shall be considered a probationary period. The probationary period may be extended for an additional year upon the consent of the administrator. In the event of termination of a probationary or nonprobationary contract, the board shall afford the administrator appropriate due process, as required by law. The administrator and board may mutually agree to terminate the administrator's contract.

It shall be the responsibility of the superintendent to create a contract for each administrative position. The board may issue temporary and nonrenewable contracts in accordance with law.

Administrators who wish to resign, to be released from a contract, or to retire, must comply with board policies regarding the areas of resignation, release or retirement.

Legal Reference: Martin v. Waterloo Community School District, 518 N.W. 2d 381 (Iowa 1994)
Cook v Plainfield Community School District, 301 N.W.2d 771 (Iowa App. 1980).
Board of Education of Fort Madison Community School District v Youel, 282 N.W.2d 677 (Iowa 1979).
Briggs v Board of Education of Hinton Community School District, 282 N.W.2d 740 (Iowa 1979).
 Iowa Code §§ 279
 281 I.A.C. 12.4

Cross Reference: 303 Administrative Employees

Approved 11/1/2004

Reviewed 01/15/2007
05/23/2011
04/18/2016
05/20/2019

Revised 05/20/2019

ADMINISTRATOR SALARY AND OTHER COMPENSATION

The board has complete discretion to set the salary of the administrators. It shall be the responsibility of the board to set the salary and benefits of the administrators at a level that will include consideration of, but not be limited to, the economic condition of the school district and the training, experience, skill, and demonstrated competence of the administrators. The salary shall be set at the beginning of each contract period.

In addition to the salary and benefits agreed upon, the administrator's actual and necessary expenses shall be paid by the school district when the administrator is performing work-related duties. The board shall approve the payment of other benefits or compensation over and above the administrator's contract. Approval of other benefits or items of an administrator's compensation shall be included in the records of the board in accordance with board policy.

Legal Reference: Iowa Code § 279.21 (2003).
1984 Op. Att'y Gen. 47.

Cross Reference: 303 Administrative Employees

Approved 11/1/2004

Reviewed 01/15/2007
05/23/2011
04/18/2016

Revised _____

ADMINISTRATOR DUTIES

Administrators shall be hired by the board to assist the superintendent in the day-to-day operations of the school district.

Each attendance center shall have a building principal responsible for the administration and operation of the attendance center. Each building principal, as chief administrator of the assigned attendance center, shall be responsible for the building and grounds, for the students and employees assigned to the attendance center, for school activities at the attendance center, for the education program offered in the attendance center, and the budget for the attendance center. The principal shall be considered the professional advisor to the superintendent in matters pertaining to the attendance center supervised by the principal. Although the principals serve under the direction of the superintendent, duties of the principal may include, but not be limited to the following:

- Cooperate in the general organization and plan of procedure in the school under the principal's supervision;
- Supervision of the teachers in the principal's attendance center;
- Maintain the necessary records for carrying out delegated duties;
- Work with the superintendent in rating, recommending and selecting supervised employees whenever possible;
- Work with the superintendent in determining the education program to be offered and in arranging the schedules. As much of the schedule as possible should be made before school closes for summer vacation. In the matter of courses offered, the final approval rests with the superintendent who is in turn responsible to the board;
- Ensure that proper care is taken of all school books, supplies, materials, equipment, furniture and facilities;
- Instruct teachers to make a complete annual inventory of all school property contained in their individual rooms. This inventory shall be reviewed and filed with the board secretary;
- Investigate excessive cases of absence or tardiness of students and notify the parents or guardians of unexcused absence or tardiness. All such cases should be reported to the superintendent;
- Make such reports from time to time as the superintendent may require;
- Maintain the regular schedule of school hours established by the board and make no temporary changes in the schedule without the consent of the superintendent;
- Promptly notify the superintendent whenever ventilation, sanitation or heating of the building is unsatisfactory;
- Contribute to the formation and implementation of general policies and procedures of the school;
- Perform such other duties as may be assigned by the superintendent of schools.

This list of duties shall not act to limit the board's authority and responsibility over the position of the administrators. In executing these duties and others the board may delegate, the administrators shall consider the school district's financial condition as well as the needs of the students in the school district.

Legal Reference: Iowa Code §§ 279.8, .21, .23A.
281 I.A.C. 12.4(5), .4(6), .4(7).

Cross Reference: 301 Administrative Structure
303 Administrative Employees

Approved 11/1/2004

Reviewed 02/19/2007
05/23/2011
04/18/2016

Revised _____

ADMINISTRATOR EVALUATION

The superintendent shall conduct an ongoing process of evaluating the administrators on their skills, abilities, and competence. At a minimum, the superintendent will formally evaluate the administration annually. The goal of the formal evaluation process is to ensure that the educational program for the students is carried out, promote growth in effective administrative leadership for the school district, clarify the administrator's role as defined by the board and the superintendent, ascertain areas in need of improvement, clarify the immediate priorities of the responsibilities listed in the job description, and develop a working relationship between the superintendent and the administrator.

The superintendent is responsible for designing an administrator evaluation instrument. The formal evaluation shall include written criteria related to the job description. The superintendent, after receiving input from the administrators, shall present the formal evaluation instrument to the board for approval.

The formal evaluation shall also include an opportunity for the administrator and the superintendent to discuss the written criteria, the past year's performance and the future areas of growth. The evaluation shall be completed by the superintendent, signed by the administrator and filed in the administrator's personnel file.

It shall be the responsibility of the superintendent to conduct a formal evaluation of the probationary administrators and non-probationary administrators prior to May 15.

This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities and competence.

See SAI's website for current evaluation tools

<http://www.sai-iowa.org/leadership-standards-and-evaluation.cfm>

Legal Reference: Iowa Code §§ 279.8, .21-.23A (2003).
281 I.A.C. 12.3(4).

Cross Reference: 303 Administrative Employees

Approved 11/1/2004

Reviewed 02/19/2007
05/23/2011

Revised 04/18/2016

ADMINISTRATOR PROFESSIONAL DEVELOPMENT

The board encourages the administrators to continue their professional growth by becoming involved in professional organizations, attending conferences, continuing their education, and participating in other professional activities.

It shall be the responsibility of the administrators to arrange their schedules in order to attend various conferences and events in which they are involved. Prior to attendance at an event, the administrator must receive approval from the superintendent. In the case where overnight travel or unusual expense is involved, the superintendent shall bring it to the attention of the board prior to the administrator attending the event.

The administrator shall report to the superintendent after an event.

Legal Reference: Iowa Code § 279.8 (2003).
281 I.A.C. 12.7.

Cross Reference: 302.6 Superintendent Professional Development
401.7 Employee Travel Compensation

Approved 11/1/2004

Reviewed 02/19/2007
05/23/2011
04/18/2016

Revised _____

ADMINISTRATOR CIVIC ACTIVITIES

The board encourages the administrators to be involved in the school district community by belonging to community organizations, and by attending and participating in school district community activities.

It shall be the responsibility of the administrators to become involved in school district community activities and events. It is within the discretion of the board to pay annual fees for professional organizations and activities.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 303.7 Superintendent Civic Activities

Approved 11/1/2004

Reviewed 03/28/2007
06/20/2011
04/18/2016
09/21/2020

Revised 09/21/2020

REDUCTION IN ADMINISTRATIVE POSITIONS

The board shall have the discretion to determine the appropriate number of administrators.

When considering a reduction in administrative positions, the board shall consider the number of students to be enrolled, the financial condition of the school district, the reassignment of duties among other administrators, and other factors deemed relevant by the board.

The board shall consider the relative skills, ability, competence, experience, effectiveness, and qualifications of the administrators to do the available work, as well as other factors deemed relevant by the board in making reductions in administrative positions.

Legal Reference: In re: Waterloo Community School District, 338 N.W.2d 153 (Iowa 1983).
Olds v Board of Education, Nashua Community School District, 334 N.W.2d 765 (Iowa App. 1983).
Iowa Code §§ 279.8, .21, .23, .24 (2003).

Cross Reference: 303 Superintendent
304 Administrative Employees

Approved 11/1/2004

Reviewed 03/28/2007
06/20/2011
04/18/2016

Revised _____

DEVELOPMENT AND ENFORCEMENT OF ADMINISTRATIVE REGULATIONS

Administrative regulations may be necessary to implement board policy. It shall be the responsibility of the superintendent to develop administrative regulations.

In developing the administrative regulations, the superintendent may consult with administrators or others likely to be affected by the regulations. Once the regulations are developed, employees, students and other members of the school district community shall be informed in a manner determined by the superintendent.

The board shall be kept informed of the administrative regulations utilized and their revisions. The board shall review and recommend change of administrative regulations prior to their use in the school district.

It shall be the responsibility of the superintendent to enforce administrative regulations.

Legal Reference: Iowa Code § 279.8 (2003).

Cross Reference: 209 Board of Directors' Management Procedures
304.2 Monitoring of Administrative Regulations

Approved 11/1/2004

Reviewed 06/20/2011
05/16/2016

Revised 03/28/2008

MONITORING OF ADMINISTRATIVE REGULATIONS

The administrative regulations shall be monitored and revised when necessary. It is the responsibility of the superintendent to monitor and revise the administrative regulations.

The superintendent may rely on the board, administrators, employees, students, and other members of the school district community to inform the superintendent about the effect of and possible changes in the administrative regulations.

Legal Reference: Iowa Code §§ 279.8, .20 (2003).

Cross Reference: 209 Board of Directors' Management Procedures
304.1 Development and Enforcement of Administrative Regulations

Approved 11/1/2004

Reviewed 04/16/2007
06/20/2011
05/16/2016

Revised _____

ADMINISTRATOR CODE OF ETHICS

Administrators, as part of the educational leadership in the school district community, represent the views of the school district. Their actions, verbal and nonverbal, reflect the attitude and the beliefs of the school district. Therefore, administrators shall conduct themselves professionally and in a manner fitting to their position.

Each administrator shall follow the code of ethics stated in this policy. Failure to act in accordance with this code of ethics or in a professional manner, in the judgment of the board, shall be grounds for discipline up to, and including, discharge.

The professional school administrator:

- Upholds the honor and dignity of the profession in actions and relations with students, colleagues, board members and the public;
- Obeys local, state and national laws; holds to high ethical and moral standards; and gives loyalty to this country and to the cause of democracy and liberty;
- Accepts the responsibility to master and contribute to the growing body of specialized knowledge, concepts, and skills which characterize school administration as a profession;
- Strives to provide the finest possible educational experiences and opportunities to the members of the school district community;
- Seeks to preserve and enhance the prestige and status of the profession when applying for a position or entering into contractual agreements;
- Carries out in good faith the policies duly adopted by the local board and the regulations of state authorities and renders professional service;
- Disallows consideration of private gain or personal economic interest to affect the discharge of professional responsibilities;
- Recognizes public schools are the public's business and seeks to keep the public informed about their schools; and,
- Supports and practices the management team concept.

Legal Reference: Iowa Code § 279.8 (2003).
282 I.A.C. 13.

Cross Reference: 404 Employee Conduct and Appearance

Approved 11/1/2004

Reviewed 04/16/2007
06/20/2011
05/16/2016

Revised _____

SUCCESSION OF AUTHORITY TO THE SUPERINTENDENT

In the absence of the superintendent, it shall be the responsibility of the other administrators to assume the superintendent's duties. The succession of authority to the superintendent shall be in this order:

- Administrator who is working on or has Superintendent endorsement
- Most senior administrator

If the absence of the superintendent is temporary, the successor shall assume only those duties and responsibilities of the superintendent that require immediate action. If the board determines the absence of the superintendent will be a lengthy one, the board shall appoint an acting superintendent to assume the responsibilities of the superintendent. The successor shall assume the duties when the successor learns of the superintendent's absence or when assigned by the superintendent or the board.

References to "superintendent" in this policy manual shall mean the "superintendent or the superintendent's designee" unless otherwise stated in the board policy.

Legal Reference: Iowa Code § 279.8 (2003).
281 I.A.C. 12.4(4).

Cross Reference: 302 Superintendent

Approved 11/1/2004

Reviewed 06/20/2011
05/16/2016

Revised 04/16/2008

COMMUNICATION CHANNELS

Questions and problems shall be resolved at the lowest organizational level nearest to the complaint. School employees shall be responsible for conferring with their immediate supervisor on questions and concerns. Students and other members of the school district community shall confer with a licensed employee and then with the principal on questions and concerns.

If resolution is not possible by any of the above, individuals may bring it to the attention of the superintendent within five school days of their discussion with the principal. If there is no resolution or plan for resolution by the superintendent within five school days of the individual's discussion with the superintendent, the individual may ask to have the question or problem placed on the board agenda. It is within the board's discretion whether to hear the concern. The action of the board will be final.

It will first be the responsibility of the administrators to resolve questions and problems raised by the employees and the students they supervise and by other members of the school district community.

Legal Reference: Iowa Code § 279.8.

Cross Reference: 215 Public Participation in Board Meetings
215.1 Public Complaints
401.5 Employee Complaints
502.6 Student Complaints and Grievances
504.3 Student Publications

Approved 11/1/2004

Reviewed 05/21/2007
06/20/2011
05/16/2016
10/21/2019

Revised 10/21/2019

GRADUATION REQUIREMENTS

Students must successfully complete the courses required by the board and Iowa Department of Education in order to graduate.

It shall be the responsibility of the superintendent to ensure that students complete grades one through twelve and that high school students complete 54 credits and the National Career Readiness Assessment prior to graduation. The following credits will be required for graduation:

English/Language Arts	<u>8</u>	credits
Science	<u>6</u>	credits
Mathematics	<u>6</u>	credits
Social Studies	<u>6</u>	credits
(to include United States Government and American History <i>Financial Literacy</i>)		
Physical Education	<u>4</u>	semesters credits
Real Living	<u>1</u>	credit
Financial Literacy	<u>1</u>	credits*
Electives	<u>22</u>	credits

~~*Beginning with the graduating class of 2020.~~

Students graduating from the Buchanan County Success Center must complete 44 credits which includes the above requirements with the exception of 13 elective credits instead of 23.

The required courses of study will be reviewed by the board annually.

Beginning with the class of 2022, graduation requirements for special education students will be in accordance with the prescribed course of study as described in their Individualized Education Program (IEP). include successful completion of four years of English, three years of math, three years of social studies, and three years of science.

Legal Reference: Iowa Code §§ 256.7, .41; 279.8; 280.3, .14.
281 I.A.C. 12.3(5); 12(5).

Cross Reference: 505 Student Scholastic Achievement
603.3 Special Education

Approved 11/1/2004

Reviewed 03/17/2014
02/18/2019

Revised 12/15/2008
01/18/2016
12/18/2017
02/18/2019

3.F

Independence Community School District

Board Report - Prepaids

02/11/2021 11:13 AM

JANUARY 13, 2021 - FEBRUARY 11, 2021

Page: 1

User ID: ARL

Check #	Vendor Name	Vendor Description	Amount
Checking Account ID 1 114041 Fund Number 10	Fund Number 10 WALMART COMMUNITY	OPERATING FUND SUPPLIES	346.48
Checking Account ID 1 485 Fund Number 22	Fund Number 22 IOWA WORKFORCE DEVELOPMENT	MANAGEMENT FUND SERVICES	112.76
Checking Account ID 1			459.24
Checking Account ID 3 36480 Fund Number 21	Fund Number 21 WALMART COMMUNITY	STUDENT ACTIVITY FUND SUPPLIES	47.60
Checking Account ID 3			47.60
Checking Account ID 4 4368 Fund Number 33	Fund Number 33 AMERICAN ALUMINUM SEATING, INC.	LOCAL OPTION SALES AND SERVICES TAX EQUIP/SUP	25,914.00
Checking Account ID 4			25,914.00

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AABLE PEST CONTROL		SRV	
		Vendor Total:	160.00
AHLERS AND COONEY, P.C.		SERVICES	
		Vendor Total:	437.50
AMAZON CAPITAL SERVICES		SUPPLIES	
		Vendor Total:	3,816.17
APEX LEARNING		SUPPLIES	
		Vendor Total:	2,500.00
APPLE INC		EQUIP/SUP/SRV	
		Vendor Total:	5,880.00
AUDIO VISUAL ELECTRONICS		SRV	
		Vendor Total:	248.00
CEDAR RAPIDS CSD		REIM/TUIT/FEES	
		Vendor Total:	131.48
CENTER POINT-URBANA CSD		INSTRUCTION	
		Vendor Total:	69,731.98
CENTRAL RIVERS AEA		SUP/SRV	
		Vendor Total:	9,880.00
CHESMORE, KIMBERLY		REFUND	
		Vendor Total:	8.00
CITY LAUNDERING CO		SRV/SUP	
		Vendor Total:	1,910.39
CJ COOPER		SRV	
		Vendor Total:	700.80
CLAYTON RIDGE CSD		TUIT	
		Vendor Total:	10,986.46
COMMUNICATIONS ENG CO.		SRV/EQUIP/IMPROV	
		Vendor Total:	625.00
CONSOLIDATED ENERGY COMPANY		DIESEL/GASOLINE	
		Vendor Total:	7,603.61
CULLIGAN TOTAL WATER MONTICELLO IA		SUPPLIES	
		Vendor Total:	244.00
DON'S TRUCK SALES INC		SRV/EQUIPMENT	
		Vendor Total:	95.19
DUBUQUE COMMUNITY SCHOOLS		TUITION	
		Vendor Total:	8,368.06
EDGEWOOD-COLESBURG CSD		REG FEES	
		Vendor Total:	5,355.90
FAREWAY STORES INC		SUPPLIES	
		Vendor Total:	307.72
FASTENAL COMPANY		SUPPLIES	
		Vendor Total:	198.55
FLIPPEN GROUP		SRV/SUP	
		Vendor Total:	550.00
FOLLETT SCHOOL SOLUTIONS INC		SUP/SRV	
		Vendor Total:	235.23
GOODWIN TUCKER GROUP		REPAIRS/MAINT	
		Vendor Total:	930.85

<u>Vendor Name</u>	<u>Vendor Description</u>		
HAUSERS WATER SYSTEM	SUPPLIES	Vendor Total:	5.50
HAWKEYE ALARM SIGNAL COMPANY	SERVICES	Vendor Total:	1,055.00
HAWKEYE COMMUNITY COLLEGE	REG FEES	Vendor Total:	70.00
HEINEMANN	SUPPLIES	Vendor Total:	388.85
HILLTOP MOTORS INC	SERVICES	Vendor Total:	225.00
IMMANUEL LUTHERAN PRESCHOOL	REIMBURSEMENT	Vendor Total:	5,822.73
INDEPENDENCE CHIROPRACTIC CENTER	SRV	Vendor Total:	190.00
INDEPENDENCE LIGHT & POWER	UTILITIES	Vendor Total:	24,246.98
JESUP CSD	TUIT/FEES/REIMB	Vendor Total:	151,478.04
JOHN DEERE FINANCIAL	SUP/SRV/EQUIP	Vendor Total:	303.83
JUNIOR LIBRARY GUILD	BOOKS	Vendor Total:	80.00
KIDSVILLE	REIMBURSEMENT	Vendor Total:	7,880.86
KLUESNER SANITATION	SRV	Vendor Total:	4,183.06
LYNN, ANDREA	REFUND	Vendor Total:	36.23
MARCO INC	SUP/SRV/EQUIP	Vendor Total:	2,481.38
MARION INDEPENDENT SCHOOL DISTRICT	TUITION	Vendor Total:	23,803.69
MENARDS	SUP/EQUIP	Vendor Total:	428.54
MOSER PRESCHOOL	REIMBURSEMENT	Vendor Total:	5,690.62
MOSYLE CORP	SOFTWARE	Vendor Total:	15.60
NASSCO	SUP/SRV	Vendor Total:	1,235.58
NOETIC LEARNING	REG FEES	Vendor Total:	196.00
NORTH LINN CSD	TUIT/REG FEES	Vendor Total:	3,606.62
OELWEIN PUBLISHING COMPANY	ADS/LEGALS	Vendor Total:	627.26
OFFICE DEPOT, INC	SUP/EQUIP	Vendor Total:	421.31
OFFICE TOWNE, INC.	SUP/EQUIP	Vendor Total:	5.19
PEPSI-COLA GEN BOT IN	SUPPLIES		

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PIONEER VALLEY BOOKS	SUPPLIES	351.90	
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PIZZA RANCH	SUPPLIES	78.00	
		Vendor Total:	361.40
PLUMB SUPPLY COMPANY	IMPROVEMENT	612.00	
		Vendor Total:	9,582.56
PSAT-NMSQT	SERVICES	416.00	
		Vendor Total:	51.00
READING READING BOOKS LLC	SUPPLIES	331.00	
		Vendor Total:	960.00
READY WIRELESS	SUPPLIES	112.89	
		Vendor Total:	57.97
ROTARY CLUB OF INDEPENDENCE	DUES/FEES	532.86	
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ROTO-ROOTER	SERVICE	117.00	
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SAINT MARY'S COLLEGE OF CALIFORNIA	SUP/SRV	5,274.23	
		Vendor Total:	13,347.48
SCHOLASTIC BOOK CLUBS	SUPPLIES	155.00	
		Vendor Total:	184.46
SCHOLASTIC	SUPPLIES	502.64	
		Vendor Total:	21,639.69
SCHOOL BUS SALES	VEHICLE/SUPPLIES	6,676.90	
		Vendor Total:	28,126.28
SCHOOL SPECIALTY/CLASSROOM DIRECT	SUP/EQUIP	175.75	
		Vendor Total:	418.70
SHREDDER, THE	SERVICE		
SPAHN & ROSE LUMBER CO INC	SUP/IMPROV/EQUIP		
ST. JOHN ELEMENTARY SCHOOL	REIMBURSEMENT		
SUPERIOR CLEANING SERVICES LTD	SERVICE		
TOM'S UPSCALE TUNING	SERV		
U.S. CELLULAR	TELEPHONE		
VERN'S TRUE VALUE	SUPPLIES		
VINTON-SHELLSBURG CSD	TUIT/FEES/REIMB		
VISA CARD SERVICES	SUPPLIES		
WAVERLY-SHELL ROCK SCHOOL	REG/FEES/TUIT		
WEBER PAPER COMPANY	SUPPLIES		
WEST MUSIC CO INC	SUP/SRV/EQUIP		
WIELAND & SONS LUMBER INC	SUPPLIES		

<u>Vendor Name</u>		<u>Vendor Description</u>		
			Vendor Total:	2,224.62
			Fund Total:	458,547.58
Checking	1	Fund: 22 MANAGEMENT FUND		
SMITH - D & L INSURANCE		SERVICES		
			Vendor Total:	554.00
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EMPLOYEE BENEFIT SYSTEMS		SRV		
			Vendor Total:	370.00
			Fund Total:	370.00
		Checking Account Total:		459,471.58
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Checking	2	Fund: 61 SCHOOL NUTRITION FUND		
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			Vendor Total:	107.40
EMS DETERGENT SERVICES		SUPPLIES		
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MARTIN BROS DIST CO		SUPPLIES		
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PAN O GOLD BAKING CO		SUPPLIES		
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PRAIRIE FARMS DAIRY INC		DAIRY		
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			Fund Total:	37,394.96
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Checking	3	Fund: 21 STUDENT ACTIVITY FUND		
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BENTON COMMUNITY SCHOOLS		ENTRY FEES		
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BERTELLI, MICHELLE		REIMBURSEMENT		
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BLAND'S FLOWER SHOP INC		FLOWERS		
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BONWELL, MICHAEL		OFFICAL		
			Vendor Total:	110.00
BRYANT, DEMETRUS		OFFICIAL		
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BYERLY, BRIANNE		OFFICIAL		
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CEDAR FALLS HIGH SCHOOL		FEES		
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CENTRAL CSD		REG FEES		
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CLARK, ZACHERY		OFFICIAL		
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CONAWAY, SHAWN		OFFICIAL		
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CULPEPPER, ELISHA		OFFICIAL		

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DAVIS, ISAAC	OFFICIAL		
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DRECKMAN, BOB	OFFICIAL		
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DRYML, TIMOTHY	OFFICIAL/SRV		
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EICHORST, NATHAN	OFFICIAL		
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EISENTRAGER, SCOTT	OFFICIAL		
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ERVIN, KENNETH	OFFICIAL		
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FEDERER, MIKE	OFFICIAL		
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FOLLETT SCHOOL SOLUTIONS INC	SUP/SRV		
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FULLER, TRAVIS	OFFICIAL		
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GIBBS, JOE	OFFICIAL		
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GREENE, TROY	OFFICIAL		
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GUY, WILLIE LEE	OFFICIAL		
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JOHNSON, SCOTT	OFFICIAL		
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JW PEPPER & SON, INC.	SUPPLIES		
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MARTIN, DAVE	OFFICIAL		
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MCELROY'S FOOD MARKET	SUP/SRV		
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MILLER, JOHN	OFFICIAL		
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NASHUA-PLAINFIELD CSD	REG FEES		
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O'CONNER, MICHAEL	OFFICIAL		
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OSBORNE, ZACH	OFFICIAL		
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RUMMEL, JACKSON	OFFICIAL		
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SADLER, DENNIS	OFFICIAL		
		Vendor Total:	110.00
SCHMITT, CAMERON	OFFICIAL		
		Vendor Total:	220.00
SCHMITZ, JOSEPH	OFFICIAL		
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SCHULTZ, BRADLEY	OFFICIAL		
		Vendor Total:	220.00
SHANNON WRESTLING TOURNAMENTS	SUPPLIES		
		Vendor Total:	123.00
SIGNS AND MORE	SUP/IMPROV		
		Vendor Total:	333.79
THOMAS, DANIEL	OFFICIAL		
		Vendor Total:	220.00
TRENDY TULIP	FLOWERS		
		Vendor Total:	28.00
ULTIMATE ENTERTAINMENT	SRV		
		Vendor Total:	595.00
VISA CARD SERVICES	SUPPLIES		
		Vendor Total:	1,651.39
WILLIAMS, MALEEK	OFFICIAL		
		Vendor Total:	234.08
WOODS, BRYAN	OFFICIAL		
		Vendor Total:	110.00
YOUNGBLUT, DEAN	OFFICIAL		
		Vendor Total:	224.40
		Fund Total:	12,828.08
Checking	3	Fund: 91	AGENCY FUND
TRENDY TULIP			FLOWERS
		Vendor Total:	45.00
		Fund Total:	45.00
		Checking Account Total:	12,873.08
<u>Checking</u>	<u>4</u>		
Checking	4	Fund: 33	LOCAL OPTION SALES AND SERVICES TAX
FRONTLINE TECHNOLOGIES GROUP LLC			SOFTWARE
		Vendor Total:	8,940.90
MCGRAW'S CARPETS			IMPROVEMENT
		Vendor Total:	6,245.12
MIDWEST COMPUTER PRODUCTS, INC			SUP/EQUIP
		Vendor Total:	18,908.09

Vendor Name

Vendor Description

SIGNS AND MORE

SUP/IMPROV

Vendor Total: 6,549.50

Fund Total: 40,643.61

Checking 4 Fund: 35 Elem SAVE Projects

CHOSEN VALLEY TESTING INC SRV

Vendor Total: 2,950.00

HSR ASSOCIATES INC SERVICES

Vendor Total: 8,521.86

Fund Total: 11,471.86

Checking 4 Fund: 36 PHYSICAL PLANT & EQUIPMENT

ELECTRICAL ENGINEERING & EQUIP SUP/IMPROV

Vendor Total: 529.56

MIDWEST COMPUTER PRODUCTS, INC SUP/EQUIP

Vendor Total: 2,450.00

MOOSE MECHANICAL SRV

Vendor Total: 9,868.14

PARK PLANET EQUIPMENT

Vendor Total: 2,682.96

R & E REAL ESTATE LLC LEASE

Vendor Total: 1,375.00

Fund Total: 16,905.66

Checking Account Total: 69,021.13

BANKIOWA
PO BOX 419734
KANSAS CITY MO 64141-6734

Account Number Ending In: XXXX XXXX XXXX 2575



Please Detach And Enclose Top Portion With Payment

New Balance	Payment Due Date	Past Due Amount	Minimum Payment	Amount Enclosed
8,328.29	02/29/21	0.00	8,328.29	\$

Make Check Payable To:
Card Services

☐ Please check box if making address change as indicated on the back

Card Services
PO Box 875852
Kansas City MO 64187-5852
[Barcode]

CONTROL ACCOUNT
INDEPENDENCE COMM SC
1207 1ST ST W
INDEPENDENCE IA 50644-2375
[Barcode]

Account Number Ending In: XXXX XXXX XXXX 2575

Summary of Account Activity			Payment Information	
Previous Balance	\$	9,419.96	Statement Closing Date	02/03/21
Payments	-	9,419.96	New Balance	8,328.29
Other Credits	-	5.22	Minimum Payment Due	8,328.29
Purchases/Debits	+	8,333.51	Payment Due Date	02/28/21
Cash Advances	+	0.00	Past Due Amount	0.00
Finance Charges	+	0.00		
New Balance		8,328.29		
Credit Limit		50,000.00		
Available Credit		41,431.00		

An amount followed by a minus (-) is a credit or a credit balance, unless otherwise indicated.

PAYMENT ADDRESS
CARD SERVICES
PO BOX 875852
KANSAS CITY, MO 64187-5852

ACCOUNT INQUIRIES AND
LOST STOLEN CARDS
800-821-5184
816-843-2000 IN KANSAS CITY

BANKIOWA
PO BOX 419734
KANSAS CITY MO 64141-6734

Telephoning about billing errors will not preserve your rights under federal law. See the Billing Rights Summary on the reverse side.

Your rewards balance is: 528,838 Points

The above rewards balance may not reflect all
transaction activity included on this statement.

Visit www.rewards.umb.com to get your current

rewards balance and redeem your rewards.

You may also call 855-861-2152.

Transaction Information

Transaction Date	Posting Date	Reference Number	Purchases, Cash Advances, Payments, Credits and Adjustments since last statement.	Amount
			TOTAL XXXX XXXX XXXX 2575 \$9,419.96-	
01/23	01/23	74715620TEHM8Z5Y7	CK PAYMENT THANK YOU KANSAS CITY MO	9,419.96-
			RUSSELL REITER	
			TOTAL XXXX XXXX XXXX 4711 \$79.00	
01/07	01/08	244921507JJ2KWJX8	SMORE.COM - EDUCATOR WWW.SMORE.COM PA MCC: 5734 MERCHANT ZIP: 15206	79.00
			WEST ELEMENTARY	
			TOTAL XXXX XXXX XXXX 6047 \$54.78	
01/06	01/07	244921506JJ07EL11	OSMO WWW.PLAYOSMO.CA MCC: 8299 MERCHANT ZIP: 94306	20.00
01/06	01/07	244921506JJ073F2X	OSMO WWW.PLAYOSMO.CA MCC: 8299 MERCHANT ZIP: 94306	20.00
01/06	01/07	244921506JJ079BR4	OSMO WWW.PLAYOSMO.CA MCC: 8299 MERCHANT ZIP: 94306	20.00
01/18	01/20	74789300K3JSLMX5K	OTC BRANDS INC 800-2280 CREDIT MCC: 5984 MERCHANT ZIP: 68137	5.22-
			INDEPENDENCE JSH	
			TOTAL XXXX XXXX XXXX 0436 \$2,307.65	
01/06	01/07	244921506MN6125HR	TEACHERSPAYTEACHERS.COM 646-588-0910 NY MCC: 8299 MERCHANT ZIP: 10003	5.00
01/06	01/07	24906410637KGXKD8	SN *TrackWrestling 715-8593444 MN MCC: 7941 MERCHANT ZIP: 55413	51.50
01/06	01/07	24906410637KGXK6	SN *TrackWrestling 715-8593444 MN MCC: 7941 MERCHANT ZIP: 55413	38.82
01/07	01/08	244921507LW58VQRP	TEACHERSPAYTEACHERS.COM 646-588-0910 NY MCC: 8299 MERCHANT ZIP: 10003	4.50
01/08	01/10	244921508LRG8X6Z2	TEACHERSPAYTEACHERS.COM 646-588-0910 NY MCC: 8299 MERCHANT ZIP: 10003	14.75
01/12	01/13	24137460D002WVRAY	USPS PO 1843560944 INDEPENDENCE IA MCC: 8402 MERCHANT ZIP: 50644	6.95
01/13	01/13	24692160D2XZJWXX	ENTOURAGE IMAGING INC. 609-452-2665 NJ MCC: 2741 MERCHANT ZIP: 08550	722.10
01/13	01/14	24492150DJHK6DPK3	GENERATION GENIUS WWW.GENERATIO DE MCC: 8299 MERCHANT ZIP: 19901	59.00

Continued on next page

Transaction Information Continued

Transaction Date	Posting Date	Reference Number	Purchases, Cash Advances, Payments, Credits and Adjustments since last statement	Amount
01/15	01/17	24492150FLSSB3P3L	MUSICNOTES.COM 800-944-4667 WI MCC: 5733 MERCHANT ZIP: 53717	4.50
01/16	01/18	24445000H8PNGEA57	CASEYS GEN STORE 2169 INDEPENDENCE IA MCC: 5541 MERCHANT ZIP: 50644	99.90
01/16	01/18	24445000H8PNGEA7S	CASEYS GEN STORE 2169 INDEPENDENCE IA MCC: 5541 MERCHANT ZIP: 50644	5.67
01/18	01/19	24906410J38DV875B	SN *Scott Heitland 515-5771998 IA MCC: 7941 MERCHANT ZIP: 50247	57.88
01/19	01/20	24906410K38G1EKR	SN *TrackWrestling 715-8693444 MN MCC: 7941 MERCHANT ZIP: 55413	171.22
01/19	01/21	24027100L0VYLA27Q	CLASSIC INDUSTRIES CORP 714-847-8887 CA MCC: 5533 MERCHANT ZIP: 92648	70.94
01/25	01/26	24492150TLRNQ2A4X	OPTICSPANET, INC. 847-513-6201 IL MCC: 5941 MERCHANT ZIP: 60062	40.47
01/27	01/28	24492150VLSMQTXHF	BT SE IA COACH CLINIC 515-598-9540 IA MCC: 7032 MERCHANT ZIP: 50010	318.00
01/29	01/31	24692160X2X91NYYZ	SQ *LIGHTNING LANES FAMIL gosq.com IA MCC: 7999 MERCHANT ZIP: 52057	500.00
01/29	02/01	24692160Z2XLWB3TB	TANDY LEATHER #006 DES MOINES IA MCC: 5948 MERCHANT ZIP: 50313	136.65
LAURA J MORINE				
			TOTAL XXXX XXXX XXXX 1319 \$5,668.86	
01/07	01/08	244921507RSAEP8DQ	PAYPAL *INSIGHT 402-935-7733 NM MCC: 5732 MERCHANT ZIP: 87121	2,193.16
01/07	01/08	2469216072X5LARA5	VERIZONWRLSS*RTCCR VB 800-922-0204 FL MCC: 4814 MERCHANT ZIP: 32746	1,680.90
01/10	01/11	24692160A2XAQJJD4	Des Moines Register 888-426-0491 IN MCC: 5968 MERCHANT ZIP: 46038	10.69
01/20	01/21	24492150MJJ0ZMBYR	ZOOM.US 888-799-9866 WWW.ZOOM.US CA MCC: 4814 MERCHANT ZIP: 95113	40.00
01/22	01/24	24137460P013YS4Z5	USPS PO 1843560944 INDEPENDENCE IA MCC: 9402 MERCHANT ZIP: 50644	1.50
01/28	01/29	24137460X00ZTFAXG	USPS PO 1843560944 INDEPENDENCE IA MCC: 9402 MERCHANT ZIP: 50644	1.55
01/28	01/29	24692160W2XQH9PAJ	VERIZONWRLSS*RTCCR VB 800-922-0204 FL MCC: 4814 MERCHANT ZIP: 32746	1,681.14
01/29	01/31	24204290X04A29MLX	Subway 11005 Independence IA MCC: 5814 MERCHANT ZIP: 50644	59.92
EAST ELEMENTARY				
			TOTAL XXXX XXXX XXXX 1608 \$218.00	
01/06	01/07	244921506JJ0XXYKW	OSMO WWW.PLAYOSMO. CA MCC: 8299 MERCHANT ZIP: 94306	20.00
01/25	01/26	24137460S00YESN6N	TOBII DYNAVOS SYSTEMS LLC412-381-4883 PA MCC: 5065 MERCHANT ZIP: 15203	99.00
01/26	01/27	24137460V00X77BZA	TOBII DYNAVOS SYSTEMS LLC412-381-4883 PA MCC: 5065 MERCHANT ZIP: 15203	99.00

Interest Charge Calculation

Your Annual Percentage Rate (APR) is the annual interest rate on your account

Current Billing Period	Annual Percentage Rate (APR)	Balance Subject to Interest Rate	Interest Charge
Type of Balance			
Purchases	13.25(v)	0.00	0.00
Cash Advances	17.25(v)	0.00	0.00
(v) = Variable Rate			

Periodic rates and APRs may vary. See your Cardmember Agreement for an explanation. There is a 25-day grace period for Purchases but not for Cash Advances. You can avoid additional finance charges on Purchases if you pay the New Balance within 25 days of the Statement Closing Date (which may not be the same as the Payment Due Date). See reverse side for important information and disclosures and, if an Annual Fee was posted above, regarding renewals.

BILLING RIGHTS SUMMARY

In case of Errors or Questions About Your Bill

If you think your bill is wrong or if you need more information about a transaction on your bill, write to us on a separate sheet at the address shown below as soon as possible. (We must hear from you no later than 60 days after we send you the first bill with which an error or problem appeared. You can telephone us, but doing so will not preserve your rights.)

In your letter, give us the following information:

- Your name and account number
- The dollar amount of the suspected error
- Describe the error and explain, if you can, why you believe there is an error

If you need more information, describe the items you are unsure about.

We do not have to pay any amount in question while we are

investigating, but you are still obligated to pay the parts of your bill that are not in question. While we investigate your question, we cannot require you to discontinue or take any action to collect the amount you question.

Special Rule for Small Cash Purchases

If you have a problem with the quality of goods or services that you purchase with a credit card, and you have tried to get them to correct the problem with the merchant, you may not have to pay the remaining amount due on the goods or services. You have this protection only when the purchase price was more than \$50 and the purchase was made in your home state or within 100 miles of your mailing address. (If we owe or owe you the machine, or if we mailed you the advertisement for the property or services, all purchases are covered regardless of amount or location of purchase.)

SEND INQUIRIES AND BILLING ERROR NOTICES TO: Credit Center, P.O. Box 419734, Kansas City, MO 64141 (800) 421-6164. In the Kansas City area, call 816-645-2099. Telephoning us will not preserve your Billing Error Rights.

In order to be credited to your account on the date received, your payment must be accompanied by the top portion of your statement and must be received at FSA, Box 287246, Kansas City, Missouri 64121-9726 by 10:00 a.m. Payments received at such location after 10:00 a.m. will be credited on the following business day, and payments received at any other address will be credited promptly, but may be delayed up to five (5) days.

How to obtain a return check for your check. When you come in a check drawn on a consumer's account as payment on your account, you consent to our forwarding the check to an electronic (ACH) debit to collect it. See your Cardholder Agreement for further information. If we are unable to collect the debt electronically, you consent to our creation of a paper draft in the amount of your original check, which we will send to your financial institution for collection.

EXPLANATION OF FINANCE CHARGES

1. **Finance Charges.** During the Billing Period that ends on the "Statement Closing Date" printed on the front of each Monthly Statement, your Account may, subject to stated exceptions and conditions, be assessed a Finance Charge for the applicable Billing Period. The Finance Charge may consist of one or more of the following: a cash advance fee finance charge (which is a fixed amount) and/or a periodic rate finance charge. Any periodic rate finance charge charged to your Account during the Current Billing Period is calculated by multiplying the monthly periodic rate times the "Cash Advance Average Daily Balance," the "Purchase Average Foreign Daily Balance" and each "Same-as-Cash Purchase (or Promotional Item) Average Daily Balance" of your Account for the Current Billing Period and, if applicable, times the "Purchase Advance Average Daily Balance" of your Account for the immediately preceding Billing Period (the "Previous Billing Period").

2. **Balance Computation.** The Cash Advance Average Daily Balance of your Account for the Current Billing Period is computed by adding together the "Cash Advance Daily Balance" for each day in the Current Billing Period and dividing that sum by the number of days in the Current Billing Period. The "Purchase Advance Average Daily Balance" of your Account for the Current Billing Period is computed by adding together the "Purchase Advance Daily Balance" for each day in the Current Billing Period (exclusive of Same-as-Cash Purchases and other Promotional Items) and dividing that sum by the number of days in the Current Billing Period. The "Same-as-Cash Purchase (or Promotional Item) Average Daily Balance" for the Current Billing Period of each Same-as-Cash Purchase or Promotional item on your Account is computed by adding together the Same-as-Cash Purchase (or Promotional Item) Daily Balance for each day in the Current Billing Period. The "Cash Advance Daily Balance," "Purchase Advance Daily Balance" and "Same-as-Cash Purchase (or Promotional Item) Daily Balance" for each day in the Current Billing Period are calculated as explained below. For purposes of such calculations, each qualifying Purchase made under a "Same-as-Cash Purchase" is referred to as a "Deferral" for the period of time plus "Deferral Period" during which no periodic rate finance charge is assessed to your account for the Same-as-Cash Purchase pursuant to the terms and conditions of the promotional program. The transaction information section on the front of each Monthly Statement will reflect the amount of each Same-as-Cash Purchase and Promotional item posted to your Account, together with the date involved in the Deferral Period for a Same-as-Cash Purchase and Deferral.

A. For the New Balance (after subtracting of Deferrals) shown on your Previous Monthly Statement was not in full or in full within 25 days of the Statement Closing Date shown thereon, then: (i) the Cash Advance Daily Balance for each day in the Current Billing Period is calculated by taking the amount of all of your posted unpaid Cash Advances as at the beginning of that day, adding any new Cash Advances posted to your Account as of that day and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your posted unpaid Cash Advances; and (ii) the Purchase Advance Daily Balance for each day in the Current Billing Period will be zero, and the Purchase Advance Average Daily Balance will not be computed during the Current Billing Period.

B. If, however, the New Balance (after subtracting of Deferrals) shown on your Previous Monthly Statement was not paid in full or at or before the Payment Due Date shown thereon, then: (i) the Cash Advance Daily Balance for each day in the Current Billing Period is calculated in the same way as described in subsection A, (ii) the Purchase Advance Daily Balance for each day in the Current Billing Period is calculated by taking the amount of all period unpaid Purchase Advances exclusive of Same-as-Cash Purchases and Promotional Items and return check charges and documentation charges on your Account as at the beginning of that day, adding any new Purchase Advances (other than Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges posted to your Account as of that day, and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your posted unpaid Purchase Advances (other than Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges.

C. Each Same-as-Cash Purchase (or Promotional Item) Daily Balance for each day in the Current Billing Period is equal to the difference between the original amount of the Same-as-Cash Purchase or Promotional item and the sum of all payments or credits posted to your Account prior to and as of that day that were applied against the Same-as-Cash Purchase or Promotional item. The Purchase Advance Average Daily Balance for the Previous Billing Period (exclusive of Same-as-Cash Purchases and Promotional Items) is calculated by adding together the Purchase Advance Daily Balance for each day in the Previous Billing Period and dividing that sum by the number of days in the Previous Billing Period. The Purchase Advance Average Daily Balance for each day in the Previous Billing Period is calculated by taking the amount of all Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges that are posted to your Account during the Previous Billing Period that remain unpaid as of the beginning of that day, adding any new Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges posted to your Account as of that day, and subtracting any portion of any payments or credits posted to your Account as of that day that were applied against your unpaid Purchase Advances (other than the Same-as-Cash Purchases and Promotional Items) and return check charges and documentation charges. The balances for Same-as-Cash purchases will be included in the Purchase Advance Average Daily Balance when the applicable Deferral Period expires and will no longer appear as your Monthly Deferral in a Same-as-Cash Purchase (or Promotional Item) Daily Balance.

3. First Billing Period.

A. Cash Advances: A periodic rate finance charge applies to all Cash Advances from the date they are posted to your Account and paid in full.

B. Same-as-Cash Purchases: Although a periodic rate finance charge will accrue monthly on a Same-as-Cash Purchase from the date it is first posted to your Account, the assessed periodic rate finance charge will not be charged to your Account if the full amount of the Same-as-Cash Purchase is paid by the end of the Deferral Period. However, if the full amount of the Same-as-Cash Purchase has not been paid, the periodic rate finance charge that accrued on the Same-as-Cash Purchase during the first Billing Period of its Deferral period, and a periodic rate finance charge on the unpaid balance of the Same-as-Cash Purchase for the Current Billing Period, will be charged to your Account. A periodic rate finance charge on a Same-as-Cash Purchase whose Deferral Period was extended will continue to be charged to your Account during each following Billing Period in which any portion of the Same-as-Cash Purchase remains unpaid. On the next date of each Monthly Statement, the amount of the periodic rate finance charge for each Same-as-Cash Purchase whose Deferral Period has expired (i) appears in the transaction information section, and (ii) on the last page, is included in the "Account Summary" or the "Finance Charge" box, both of which are included in the "Finance Charge Computation" field and in the "Finance Charge Information" box. After expiration of the Deferral Period, Same-as-Cash Purchases will no longer be reported on your Monthly Statement.

C. Other Purchase Advances: Purchase Advances (including Promotional Items, but excluding Same-as-Cash Purchases) and return check charges and documentation charges first posted to your Account during the Current Billing Period incur a periodic rate finance charge from the date they are posted to your Account until paid in full, unless (i) the New Balance (after subtracting of Deferrals) shown on your Previous Monthly Statement was zero or was paid in full or at or before the Payment Due Date shown thereon, and (ii) the New Balance (after subtracting of Deferrals) shown on your Current Monthly Statement is paid in full or at or before the Payment Due Date shown thereon. If neither condition described in (i) nor (ii) above is both satisfied, you will be subject to the periodic rate finance charges on all Purchase Advances (including on Promotional Items that are not Cash Advances, and other than amounts on Deferrals), return check charges and documentation charges first posted during the Current Billing Period. If you earlier described in (i) above (subject to the payment of your prior balance) is satisfied, but the condition described in (i) above (relating to the payment of your current balance) is not satisfied, then, at the beginning of the immediately following Billing Period, a periodic rate finance charge will be assessed on all Purchase Advances (including Promotional Items that are not Cash Advances, but excluding Deferrals) first posted to your Account during the Current Billing Period, the amount of such Finance Charge (inclusive of Finance Charges on Promotional Items) will appear on your immediately following Monthly Statement, and will show the dollar amount of the Current Billing Period Purchase Advance Average Daily Balance, which was calculated (such Purchase Advance Average Daily Balance will be included on the last page of each following Monthly Statement as your "Average Daily Balance" for the "Previous Billing Period").

**Independence Community School District
Treasurer's Report
1/31/2021**

	Banklowa #1	NSB #2	Banklowa #3	NSB #4	Banklowa #99
Savings Beginning Balance	5,896,772.10	193,239.36	153,141.14	5,995,821.16	56,058.54
Deposits	1,209,395.57	57,288.12	28,517.74	147,383.83	4,572.28
Withdrawals	(1,428,704.44)	(49,283.57)	(10,628.89)	(102,341.10)	(3,710.43)
Savings Ending Balance	5,677,463.23	201,243.91	171,029.99	6,040,863.89	56,920.39
Checking Beginning Balance	854,972.88	1,273.22	8,973.40	15,996.19	
Deposits	1,423,059.35	23,397.10	11,027.93	100,728.60	
Withdrawals	(1,433,301.98)	(22,259.31)	(11,149.26)	(116,312.29)	
Checking Ending Balance	844,730.25	2,411.01	8,852.07	412.50	-
Total Ending Balance	6,522,193.48	203,654.92	179,882.06	6,041,276.39	56,920.39
<i>Last Year's Balance -1/20</i>	<i>5,565,972.85</i>	<i>132,033.10</i>	<i>164,902.51</i>	<i>1,635,312.23</i>	<i>45,715.56</i>

	Fund #'s	Funds
Banklowa #1	10,22,71	General, Mgmt, Partial Self Funding
NSB #2	61	Nutrition
Banklowa #3	21,91	Activity, Agency
NSB #4	33,35,36,40	SAVE,PPEL, Bldg Project & Debt Service
Banklowa #99	72	Flex

INDEPENDENCE CSD GENREAL FUND MONTHLY EXPENDITURE REPORT BY OBJECT - January 2021

2/10/21

CURRENT YEAR

Object	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	TOTAL
100-Salaries	148,097	238,985	802,168	832,296	821,598	828,062	823,043	827,663	830,992	808,906	815,943	2,070,745	9,848,499
200-Benes	48,334	64,486	286,228	286,058	285,936	286,887	285,483	271,995	271,626	269,782	271,067	736,835	3,364,718
300-Purch Svcs	10,504	62,555	53,773	65,356	110,703	51,003	51,097	71,046	103,997	55,375	85,383	89,230	810,020
400-Prop Svcs	130	6,639	14,555	6,935	14,410	9,781	9,668	10,818	15,734	11,412	2,973	19,191	122,246
500-Oth Svcs	581	3,401	3,383	2,650	19,629	4,734	132,580	221,772	24,762	3,520	346,104	201,072	964,189
600-Supplies	30,388	150,165	125,730	93,965	85,506	69,993	53,460	65,693	51,564	43,399	38,592	96,024	904,480
700-Property	-	870	2,198	352	556	2,764	120	-	2,071	359	-	8,701	17,991
800-Debt	6,317	3,286	1,904	2,439	52	27	243	1,979	-	(786)	(320)	1,159	16,300
900-AEA	-	-	-	-	697,484	-	-	-	-	-	-	-	697,484
	244,352	530,388	1,289,938	1,290,051	2,035,874	1,253,251	1,355,694	-	-	-	-	-	7,999,549

PREVIOUS YEAR

Object	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	TOTAL
100-Salaries	143,903	251,523	797,204	821,938	821,961	823,216	817,599	827,663	830,992	808,906	815,943	2,070,745	9,831,595
200-Benes	49,007	66,284	273,153	271,064	269,785	270,480	270,455	271,995	271,626	269,782	271,067	736,835	3,291,534
300-Purch Svcs	31,501	57,232	76,525	76,922	73,794	135,888	61,883	71,046	103,997	55,375	85,383	89,230	918,777
400-Prop Svcs	-	9,469	34,309	21,299	14,752	12,182	11,727	10,818	15,734	11,412	2,973	19,191	163,866
500-Oth Svcs	186	6,308	3,736	10,842	19,108	10,112	352,318	221,772	24,762	3,520	346,104	201,072	1,199,841
600-Supplies	22,601	136,727	106,075	93,458	97,862	52,744	50,484	65,693	51,564	43,399	38,592	96,024	855,223
700-Property	-	533	2,057	1,554	3,682	2,096	35	-	2,071	359	-	8,701	21,089
800-Debt	9,855	2,581	4,076	3,821	1,600	176	1,021	1,979	-	(786)	(320)	1,159	25,161
900-AEA	-	-	-	-	682,359	-	-	-	-	-	-	-	682,359
	257,053	530,657	1,297,136	1,300,900	1,984,903	1,306,895	1,565,523	1,470,965	1,300,745	1,191,967	1,559,743	3,222,958	16,989,445

Difference													TOTAL
100-Salaries	4,194	(12,537)	4,963	10,358	(363)	4,846	5,443	0	0	0	0	0	16,904
200-Benes	(673)	(1,798)	13,075	14,994	16,151	16,407	15,028	0	0	0	0	0	73,184
300-Purch Svcs	(20,997)	5,322	(22,753)	(11,567)	36,909	(84,886)	(10,786)	0	0	0	0	0	(108,757)
400-Prop Svcs	130	(2,829)	(19,754)	(14,364)	(342)	(2,401)	(2,060)	0	0	0	0	0	(41,620)
500-Oth Svcs	396	(2,906)	(353)	(8,193)	521	(5,378)	(219,738)	0	0	0	0	0	(235,651)
600-Supplies	7,787	13,438	19,655	507	(12,356)	17,249	2,977	0	0	0	0	0	49,257
700-Property	0	337	140	(1,202)	(3,126)	668	85	0	0	0	0	0	(3,098)
800-Debt	(3,537)	705	(2,172)	(1,382)	(1,548)	(149)	(778)	0	0	0	0	0	(8,861)
900-AEA	0	0	0	0	15,125	0	0	0	0	0	0	0	15,125
Total Difference	(12,700)	(268)	(7,198)	(10,849)	50,971	(53,643)	(209,828)	0	0	0	0	0	(243,518)

Reveues	5,356	140,675	1,508,346	2,724,953	2,027,952	1,793,934	1,085,299							9,286,514
Net Gain/(Loss)	(238,996)	(389,714)	218,408	1,434,902	(7,922)	540,682	(270,396)							1,286,965

INDEPENDENCE CSD NUTRITION MONTHLY EXPENDITURE REPORT BY OBJECT-January 2021

2/10/21

Object	Jul-20	Aug-20	Sep-20	Oct-20	Nov-20	Dec-20	Jan-21	Feb-21	Mar-21	Apr-21	May-21	Jun-21	TOTAL
100-Salaries	4,808	4,808	17,586	20,549	19,174	18,372	17,620	18,944	17,065	16,688	16,050	39,227	210,891
200-Benes	2,668	2,668	8,095	8,510	8,632	8,402	8,266	7,797	7,444	7,420	7,323	18,404	95,629
300-Purch Svcs	-	3,751	1,183	-	-	-	892	-	-	-	-	-	5,826
400-Prop Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
500-Oth Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
600-Supplies	-	270	14,528	30,794	34,253	26,766	22,221	45,248	36,896	18,520	5,037	24,811	259,346
700-Property	-	-	-	-	-	-	-	-	-	-	-	-	-
800-fees/refunds	-	604	855	210	137	180	209	1,015	594	(202)	148	1,085	4,833
900-Cap Asset change	9,243	-	-	-	-	-	-	-	-	-	-	-	9,243
	16,719	12,100	42,248	60,062	62,196	53,720	49,207						296,252

Object	Jul-19	Aug-19	Sep-19	Oct-19	Nov-19	Dec-19	Jan-20	Feb-20	Mar-20	Apr-20	May-20	Jun-20	TOTAL
100-Salaries	4,762	4,762	19,007	18,829	19,495	19,063	18,254	18,944	17,065	16,688	16,050	39,227	212,147
200-Benes	2,445	2,445	10,137	9,369	9,487	8,774	8,658	7,797	7,444	7,420	7,323	18,404	99,702
300-Purch Svcs	-	450	4,142	-	-	808	-	-	-	-	-	-	5,400
400-Prop Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
500-Oth Svcs	-	-	-	-	-	-	-	-	-	-	-	-	-
600-Supplies	2,755	2,000	19,208	46,004	40,418	28,053	25,966	45,248	36,896	18,520	5,037	24,811	294,918
700-Property	-	-	-	-	-	-	-	-	-	-	-	-	-
800-fees/refunds	17	554	859	883	931	746	791	1,015	594	(202)	148	1,085	7,419
900-equip	-	-	-	-	-	-	-	-	-	-	-	-	-
	9,978	10,211	53,352	75,086	70,331	57,443	53,669	73,004	62,000	42,426	28,558	83,527	619,586

Difference													TOTAL
100-Salaries	46	46	(1,421)	1,719	(321)	(691)	(634)	0	0	0	0	0	(1,256)
200-Benes	223	223	(2,041)	(860)	(855)	(371)	(392)	0	0	0	0	0	(4,073)
300-Purch Svcs	0	3,301	(2,959)	0	0	(808)	892	0	0	0	0	0	426
400-Prop Svcs	0	0	0	0	0	0	0	0	0	0	0	0	0
500-Oth Svcs	0	0	0	0	0	0	0	0	0	0	0	0	0
600-Supplies	(2,755)	(1,730)	(4,680)	(15,210)	(6,165)	(1,287)	(3,745)	0	0	0	0	0	(35,572)
700-Property	0	0	0	0	0	0	0	0	0	0	0	0	0
800-Fees/refunds	(17)	50	(3)	(674)	(794)	(566)	(583)	0	0	0	0	0	(2,586)
900-equip	9,243	0	0	0	0	0	0	0	0	0	0	0	9,243
Total Exp Difference	6,741	1,889	(11,104)	(15,024)	(8,135)	(3,723)	(4,462)	0	0	0	0	0	(33,818)

Revenues	6,484	138	28,832	74,262	101,689	83,355	56,914	-	-	-	-	-	351,674
Net Gain/(Loss)	(10,235)	(11,962)	(13,417)	14,201	39,493	29,635	7,707						55,422

Chromebook Plan 2021-2022

Board Presentation, February 2021

General Observations of Surveys

1. Smaller, lighter and faster Chromebooks are preferred.
2. There is not enough information about tablet usage. After considering tablet devices, they are more expensive, harder to fix and will have more damage. We will not consider tablet devices for the 2021-2022 school year.
3. Current HP Chromebooks did not age well and we are repairing frequently.
4. Actual keyboards are essential.
5. Both world-facing and self-facing cameras are important.
6. Using Chromebook in case is very important.

Surveys sent to JSH Teachers, 7-11 Students and West Teachers

Advantages of Chromebooks over Mac and Windows

The first advantage of a Chromebook is no local storage of data. Chromebooks can be exchanged with no loss of data. If there is a software problem, the Chromebook can be wiped and reset in about five minutes.

Secondly, Chromebooks update themselves with a restart and might take two minutes for the computer restart for updated ChromeOS.

Thirdly, management is easy. Google management tools allow remote installation, remote disable, inventory requirements and host of other tools.

Number of Purchase Devices: 1,200 for 2021-2022

Placement of Chromebooks: 1,162

- 7-12--703 student
 - 11: 113 10: 121 09: 123 08: 119 07: 110 06: 117
- 3-6--384 student
 - 05: 95 04: 93 03: 99 02: 97
- West Media Lab: 30 stations
- West Classroom set plus 1: 3,4,5,6 classes = 25 total classrooms
- JSH Parastaff: 20 people

Number of Purchase Devices: 150 for 2022-2023

Replace Current Lenovo Chromebooks, end-of-life June 2021:

- West Specials: (Art, Music, Guidance): 75
- East Carts: (1st, 2nd grade) 50
- JSH and Special Ed Classrooms: 25
- Additional Chromebooks, as needed.

Chromebook Options

We are weighing these various options to find the best fit for Independence Community School District. These are in alphabetical order, not order of importance:

- Battery Life
- Cost
- Durability
- End of Life
- Manufacture Reputation
- Positive Reviews
- Screen Size: Out of 131 student responses, 78% of students want smaller screens
- Warranty and Repair Policies
 - Self Repair/Sending away
 - Part Availability
 - Repair Training

Budget Plan

Our overall plan is to spend \$300 for the device, \$25 for Chrome Management, and \$25 for carrying case. We planned to spend \$420,000 for 1,200 Chromebooks. We also will need to purchase extra bags, power cords and spare parts at an additional cost. With the current environment, we are considering varying options to stay within our planned budget. This money is not general fund money, so there is some flexibility as we look at various funding sources.

The cost per year for each device is (bag not included):

Four Years: @\$82 Five Years: @65 Six Years: @54

Timeline for Purchase

- February 15: Presentation to Board of Education
- February 19: Creation of RFP (Request For Proposal)
- February 26: RFP due back to district
- March 4: Preparation of agreements for Board to approve
- March 15: Potential Board approval
- March 16: Order devices
- July: Expect arrival of devices

All devices are backordered in quantities of 1,200.

5.A.

**Report to the Board of Education
Junior/Senior High School
February 2021
John Howard, 7-12 Principal**

Jr/Sr High School Vision

Be the BEST Educational Environment in the state of Iowa.

Jr/Sr High School Mission

The mission of Independence Jr/Sr High School is to provide a safe environment where students are provided the skills and opportunities to be productive and responsible citizens.

Jr/Sr High School Motto 2020-2021

Together, WE will get through it.

Observations and Walk-Throughs

Second round of observations are well under way. I have seen a lot of great things going on in classrooms.

After School Study Table (ASST):

ASST continues to go well. I want to thank those who monitor/help the students during this time. The students taking advantage of this option are doing much better academically.

9th Grade Registration Night

Our rescheduled 9th grade registration night went very well. We had 97 current 8th grade students (Independence and St. John's) and their parents/guardians at the meeting. That was the best attendance percentage since I have been here. A BIG thank you to the counseling staff and representatives from Hawkeye.

Registration

I sent some of the positive changes the guidance office staff and I made for this year in terms of the registration process to Mr. Reiter. We are further along than we have ever been due to these changes.

Communication

Staff continues to do a great job with communication to parents/guardians. As I have stated, this is best year in terms of parent/guardian communication since I have been here.

Other Information

- Continued good luck to our winter programs/activities. Congrats to our wrestling team and individual wrestlers for qualifying for state!
- Congratulations to our speech teams for all their success.
- Thanks to all the staff who organized and contributed to the fundraiser for the Dinger family. It was a great show of support!
- Thanks, once again, to all who are helping to keep the students and staff safe and healthy this year!

**Report to the Board of Education
Junior/Senior High School
February 2021
Dewey Hupke, 7-12 Assistant Principal**

Office Referrals:

As assistant principal, I am also extremely proud of our staff and the work they have been doing to build relationships with our students. I am confident our referrals are down this year due to the unique learning environment we have been utilizing. However, I am also confident our staff is working extremely hard to engage learners who are remote and who are onsite by building positive relationships.

School Year	Office Referrals	Percent Increase or Decrease
8/28/17-2/4/18	273	
8/20/18-2/4/19	266	Increase of 3%
8/19/19-2/4/20	224	Decrease of 16%
8/24/20-2/4/21	104	Decrease of 54%

Therapy dog update:

McCoy has been a busy little guy this past month. Many of the interactions he has been having are for positive reinforcement. Recently, he has been requested to meet with a couple of students at East Elementary. Here is a picture of one of those meetings with Keelan Dayhoff and Kahmun Ford. Both boys were pretty happy to get to pet and meet McCoy.



Non-Violent Crisis Intervention (CPI) Training:

On January 22 and 29, Kris Martin and I trained 19 staff in the District to be certified in CPI. This training focuses on maintaining the Care, Welfare, Safety and Security of both students and colleagues. As a last resort when dealing with a student in crisis, it does teach physical intervention strategies to help control a situation. This training was the first that Kris and I had done since becoming certified trainers. I believe the staff learned some effective strategies to assist them. In feedback given from staff, some follow up may be done to help their comfort levels.

**Report to the Board of Education
West Elementary
February 2021
Cheri Reed, Principal**

Obtaining & Sustaining Academic Excellence: *Staff Coverage*

We have been working on keeping our buildings running smoothly with limited staff. Everyone has been very flexible as we deal with the challenge of covering both certified and classified positions. It is a balance of maintaining our high-quality instruction, programs, and support services with having qualified adults in the classrooms. As we work to ensure each classroom has a teacher, we are mindful of how often we are pulling from reading interventionists, Extended Learning Program, specials, support services, instructional coaches, and the classroom. We want the integrity of our specials to maintain high while also providing planning/preparation time for classroom teachers. Our COVID mitigation efforts require us to have additional supervisors at both lunch and recess. When one person is gone, it sets out a domino effect for coverage. Our Elementary buildings greatly appreciate all of our internal and external substitutes. Thank you for supporting our students and staff!

Obtaining & Sustaining Academic Excellence: *Iowa Statewide Assessment of Student Progress (ISAP) Testing*

As one measure of our students' academic success, students in the district will take Iowa Statewide Assessment of Student Progress (ISASP) tests during our 2021 designated window, April 12th-May 7th. During the months of February and March, our building staff and students will be preparing for the administration of our state-wide assessment. As the dates get closer, we will be sending home more information about our testing process.

Obtaining & Sustaining Academic Excellence: *Return to Learn*

For West Elementary, we are continuing our COVID mitigation strategies of wearing our face masks at least 50 minutes of every hour, keeping classroom cohorts separate at recess, maintaining six feet distance (when possible), having two classrooms in the lunch room for each grade-level lunch, and specials in the classroom. At our next District Return to Learn, West Elementary will inquire about the possibility of participating in outdoor field trips (i.e. Fish Iowa for 5th grade and Bike Safety Day for 3rd grade). We will also inquire about the possibility of making adjustments to recess protocol by being able to partner classrooms (i.e. for maybe a week at time Ms. Roth's class could play with Ms. VanDerSloot's class for February 22-26th) in order for students to play with different students. Our goal is to maintain our mitigation strategies while providing some new opportunities for our students and staff.

**Report to the Board of Education
ECC/East Elementary
February 2021
Kay Reidy, Principal**

Obtaining & Sustaining Academic Excellence: *Increase Achievement*

East teachers are nearly finished with our winter round of assessments. Students are reassessed with the FAST screener and with the F & P reading benchmark assessment. While we know COVID and the closure cost students valuable instructional time last spring and the pandemic continues to impact student learning, we are seeing growth in the area of reading. Students who dipped in the fall are showing some improvement. We will continue to be intentional with our interventions and overall instruction to help students learn and grow to the best of their abilities despite the challenges COVID has presented us.

Obtaining & Sustaining Academic Excellence: *Staffing in a COVID World*

Positive cases hit us hard at the ECC toward the end of January. Due to close contact exposures and positive cases among the staff we were forced to close Mrs. Bresson and Mrs. Gilroy's classrooms. Students were able to continue their learning via SeeSaw and at home learning binders that were put together for our special education students.

Obtaining & Sustaining Academic Excellence: *Remote Learning*

With the first half of the school year behind us, we have had an influx of students return to on-site learning. At this time, we are down to 10 students learning remotely. Those students who have rejoined us in the building have been adjusting well and we are happy to have them all back in the classrooms with us.

Obtaining & Sustaining Academic Excellence: *Professional Learning*

This month 12 staff from East and ECC participated in their initial CPI training which was taught by Kris Martin and Mr. Hupke. The team found this new learning to be invaluable. Revisiting the learning around de-escalation and adding in the correct way to implement holds if necessary to keep students and staff safe. This training coupled with our ongoing brainstorming and problem solving will help our students who are experiencing social-emotional and behavioral challenges will greatly benefit both students and staff. Currently at East and ECC we now have 17 staff members who are trained in CPI and will be available to assist when needed.

Obtaining & Strengthening Academic Excellence: *Preschool Registration & Kindergarten Round Up*

It is time for early registration for our area preschool programs. The live link to the virtual registration for the 2021-2022 school year is currently on our website. Families are able to register their children for the site of their choice now through February 18th.

In addition to early registration for preschool, we are also in the process of getting ready for this spring's Kindergarten Round Up which will be Thursday, March 18th. Due to the circumstances with COVID, we are looking at structuring that day a little differently than in previous years. We will have a morning and afternoon sessions as we have in the past but will be working to keep the students with their preschool cohort as much as possible.

**Report to the Board of Education
Activities
February 2021
Justin Putz, Activities Director**

February is a busy month from an activity's perspective. By the time of the board meeting, we will be in full swing of post-season athletics. In addition, Jazz Band and Speech will be in going as well.

Bowling

Our boys' and girls' bowling teams have been improving over the course of the year. The boys' and girls' teams have their conference tournament on Friday. Coach Lamphier said everyone has been working hard and have been a great group to work with. Post-season competition will start for the bowling teams next week.

Girls Basketball

The girls' basketball team season is winding down and they will have played their first post season game by the time of the board meeting. The girls have been improving as the season goes on. This past week we defeated South Tama and lost by 1 point to Union. I have been very happy with how hard they have been competing. Our league is very tough and that can lead to some tough nights. The girls have battled every night. They continue to play hard and will travel to North Fayette Valley for post season play on February 13th.

Boys Basketball

The boys' team will be in their last week of the regular season by the board meeting. The boys' team is currently 7-9. We have let a few games get away late but I am very happy with the progress from last season. This season has brought many challenges and shutdowns but the guys have done well. The sophomores and freshman have had nice moments as well this year. We will open postseason action at Decorah.

Wrestling

By the time of the board meeting, our non-state qualifiers season will have wrapped up. We won the Wamac West, finished 2nd in the Wamac tournament, and qualified for state duals. Additionally, we qualified 10 wrestlers for districts.

Speech

The speech team has had a nice year, all things considered. Coach Homan is excited for her individual speech team as well and she said that the kids are doing well. Unfortunately, this year there has not been any festivals and we have had all of our events in Independence with just our students.

Band

Jazz band has started. Additionally, the band has been busy with pep band at basketball games. The pep band puts on a great show. They really help bring the energy into the gym, and we would like to get them to do a wrestling meet next year. We were also able to get our first concert of the year in. While it looked different it was great to see the band and choir perform.

Vocal Music

The musical has been practicing. It will be different this year as we are doing Broadway numbers and not one entire show.

Swimming

Kaleb Penner has been swimming this year at Cedar Falls during the winter season.

Report to the Board of Education
School Improvement
February 15, 2021
Erin Burmeister, Director of School Improvement

Professional Learning

Teachers aren't the only ones who have been engaging in professional learning. I, as well as all of the building principals and Russ, have been engaging in professional learning around multi-tiered systems of support (MTSS). During our school improvement meetings, we have been spending part of our time discussing and taking a very in depth look at, *Taking Action: A Handbook for RTI at Work*. This book, by well-known educational experts Austin Buffum, Mike Mattos, and Janet Malone has provided us with a reference to help evaluate and refine our school improvement efforts, particularly those focused on universal instruction and interventions. At this time, most of the Junior/Senior High Staff and other leadership team members around the district have also read and participated in a similar book study of *Taking Action*.

In addition to this book study, Kay and I also had the opportunity to visit an amazing preschool classroom and program at another district last week. Both of us left with a number of ideas that we would like to further explore and see if we could implement some of the practices in our program. We both left excited and eager to continue learning and providing support for preschool students and staff.

School Improvement Advisory Committee (SIAC) Update

SIAC met last Monday night and had a very engaging discussion about our Portrait of a Graduate work and grading practices. We are beginning to collect data from stakeholders about what competencies we believe all students should have upon graduation from Independence. At this time, we have around 30 responses, mostly from staff, and are hoping to get at least 75 by the beginning of March. We are working to get input from community members, students, and parents. In the next week or so, I will be sending you information about how you can provide your input.

The other discussion SIAC had centered around grading practices. Currently, PK-6 students are provided feedback, "graded", based on their skills and knowledge related to Iowa Core/Early Learning standards, a form of standards referenced grading. While the majority of 7-12 students are graded in a traditional points-based grading system. Some of the grading practices that were discussed included grading all work completed by students, assigning an overall grade for multiple standards, grading what students do instead of what they learn, allowing enough time for students to demonstrate learning without the fear of failure, separating behavior from academics, using a 0-100 scale, and grading participation. It was a wonderful discussion with input from many stakeholders including a student, parents, community members and individuals working in education. The group generated a list of big takeaways and barriers to changing some of our current practices. In short, there seemed to be consensus around moving forward and continuing to study and evaluate our current practices and the use of a more standards referenced system PK-12.



Report to the Board of Education
Technology
February 2021
Stephen Noyes, Director of Technology

February 15, 2021

We plan to start registration on Monday, July 5, 2021.

I have sent out Chromebook surveys to JSH Staff, JSH 7-11 Students and West Staff. I set a second screen size only survey to JSH 7-11 Students. Both Ryan and I have talked to many staff and students about their needs in regards to Chromebooks, so the surveys do not include all of the information available and are smaller sample sizes.

Overall the students want smaller, tougher, faster and longer batter-life Chromebooks compared to the Chromebooks we currently own. This is very typical for device upgrade, we all want everything.

The district planned \$420,000 for the devices, Chromebook management and carrying case. With the pandemic, the price of Chromebooks is rising as companies struggle with demand. There are fewer sales available and wait times are significant. Once we place the order it might be 4-5 months before the order is delivered.

For 2021-2022, we will need to replace all 1200 HP 14" G4 Chromebooks. The support for these devices will end in September 2021. We do have about 75 Lenovo Chromebooks which will last until June 2022, so we will have another year with these devices. These devices are used for specials, East and some students at JSH. We will determine how many need to be replaced next year.

Chromebook management is now extended from four years to 6-8 years. The cost will be slightly higher, but this might allow us to better stagger the purchase of the next round of devices. Chromebooks are also being better built to last longer. We currently plan to replace Chromebooks every four years, but we will evaluate our options in three years to see if Chromebooks are actually usable for 5-6 years.

I am working with various venders to keep to our current budget, but we may be forced to spend more money or make sacrifices on the Chromebooks.

Sincerely,

Stephen B. Noyes

**Report to the Board of Education
Food Service
February 2021
Annette Harbaugh, Director of Food Service**

FREE BREAKFAST & LUNCH at all sites.

Daily Averages for January- JSHS Breakfast-133 Lunch- 384, West Breakfast- 89 Lunch- 295 and East Breakfast- 77 Lunch- 245. JSHS has increased due to all kids back full time, no more A-B Days.

I want to give you an update on the:

***Income from the Free Breakfast & Lunch reimbursements**

Sept. \$68,572.77/ Oct. \$98,095.81 /Nov. \$67,291.99/ Dec. \$48,882.01(short month & full remote)/
Jan. \$89,051.27

***Income from ala carte' and payed meals-**

Sept. \$28,049.80/ Oct. \$5,164.80/Nov. \$3,564.80 /Dec. \$2,572.45/ Jan. \$7,746.35

Negative balances are at -\$223.05, 2 families, 3 students.

Kitchen Teams are still practicing good sanitation requirements. We do ask if teachers or other staff need something from the kitchens, please stay at the door and we will come to you.

Respectfully,

Annette Harbaugh, Director of Food Service

**Report to the Board of Education
Buildings and Grounds
February 2021
Chad O'Brien, Director of Maintenance**

We have been busy pushing snow and salting parking lots.

We put a new plug in the bleachers at the high school.

We fixed lights around the district.

We had to fix flush heads around the district.

We moved lockers at West Elem for the remodel project.

We have cleaned everything on top and underneath the stage for the remodel.

We cleaned the closets out on the stage for the remodel.

We worked on the furnace at the ECC.

We changed some thermostats at West Elem.

**Report to the Board of Education
Transportation
February 2021
Kim Chesmore, Director of Transportation**

We have received the grant money for one bus from the VW/Dera grant in the amount of \$22,085.00.

We have received two propane buses that we ordered through the grants. The one bus has been in and required some wiring harnesses to be replaced and then will be redelivered to us.

I have hired a new driver, Brooke Roth from Rowley. She will be taking over one of the bus routes in Brandon.

As most of you have heard, we lost a great man and fellow bus driver this week, Bob Bearbower. He had 57 years in as a bus driver for Independence. He was a great asset to the bus department and went above his job duties as a bus driver. He helped out students even when he wasn't driving them around, all the kids knew him in Brandon. He was liked by students and staff. He will be missed greatly.

The winter weather has been pretty hard on our buses. We had one gel up in January. We also had one bus gel up Monday, the 8th of February and bus #4 lost its U-Joint on the same day. We have been keeping the big snub nose buses inside overnight when the weather is so cold and taking them out as needed for routes.

() Mileage Report																		
	Vehicle	Code	Month	Mileage	Rt. Mi.	Act. Mi.	Ed. Mi.	Dr. Ed.	So. Ed.	Lease	Other	Fac/Adm	Total Miles	Fuel	MPG	Expense	Riders	Capacity
Bearbower	Bus 1-2010	B	Jan	143844	1528	284							1812	248.9	7.28			65
Activity	Bus 2-2012	B	Jan	62753	339	669						9	1017	171.4	5.93			65
Activity	Bus 3-2014	B	Jan	56382		877							877	122.7	7.15			65
Sp ed bus	Bus 3S-2014	B-Lift bus	Jan	111781					1154				1154	134.3	8.59			11
BRandom Route	Bus 4-2007	B	Jan	96636	1019								1019	107.2	9.51			65
Activity	Bus 5-2015	B	Jan	55539		491		6					497	18.9	26.30			65
Mason	Bus 6-2017	B	Jan	49796	1193								1193	172	6.94			84
EXTRA	Bus 7-2011	B	Jan	100766	876								876	144	6.08			65
Krempges	Bus 9-2008	B-Lift bus	Jan	0											#DIV/0!			44
MCBRide	Bus 10-2007	B	Jan	107430	1228								1228	161.7	7.59			65
Wearmouth	Bus 11-2011	B	Jan	7613	1302								1302	221	5.89			65
Shannon	Bus 12-2008	B	Jan	79046							49		49	0	#DIV/0!			65
Morris/Route	Bus-14-2019	B-Lift bus-LP	Jan	55686					2024				2024		#DIV/0!			65
Activity	Bus 15-2001	B	Jan	46723	1347								1347	294.5	4.57			65
Activity/shuttle	Bus 16-2016	B	Jan	28310	365								365	0	#DIV/0!			84
Activity/Route	Bus 17-2015	B	Jan	31682	299	181							480	148.8	3.23			84
EXTRA	Bus 18-2016	B-LP	Jan	1216	847	369							1216	258	4.71			77
Propane-Gates	Bus 19-2016	B_LP	Jan	62695								50	50	0	#REF!			77
Propane-Roth	Bus 20-2018	b-LP	Jan	47835	323	284				5			612	120	5.10			
Loaner Bus	Bus 22	B	Jan	95386	70								70	0	#DIV/0!			65
	Bus 21-2005	B	Jan												#DIV/0!			65
Totals					10736	3155	6	0	3178	5	99	9	17188	2323.4				
SUV -#1	Suburban 2021	SUV	Jan	408		286			32				405	16.6	24.40			
Extra car #5	Equinox-2015	Car	Jan	81951		66			355				577	24.6	23.46			5
Hammers-van 6	Ford ec-2007	Van	Jan												#DIV/0!			8
Extra-van 7	Ford ec-2008	Van	Jan												#DIV/0!			8
Extra-van 8	Ford ec2009	Van	Jan	131773					4161				4161	253.8	16.39			8
Extra car-#9	Equinox-2011	Car	Jan	201276	941	1442						34	2417	109.8	22.01			5
Extra-van 10	Ford Ec-2013	Van	Jan	78400		491			6			4	501	31.7	15.80			8
Extra van-11	Ford ec-2013	Van	Jan	74266		438			817				1261	90.7	13.90			8
Extravan-12	Gmc 2017	Van	Jan	34793		338							338	8.2	41.22			
Extra Van -14	Chrysler-2017	Van	Jan	42387		84			2			299	385	8	48.13			
Totals					941	2859	0	0	5341	0	403	0	27253	526.8		\$0.00	0	1291

Independence Community School District 2021-2022 School Calendar – Proposed

7.A.

Start – Finish
August 23 – May 25

Summary of Calendar:

Days in classroom:
First & Second Term 90
Third & Fourth Term 90
TOTAL CALENDAR DAYS **180**

Summary of Calendar:

Hours in classroom:
First & Second Term 549:00
Third & Fourth Term 547:00
TOTAL CALENDAR HRS **1096:00**

Student Day: 6 hours, 30 minutes

CALENDAR LEGEND

No School–Prof Development
Early Dismissal & Late Starts
Parent/Teacher Conferences
End of Term
Holidays
Vacation Days



HOLIDAYS:

Labor Day (9/6)
Thanksgiving Day (11/25)
Christmas Day (12/25)
New Year's Day (1/1)
Spring Break (4/15)
Memorial Day (5/30)

180 Student Days
1096:00 Instructional Hours
+ 19 Conference Hours
1115:00 Total Hours
- 1080 Required Hours
35:00 Hours Built In

Note: In-service Days may be classified as Career Development, Collaboration and/or Professional Development depending on the content of the activities being performed.

Note: Any full days of school missed will be made up at the discretion of the superintendent.

This calendar was adopted by the Board of Education on _____ and is part of each employee's contract for the 2021-2022 school year.

August					Days/Hours	
M	T	W	Th	F		
2	3	4	5	6		
9	10	11	12	13		
16	17	18	19	20		
23	24	25	26	27	5	26:30
30	31				7	39:30
September						
		1	2	3	10	57:00
6	7	8	9	10	14	81:00
13	14	15	16	17	19	111:30
20	21	22	23	24	24	142:00
27	28	29	30		28	168:00
October						
				1	29	172:30
4	5	6	7	8	33	196:30
11	12	13	14	15	38	227:00
18	19	20	21	22	43	257:30
25	26	27	28	29	48	288:00
November						
1	2	3	4	5	53	318:30
8	9	10	11	12	58	349:00
15	16	17	18	19	63	379:30
22	23	24	25	26	65	392:30
29	30				67	405:30
December						
		1	2	3	69	418:30
6	7	8	9	10	74	449:00
13	14	15	16	17	79	479:30
20	21	22	23	24	82	499:00
27	28	29	30	31		
January						
3	4	5	6	7	86	523:00
10	11	12	13	14	91	553:30
17	18	19	20	21	95	577:30
24	25	26	27	28	100	608:00
31					101	614:30
February						
	1	2	3	4	105	638:30
7	8	9	10	11	110	669:00
14	15	16	17	18	115	699:30
21	22	23	24	25	120	730:00
28					121	736:30
March						
	1	2	3	4	125	760:30
7	8	9	10	11	129	784:30
14	15	16	17	18	134	815:00
21	22	23	24	25	139	845:30
28	29	30	31		143	871:30
April						
				1	144	876:00
4	5	6	7	8	149	906:30
11	12	13	14	15	153	932:30
18	19	20	21	22	157	956:30
25	26	27	28	29	162	987:00
May						
2	3	4	5	6	167	1017:30
9	10	11	12	13	172	1048:00
16	17	18	19	20	177	1078:30
23	24	25	26	27	180	1096:00
30	31					
June						
		1	2	3		
6	7	8	9	10		
13	14	15	16	17		
20	21	22	23	24		
27	28	29	30			

Date

Aug 16
Aug 17-20
Aug 23

Aug 24-25

Aug 24

Aug 26-27

Sept 3

Sept 6

Sept 10

Sept 17

Sept 24

TBD

Oct 1

Oct 7

Oct 8

Oct 15

Oct 22

Oct 26

Oct 29

Nov 5

Nov 12

Nov 19

Nov 24-26

Dec 3

Dec 10

Dec 17

Dec 23-31

Jan 3

Jan 4

Jan 7

Jan 14

Jan 13

Jan 17

Jan 21

Jan 28

Feb 4

Feb 11

Feb 18

Feb 25

Mar 4

Mar 10

Mar 11

Mar 18

Mar 21

Mar 25

Apr 1

Apr 8

Apr 15 & 18

Apr 22

Apr 29

May 6

May 13

May 17

May 20

May 22

May 25

May 25

May 26

May 30

Events

New Teacher Day
Non-Student Days - Prof Dev
First Day of School (Grades 3-12)
2 Hour Early Dismissal-Prof Dev
K-2nd Gr - No School-Conferences
2 Hour Early Dismissal-Prof Dev
All Activity Parent Meeting 7:00 p.m.
Full Days of School
2 Hour Early Dismissal-Prof Dev
Labor Day (No School)
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
Homecoming
2 Hour Early Dismissal-Prof Dev
2-Hour Early Dismissal
K-12 Parent Teacher Conf 2:15-7:45
Non-Student Day - Conferences
K-12 Parent Teacher Conf 8:00-12:00
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
End of 1st Term K-12 (270:30)
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
Thanksgiving Break (No School)
No School
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
Winter Break (No School)
Winter Break (No School)
Classes Resume
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
End of 2nd Term K-12 (278:30)
No School (Martin Luther King Day)
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2-Hour Early Dismissal
K-12 Parent Teacher Conf 2:15-7:45
Non-Student Day - Conferences
K-12 Parent Teacher Conf 8:00-12:00
2 Hour Early Dismissal-Prof Dev
End of 3rd Term K-12 (272:30)
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
2 Hour Early Dismissal-Prof Dev
Seniors Last Day of School 1061:00 hours
2 Hour Early Dismissal-Prof Dev
Graduation Jr/Sr High School Gym
Last Day of School-2 Hour Early Dismissal
End of 4th Term K-12 (274:30)
Prof Dev
Memorial Day (No School)

2021 Early Retirement Applicants

Certified Staff

Diane Kinseth – 35 years with the district

- **West Elementary 5th Grade Teacher**
- **West Elementary 5th Grade Curriculum Leader**
- **Junior High Volleyball Coach**
- **Junior High Girls Track Coach**

David Lang – 28 years with the district

- **Jr/Sr High School Band Teacher**
- **Jr/Sr High School Band Director**
- **Jr/Sr High School Summer Band Director**

Bonnie O'Brien – 19 years with the district

- **East Elementary Special Education Teacher**

7.C.

Independence Community School District TRAVEL REQUEST FORM

Any staff member requesting permission to attend meetings, conventions, or field trips shall file this form with his/her building supervisor **at least 10 working days prior to the meeting or trip**. If you are requesting overnight travel, the Superintendent must also approve your request. If your travel request is outside a 200 mile radius and outside the state of Iowa, you also need the approval of the Board of Education.

If you are approved, this form will be returned to you with the appropriate signatures. At this time, you can make your requests for any registration fees, hotel/motel accommodations and request a vehicle if it is needed. **DO NOT submit those requests until you are approved.** Please submit requests timely.

Requested By: Michael Haden Date 2/9/21

Check One: Professional Leave _____ Educational Field Trip ☒

Purpose of Leave/Field Trip: National FFA Convention - competition by students and recognition of chapter, gain new ideas/experiences

Dates of Meeting/Trip 10/26/21 thru 10/29/21

Departure Date: 10/26/21 Date Returning: 10/29/21

Sponsoring Organization Independence FFA Chapter

Meeting Held At Indianapolis IN
(City) (State)

Will this workshop allow you to apply for and receive graduate credit? _____ Yes ☒ No

If yes, please explain _____

Are you being reimbursed by any other group or organization for any expenses or receiving a stipend for attending this meeting?

_____ Yes ☒ No If yes, please explain _____

Rational for Attendance Competition and valuable student experiences

Others in the District who you know are going to this meeting or convention? None

Per Board Policy 606.7 (see reverse side), will an administrator need to accompany this field trip? _____ Yes ☒ No

Who are you coordinating your travel expenses/plans with? A Hotel in Indianapolis upon approval

Is this meeting/in-service applicable to any of our special school projects (i.e. Perkins, School-to-Work, Title I, etc. or are you requesting it to be paid by the General Fund? None

Indec Ag Ed under the Mustang Foundation will pay hotel/Registration

Activity Fund _____ General Fund _____ Code(s): _____

Estimated Cost:

Transportation - (See Administration Office for current cost per mile.) \$ _____

Check One: ☒ School Vehicle _____ Public Transportation _____ Own Vehicle _____

Meals \$ _____

Lodging \$ _____

Registration Fee \$ _____

Cost of Sub 4 days \$ 400

Other \$ _____

TOTAL \$ 400

John Howard 2/9/21
Immediate Supervisor Date
R. Little 2/10/21
Superintendent of Schools Date
(Overnight or out of state trips ONLY)

Approved by Board of Education _____ Date _____
(Outside 200 mile radius & outside Iowa ONLY)

_____ Date Returned to Employee by Central Office

7.D.

Independence Community School District TRAVEL REQUEST FORM

Any staff member requesting permission to attend meetings, conventions, or field trips shall file this form with his/her building supervisor at least 10 working days prior to the meeting or trip. If you are requesting overnight travel, the Superintendent must also approve your request. If your travel request is outside a 200 mile radius and outside the state of Iowa, you also need the approval of the Board of Education.

If you are approved, this form will be returned to you with the appropriate signatures. At this time, you can make your requests for any registration fees, hotel/motel accommodations and request a vehicle if it is needed. **DO NOT submit those requests until you are approved.** Please submit requests timely.

Requested By: HS Music Dept. - David Lang Date 2-10-21

Check One: Professional Leave _____ Educational Field Trip Yes

Purpose of Leave/Field Trip: To perform at Disney World

Dates of Meeting/Trip Sunday, Dec. 26, 2021 - Saturday, Jan. 1, 2022

Departure Date: Sunday, Dec. 26, 2021 Date Returning: Saturday, Jan. 1, 2022

Sponsoring Organization Independence Music Dept. & Independence Band Booster

Meeting Held At Orlando Florida
(City) (State)

Will this workshop allow you to apply for and receive graduate credit? _____ Yes X No

If yes, please explain _____

Are you being reimbursed by any other group or organization for any expenses or receiving a stipend for attending this meeting?
_____ Yes _____ No If yes, please explain _____

Rational for Attendance To perform at Disney World and give the students a big trip/travel experience every 4 years.

Others in the District who you know are going to this meeting or convention? All K-12 Music Staff

Per Board Policy 606.7 (see reverse side), will an administrator need to accompany this field trip? Probably Yes _____ No

Who are you coordinating your travel expenses/plans with? Group Dynamic - Alan Feirer (Agent)

is this meeting/in-service applicable to any of our special school projects (i.e. Perkins, School-to-Work, Title I, etc. or are you requesting it to be paid by the General Fund? _____

X Activity Fund _____ General Fund Code(s): _____

for charter buses- Band Boosters will collect payments and fundraising

Estimated Cost:

Transportation - (See Administration Office for current cost per mile.) \$ _____

Check One: _____ School Vehicle _____ Public Transportation _____ Own Vehicle

Meals \$ _____

Lodging \$ _____

Registration Fee \$ _____

Cost of Sub \$ _____

Other \$ _____

TOTAL \$ _____

John Howard 2/10/21
Immediate Supervisor Date
Paula St... 2/10/21
Superintendent of Schools Date
(Overnight or out of state trips ONLY)

Approved by Board of Education Date
(Outside 200 mile radius & outside Iowa ONLY)

Date Returned to Employee by Central Office



Independence Jr/Sr High School

700 20th Ave SW
Independence, Iowa 50644

(319) 334-7405 Phone
(319) 332-1296 Fax

John Howard ♦ Principal
Justin Putz ♦ Activities Director

Dewey Hupke ♦ Assistant Principal
Kris Martin ♦ Student Success Coordinator

2021 March Early Graduation Applicant(s)

The senior(s) listed below have applied for early graduation. They will graduate on March 19, 2021, at the end of Term 3 if have earned the required fifty four (54) credits and their request is approved by the Independence School Board.

Shalon Frye/Chris Harbaugh
School Counselors

March 19, 2021 Early Graduate Candidate(s)

Zoe Lampe

HCC Proposed Courses 2021-2022

Course	Title
WEL 244	Gas, Metal, Arc Welding Short Circuit Transfer (Stahr)
WEL 228	Introduction to Welding, Safety & Health of Welders (Stahr)
MFG 122	Machine Trade Print Reading I (Stahr)
MFG 157	Intro to CNC Programming I (Stahr)
AUT 106	Introduction to Automotive Technology (Stahr)
CON 102	Introduction to Residential Construction (O'Loughlin)
CON 133	Construction Technology Lab (O'Loughlin)
EGT 400	PLTW- Introduction to Engineering Design (Bare)
EGT 410	PLTW- Principles of Engineering (Bare)
EGT 450	PLTW- Computer Integrated Manufacturing (Bare)
ECE 133	Child Health, Safety & Nutrition (Shaffer)
ECE 243	Early Childhood Guidance (Shaffer)
ECE 103	Introduction to Early Childhood Education (Shaffer)
ECE 158	Early Childhood Curriculum I (Shaffer)
HSC 168	Nursing Assistant (CNA)
AGH 221	Principles of Horticulture (Haden)
SOC 110	Introduction to Sociology (Frye ?)
PSY 111	Introduction to Psychology (Dinger, J.)
MAT 156	Statistics (Burns)
ENG 105	Composition I (Steger?)
ENG 106	Composition II (Steger ?)
SPC 101	Fundamentals of Oral Communication
MAT 210	Calculus I (via Zoom- Teleconference only)
MAT 216	Calculus II (via Zoom- Teleconference only)
SDV 108	* The College Experience
SDV 109	* College 101
WBL 100	* Exploring Careers
WBL 110	* Employability Skills

Denotes CTE Courses- No proficiency scores required

* = Course recommendations from Hawkeye Community College personnel and supported by administration and counseling staff.

FARM LEASE - CASH OR CROP SHARES

THIS LEASE ("Lease") is made between Independence Community School District, whose address for the purpose of this Lease is 1207 1st Street West, Independence, IA 50644 ("Landlord"), and Indee Agricultural Education, Inc. ("Tenant"), whose address for the purpose of this Lease is 2225 195th Street, Independence, Iowa 50644.

THE PARTIES AGREE AS FOLLOWS:

1. PREMISES AND TERM. Landlord leases to Tenant the following real estate situated in Buchanan County, Iowa (the "Real Estate"):
The East portion of the following legal description that is undeveloped:
The North $\frac{1}{2}$ of the Southeast $\frac{1}{4}$ and all of the Northeast Fractional $\frac{1}{4}$ of Section 5, township 88 North, Range 9 West of the 5th P.M. in Buchanan County, Iowa, except the following described tracts of land to-wit: Beginning at the Northeast corner of said Section 5, thence from said point of beginning South 0 degrees 08 minutes West along the East line of said Northeast fractional $\frac{1}{4}$ of said Section 5, 855.00 feet, thence West 1230.02 feet, thence North 482.00 feet to the Northwest corner of Lot 25, Waskow and Nabholz Addition to Independence, Buchanan County, Iowa, thence continuing along West line of said Addition, North 200.00 feet to the Northwest corner of said Addition, thence West 8.35 feet, thence South 20.00 feet, thence West 66.0 feet, thence North 20.00 feet, thence West 259.10 feet, thence North 0 degrees 32 minutes East 173 feet to the North line of said Section 5, thence East 1668.40 feet to point of beginning; Parcel A (Welsh's Commercial Addition) and Parcel B in the said Northwest Fractional $\frac{1}{4}$ of the Northeast Fractional $\frac{1}{4}$ of said Section 5; the North 207.90 feet of the West 207.90 of said Northwest fractional $\frac{1}{4}$ of the Northeast Fractional $\frac{1}{4}$ of said Section 5; Waskow and Nabholz Second Addition to the City of Independence, Iowa, **except for the land located North of Mustang Way Drive, consisting of 9 acres, more or less.**

Containing 29 acres, more or less, subject to adjustment in the number of acres per section 2 below, with possession by Tenant for a term of one (1) year to commence on March 1, 2021, and end on February 28, 2022. The Tenant has had or been offered an opportunity to make an independent investigation as to the acres and boundaries of the premises. In the event that possession cannot be delivered within fifteen (15) days after commencement of this Lease, Tenant may terminate this Lease by giving the Landlord notice in writing.

2. RENT. Total cash rent of \$225.00 per acre payable, unless otherwise agreed, as follows: one half on March 1, 2021 and one half on the last Friday prior to September 1, 2021. Exact number of acres to be determined by the parties at the time of planting in the spring of 2021.

All Rent is to be paid to Landlord at the address above or at such other place as Landlord may direct in writing. Rent must be in Landlord's possession on or before the due date. Participation of this farm in any offered program by the U.S. Department of Agriculture or any state for crop production control or soil conservation, the observance of the terms and conditions of this program, and the division of farm program payments, requires Landlord's consent. Payments

from participation in these programs shall be divided 0% Landlord 100% Tenant. Governmental cost-sharing payments for permanent soil conservation structures shall be divided 100% Landlord 0% Tenant. Crop disaster payments shall be divided 0% Landlord 100% Tenant.

3. INPUT COSTS AND EXPENSES. Tenant shall prepare the Real Estate and plant such crops in a timely fashion as may be directed by Tenant. Tenant shall only be entitled to pasture or till those portions of the Real Estate designated by Landlord. All necessary machinery and equipment, as well as labor, necessary to carry out the terms of this lease shall be furnished by and at the expense of the Tenant. The following materials, in the amounts required by good husbandry, shall be acquired by Tenant and paid for by the parties as follows:

	% Landlord	% Tenant
(1) Commercial Fertilizer	0	100
(2) Lime and Trace Minerals	0	100
(3) Herbicides	0	100
(4) Insecticides	0	100
(5) Seed	0	100
(6) Seed cleaning	0	100
(7) Harvesting and/or Shelling Expense	0	100
(8) Grain Drying Expense	0	100
(9) Grain Storage Expense	0	100
(10) Other	0	100

Phosphate and potash on oats or beans shall be allocated 0% the first year and 0% the second year, and on all other crops allocated 0% the first year and 0% the second year. Lime and trace minerals shall be allocated over two years. If this Lease is not renewed, and Tenant does not therefore receive the full allocated benefits, Tenant shall be reimbursed by Landlord to the extent Tenant has not received the benefits. Tenant agrees to furnish, without cost, all labor, equipment and application for all fertilizer, lime, trace minerals and chemicals:

4. PROPER HUSBANDRY; HARVESTING OF CROPS; CARE OF SOIL, TREES, SHRUBS AND GRASS. Tenant shall farm the Real Estate in a manner consistent with good husbandry, seek to obtain the best crop production that the soil and crop season will permit, properly care for all growing crops in a manner consistent with good husbandry, and harvest all crops on a timely basis. In the event Tenant fails to do so, Landlord reserves the right, personally or by designated agents, to enter upon the Real Estate and properly care for and harvest all growing crops, charging the cost of the care and harvest to the Tenant, as part of the Rent. Tenant shall timely control all weeds, including noxious weeds, weeds in the fence rows, along driveways and around buildings throughout the premises. Tenant shall comply with all terms of the conservation plan and any other required environmental plans for the leased premises. Tenant shall do what is reasonably necessary to control soil erosion including, but not limited to, the maintenance of existing watercourses, waterways, ditches, drainage areas, terraces and tile drains, and abstain from any practice which will cause damage to the Real Estate.

Upon request from the Landlord, Tenant shall by August 15th provide to the Landlord a written listing showing all crops planted, including the acres of each crop planted, fertilizers, herbicides and insecticides applied showing the place of application, the name and address of the applicator, the type of application and the quantity of such items applied on the lease premises

during such year.

Tenant shall distribute upon the poorest tillable soil on the Real Estate, unless directed otherwise by Landlord, all of the manure and compost from the farming operation suitable to be used. Tenant shall not remove from the Real Estate, nor burn, any straw, stalks, stubble, or similar plant materials, all of which are recognized as the property of Landlord. Tenant may use these materials, however, upon the Real Estate for the farming operations. Tenant shall protect all trees, vines and shrubbery upon the Real Estate from injury by Tenant's cropping operation or livestock.

Tenant shall maintain accurate yield records for the real estate, and upon request, during or after lease term, shall disclose to Landlord, all yield base information required for participation in government program

5. DELIVERY OF GRAIN. If this lease is a crop share lease, Tenant, without cost to Landlord, shall deliver Landlord's grain pursuant to request, at reasonable times, to the elevator at N/A or elsewhere at no further distant point.

6. LANDLORD'S STORAGE SPACE. If this lease is a crop share lease, Landlord reserves N/A% of all crib and granary space for storage of the rent share crops.

7. ENVIRONMENTAL.

a. Landlord. To the best of Landlord's knowledge to date:

i) Neither Landlord nor, Landlord's former or present tenants, are subject to any investigation concerning the premises by any governmental authority under any applicable federal, state, or local codes, rules, and regulations pertaining to air and water quality, the handling, transportation, storage, treatment, usage, or disposal of toxic or hazardous substances, air emissions, other environmental matters, and all zoning and other land use matters.

ii) Any handling, transportation, storage, treatment, or use of toxic or hazardous substances that has occurred on the premises has been in compliance with all applicable federal, state, and local codes, rules, and regulations.

iii) No leak, spill release, discharge, emission, or disposal of toxic or hazardous substances has occurred on the premises.

iv) The soil, groundwater, and soil vapor on or under the premises is free of toxic or hazardous substances except for chemicals (including without limitation fertilizer, herbicides, insecticides) applied in conformance with good farming methods, applicable rules and regulations and the label directions of each chemical.

Landlord shall hold Tenant harmless against liability for removing solid waste disposal sites existing at the execution of this Lease, with the exception that Tenant shall be liable for removal of solid waste disposal sites to the extent that the Tenant created or contributed to the solid waste disposal site at any time.

Landlord shall assume liability and shall indemnify and hold Tenant harmless against any liability or expense arising from any condition which existed, whether known or unknown, at the time of execution of the lease which is not a result of actions of the Tenant or which arises after

date of execution but which is not a result of actions of the Tenant.

Landlord shall disclose in writing to Tenant the existence of any known wells, underground storage tanks, hazardous waste sites, and solid waste disposal sites. Disclosure may be provided by a properly completed groundwater hazard statement to be supplemented if changes occur.

b. Tenant. Tenant shall comply with all applicable environmental laws concerning application, storage and handling of chemicals (including, without limitation, herbicides and insecticides) and fertilizers. Tenant shall apply any chemicals used for weed or insect control at levels not to exceed the manufacturer's recommendation for the soil types involved. Farm chemicals may not be stored on the premises for more than one year. Farm chemicals for use on other properties may not be stored on this property. Chemicals stored on the premises shall be stored in clearly marked, tightly closed containers. No chemicals or chemical containers will be disposed of on the premises. Application of chemicals for agricultural purposes per manufacturer's recommendation shall not be construed to constitute disposal.

Tenant shall employ all means appropriate to insure that well or ground water contamination does not occur, and shall be responsible to follow all applicator's licensing requirements. Tenant shall install and maintain safety check valves for injection of any chemicals and/or fertilizers into an irrigation system (injection valve only, not main well check valve). Tenant shall properly post all fields (when posting is required) whenever chemicals are applied by ground or air. Tenant shall haul and spread all manure on appropriate fields at times and in quantities consistent with environmental protection requirements. Tenant shall not dispose of waste oil, tires, batteries, paint, other chemicals or containers anywhere on the premises. Solid waste may not be disposed of on the premises. Dead livestock may not be buried on the premises. If disposal of solid waste or burial of dead animals is permitted as stated in the previous two sentences, the disposal or burial shall be in compliance with all applicable environmental laws. Tenant shall not use waste oil as a means to suppress dust on any roads on or near the premises. No underground storage tanks, except human waste septic systems that meet current codes, rules, and regulations, shall be maintained on the premises.

Tenant shall immediately notify Landlord of any chemical discharge, leak, or spill which occurs on premises. Tenant shall assume liability and shall indemnify and hold Landlord harmless for any claim or violation of standards which results from Tenant's use of the premises. Tenant shall assume defense of all claims, except claims resulting from Landlord's negligence, in which case each party shall be responsible for that party's defense of any claim. After termination, Tenant shall remain liable for violations which occurred during the term of this Lease.

In the absence of selection of an alternative where choices are provided in this paragraph 7b, the choice of the word "may" shall be presumed unless that presumption is contrary to applicable environmental laws and regulations.

8. TERMINATION OF LEASE. This Lease shall not automatically renew upon expiration. The Landlord will need to approve this lease on an annual basis. All notices of termination of this Lease shall be as provided by law.

9. POSSESSION AND CONDITION AT END OF TERM. At the termination of this Lease, Tenant will relinquish possession of the Real Estate to the Landlord. If Tenant fails to do so Tenant agrees to pay Landlord \$100 per day, as liquidated damages until possession is delivered to Landlord. At the time of delivery of the Real Estate to Landlord, Tenant shall assure that the Real Estate is in good order and condition, and substantially the same as it was when received by Tenant at the commencement of this Lease, excusable or insurable loss by fire, unavoidable accidents and ordinary wear, excepted.

10. LANDLORD'S RIGHT OF ENTRY AND INSPECTION. In the event notice of termination of this Lease has been properly served, Landlord may enter upon the Real Estate or authorize someone else to enter upon the Real Estate to conduct any normal tillage or fertilizer operation after Tenant has completed the harvesting of crops even if this is prior to the date of termination of the lease. Landlord may enter upon the Real Estate at any reasonable time for the purpose of viewing or seeding or making repairs, or for other reasonable purposes.

11. VIOLATION OF TERMS OF LEASE. If Tenant or Landlord violates the terms of this Lease, the other may pursue the legal and equitable remedies to which each is entitled. Tenant's failure to pay any Rent when due shall cause all unpaid Rent to become immediately due and payable, without any notice to or demand upon Tenant.

12. REPAIRS. Tenant shall maintain the fences on the leased premises in good and proper repair. Landlord shall furnish necessary materials for repairs that Landlord deems necessary within a reasonable time after being notified of the need for repairs. Tenant shall haul the materials to the repair site without charge to Landlord.

13. NEW IMPROVEMENTS. All buildings, fences and improvements of every kind and nature that may be erected or established upon the Real Estate during the term of the Lease by the Tenant shall constitute additional rent and shall inure to the Real Estate, becoming the property of Landlord unless the Landlord has agreed in writing prior to the erection that the Tenant may remove the improvement at the end of the lease.

14. WELL, WINDMILL, WATER AND SEPTIC SYSTEMS. Tenant shall maintain all well, windmill, water and septic systems on the Real Estate in good repair at Tenant's expense except damage caused by windstorm or weather. Tenant shall not be responsible for replacement or installation of well, windmill, water and septic systems on the Real Estate, beyond ordinary maintenance expenses. Landlord does not guarantee continuous or adequate supplies of water for the premises.

15. EXPENSES INCURRED WITHOUT CONSENT OF LANDLORD. No expense shall be incurred for or on account of the Landlord without first obtaining Landlord's written authorization. Tenant shall take no actions that might cause a mechanic's lien to be imposed upon the Real Estate.

16. **NO AGENCY.** Tenant is not an agent of the Landlord.

17. **ACCOUNTING.** The method used for dividing and accounting for the harvested grain shall be the customary and usual method used in the locale.

18. **ATTORNEY FEES AND COURT COSTS.** If either party files suit to enforce any of the terms of this Lease, the prevailing party shall be entitled to recover court costs and reasonable attorneys' fees.

19. **CHANGE IN LEASE TERMS.** The conduct of either party, by act or omission, shall not be construed as a material alteration of this Lease until such provision is reduced to writing and executed by both parties as addendum to this Lease.

20. **CONSTRUCTION.** Words and phrases herein, including the acknowledgment, are construed as in the singular or plural and as the appropriate gender, according to the context.

21. **NOTICES.** The notices contemplated in this Lease shall be made in writing and shall either be delivered in person, or be mailed in the U.S. mail, certified mail to the recipient's last known mailing address, except for the notice of termination set forth in Section 9, which shall be governed by the Code of Iowa.

22. **ASSIGNMENT.** Tenant shall not assign this Lease or sublet the Real Estate or any portion thereof without prior written authorization of Landlord.

23. **CERTIFICATION.** Tenant certifies that it is not acting, directly or indirectly, for or on behalf of any person, group, entity or nation named by any Executive Order or the United States Treasury Department as a terrorist, "Specially Designated National and Blocked Person" or any other banned or blocked person, entity, nation or transaction pursuant to any law, order, rule or regulation that is enforced or administered by the Office of Foreign Assets Control; and it is not engaged in this transaction, directly or indirectly on behalf of, or instigating or facilitating this transaction, directly or indirectly on behalf of, any such person, group, entity or nation. Tenant hereby agrees to defend, indemnify and hold harmless Landlord from and against any and all claims, damages, losses, risks, liabilities and expenses (including attorney's fees and costs) arising from or related to any breach of the foregoing certification.

24. **ADDITIONAL PROVISIONS.**

A. Landlord understands that Tenant will be donating all proceeds from operation of the Real Estate to the Mustang Foundation, Inc., which will in turn donate funds to support agriculture education courses at the Independence Community School District.

B. Tenant grants Landlord, its contractors or agents permission to access the Real Estate to install any utility lines at Landlord's expense during the term of the Lease. Landlord agrees to make reasonable efforts to install utility lines without damaging any crops, or after the crops have been harvested.

C. Landlord reserves the right to reduce the number of acres subject to this Lease for Landlord's future expansion needs, such as soccer fields, baseball / softball field, parking lot and access road. In the event of a reduction in the number of acres subject to this Lease, the parties agree to adjust the amount of annual cash rent accordingly by March 1st, 2022.

TENANT: INDEE AGRICULTURAL EDUCATION, INC.

By: _____
Scott Frye, President

Date: _____

LANDLORD: INDEPENDENCE COMMUNITY SCHOOL DISTRICT

By: _____
Eric B Smith, President

Date: _____

FARM LEASE - CASH OR CROP SHARES

THIS LEASE ("Lease") is made between Independence Community School District, whose address for the purpose of this Lease is 1207 1st Street West, Independence, IA 50644 ("Landlord"), and Indee Agricultural Education, Inc. ("Tenant"), whose address for the purpose of this Lease is 2225 195th Street, Independence, Iowa 50644.

THE PARTIES AGREE AS FOLLOWS:

1. PREMISES AND TERM. Landlord leases to Tenant the following real estate situated in Buchanan County, Iowa (the "Real Estate"):

The East portion of the following legal description that is undeveloped:

The North $\frac{1}{2}$ of the Southeast $\frac{1}{4}$ and all of the Northeast Fractional $\frac{1}{4}$ of Section 5, township 88 North, Range 9 West of the 5th P.M. in Buchanan County, Iowa, except the following described tracts of land to-wit: Beginning at the Northeast corner of said Section 5, thence from said point of beginning South 0 degrees 08 minutes West along the East line of said Northeast fractional $\frac{1}{4}$ of said Section 5, 855.00 feet, thence West 1230.02 feet, thence North 482.00 feet to the Northwest corner of Lot 25, Waskow and Nabholz Addition to Independence, Buchanan County, Iowa, thence continuing along West line of said Addition, North 200.00 feet to the Northwest corner of said Addition, thence West 8.35 feet, thence South 20.00 feet, thence West 66.0 feet, thence North 20.00 feet, thence West 259.10 feet, thence North 0 degrees 32 minutes East 173 feet to the North line of said Section 5, thence East 1668.40 feet to point of beginning; Parcel A (Welsh's Commercial Addition) and Parcel B in the said Northwest Fractional $\frac{1}{4}$ of the Northeast Fractional $\frac{1}{4}$ of said Section 5; the North 207.90 feet of the West 207.90 of said Northwest fractional $\frac{1}{4}$ of the Northeast Fractional $\frac{1}{4}$ of said Section 5; Waskow and Nabholz Second Addition to the City of Independence, Iowa, **except for the land located South of Mustang Way Drive, consisting of 29 acres, more or less.**

Containing 9 acres, more or less, subject to adjustment in the number of acres per section 2 below, with possession by Tenant for a term of one (1) year to commence on March 1, 2021, and end on February 28, 2022. The Tenant has had or been offered an opportunity to make an independent investigation as to the acres and boundaries of the premises. In the event that possession cannot be delivered within fifteen (15) days after commencement of this Lease, Tenant may terminate this Lease by giving the Landlord notice in writing.

2. RENT. Total cash rent of \$225.00 per acre payable, unless otherwise agreed, as follows: one half on March 1, 2021 and one half on the last Friday prior to September 1, 2021. Exact number of acres to be determined by the parties at the time of planting in the spring of 2021.

All Rent is to be paid to Landlord at the address above or at such other place as Landlord may direct in writing. Rent must be in Landlord's possession on or before the due date. Participation of this farm in any offered program by the U.S. Department of Agriculture or any state for crop production control or soil conservation, the observance of the terms and conditions of this program, and the division of farm program payments, requires Landlord's consent. Payments

from participation in these programs shall be divided 0% Landlord 100% Tenant.
Governmental cost-sharing payments for permanent soil conservation structures shall be divided 100% Landlord 0% Tenant. Crop disaster payments shall be divided 0% Landlord 100% Tenant.

3. INPUT COSTS AND EXPENSES. Tenant shall prepare the Real Estate and plant such crops in a timely fashion as may be directed by Tenant. Tenant shall only be entitled to pasture or till those portions of the Real Estate designated by Landlord. All necessary machinery and equipment, as well as labor, necessary to carry out the terms of this lease shall be furnished by and at the expense of the Tenant. The following materials, in the amounts required by good husbandry, shall be acquired by Tenant and paid for by the parties as follows:

	% Landlord	% Tenant
(1) Commercial Fertilizer	0	100
(2) Lime and Trace Minerals	0	100
(3) Herbicides	0	100
(4) Insecticides	0	100
(5) Seed	0	100
(6) Seed cleaning	0	100
(7) Harvesting and/or Shelling Expense	0	100
(8) Grain Drying Expense	0	100
(9) Grain Storage Expense	0	100
(10) Other	0	100

Phosphate and potash on oats or beans shall be allocated 0% the first year and 0% the second year, and on all other crops allocated 0% the first year and 0% the second year. Lime and trace minerals shall be allocated over two years. If this Lease is not renewed, and Tenant does not therefore receive the full allocated benefits, Tenant shall be reimbursed by Landlord to the extent Tenant has not received the benefits. Tenant agrees to furnish, without cost, all labor, equipment and application for all fertilizer, lime, trace minerals and chemicals:

4. PROPER HUSBANDRY; HARVESTING OF CROPS; CARE OF SOIL, TREES, SHRUBS AND GRASS. Tenant shall farm the Real Estate in a manner consistent with good husbandry, seek to obtain the best crop production that the soil and crop season will permit, properly care for all growing crops in a manner consistent with good husbandry, and harvest all crops on a timely basis. In the event Tenant fails to do so, Landlord reserves the right, personally or by designated agents, to enter upon the Real Estate and properly care for and harvest all growing crops, charging the cost of the care and harvest to the Tenant, as part of the Rent. Tenant shall timely control all weeds, including noxious weeds, weeds in the fence rows, along driveways and around buildings throughout the premises. Tenant shall comply with all terms of the conservation plan and any other required environmental plans for the leased premises. Tenant shall do what is reasonably necessary to control soil erosion including, but not limited to, the maintenance of existing watercourses, waterways, ditches, drainage areas, terraces and tile drains, and abstain from any practice which will cause damage to the Real Estate.

Upon request from the Landlord, Tenant shall by August 15th provide to the Landlord a written listing showing all crops planted, including the acres of each crop planted, fertilizers, herbicides and insecticides applied showing the place of application, the name and address of the applicator, the type of application and the quantity of such items applied on the lease premises

during such year.

Tenant shall distribute upon the poorest tillable soil on the Real Estate, unless directed otherwise by Landlord, all of the manure and compost from the farming operation suitable to be used. Tenant shall not remove from the Real Estate, nor burn, any straw, stalks, stubble, or similar plant materials, all of which are recognized as the property of Landlord. Tenant may use these materials, however, upon the Real Estate for the farming operations. Tenant shall protect all trees, vines and shrubbery upon the Real Estate from injury by Tenant's cropping operation or livestock.

Tenant shall maintain accurate yield records for the real estate, and upon request, during or after lease term, shall disclose to Landlord, all yield base information required for participation in government program

5. DELIVERY OF GRAIN. If this lease is a crop share lease, Tenant, without cost to Landlord, shall deliver Landlord's grain pursuant to request, at reasonable times, to the elevator at N/A or elsewhere at no further distant point.

6. LANDLORD'S STORAGE SPACE. If this lease is a crop share lease, Landlord reserves N/A% of all crib and granary space for storage of the rent share crops.

7. ENVIRONMENTAL.

a. Landlord. To the best of Landlord's knowledge to date:

i) Neither Landlord nor, Landlord's former or present tenants, are subject to any investigation concerning the premises by any governmental authority under any applicable federal, state, or local codes, rules, and regulations pertaining to air and water quality, the handling, transportation, storage, treatment, usage, or disposal of toxic or hazardous substances, air emissions, other environmental matters, and all zoning and other land use matters.

ii) Any handling, transportation, storage, treatment, or use of toxic or hazardous substances that has occurred on the premises has been in compliance with all applicable federal, state, and local codes, rules, and regulations.

iii) No leak, spill release, discharge, emission, or disposal of toxic or hazardous substances has occurred on the premises.

iv) The soil, groundwater, and soil vapor on or under the premises is free of toxic or hazardous substances except for chemicals (including without limitation fertilizer, herbicides, insecticides) applied in conformance with good farming methods, applicable rules and regulations and the label directions of each chemical.

Landlord shall hold Tenant harmless against liability for removing solid waste disposal sites existing at the execution of this Lease, with the exception that Tenant shall be liable for removal of solid waste disposal sites to the extent that the Tenant created or contributed to the solid waste disposal site at any time.

Landlord shall assume liability and shall indemnify and hold Tenant harmless against any liability or expense arising from any condition which existed, whether known or unknown, at the time of execution of the lease which is not a result of actions of the Tenant or which arises after

date of execution but which is not a result of actions of the Tenant.

Landlord shall disclose in writing to Tenant the existence of any known wells, underground storage tanks, hazardous waste sites, and solid waste disposal sites. Disclosure may be provided by a properly completed groundwater hazard statement to be supplemented if changes occur.

b. Tenant. Tenant shall comply with all applicable environmental laws concerning application, storage and handling of chemicals (including, without limitation, herbicides and insecticides) and fertilizers. Tenant shall apply any chemicals used for weed or insect control at levels not to exceed the manufacturer's recommendation for the soil types involved. Farm chemicals may not be stored on the premises for more than one year. Farm chemicals for use on other properties may not be stored on this property. Chemicals stored on the premises shall be stored in clearly marked, tightly closed containers. No chemicals or chemical containers will be disposed of on the premises. Application of chemicals for agricultural purposes per manufacturer's recommendation shall not be construed to constitute disposal.

Tenant shall employ all means appropriate to insure that well or ground water contamination does not occur, and shall be responsible to follow all applicator's licensing requirements. Tenant shall install and maintain safety check valves for injection of any chemicals and/or fertilizers into an irrigation system (injection valve only, not main well check valve). Tenant shall properly post all fields (when posting is required) whenever chemicals are applied by ground or air. Tenant shall haul and spread all manure on appropriate fields at times and in quantities consistent with environmental protection requirements. Tenant shall not dispose of waste oil, tires, batteries, paint, other chemicals or containers anywhere on the premises. Solid waste may not be disposed of on the premises. Dead livestock may not be buried on the premises. If disposal of solid waste or burial of dead animals is permitted as stated in the previous two sentences, the disposal or burial shall be in compliance with all applicable environmental laws. Tenant shall not use waste oil as a means to suppress dust on any roads on or near the premises. No underground storage tanks, except human waste septic systems that meet current codes, rules, and regulations, shall be maintained on the premises.

Tenant shall immediately notify Landlord of any chemical discharge, leak, or spill which occurs on premises. Tenant shall assume liability and shall indemnify and hold Landlord harmless for any claim or violation of standards which results from Tenant's use of the premises. Tenant shall assume defense of all claims, except claims resulting from Landlord's negligence, in which case each party shall be responsible for that party's defense of any claim. After termination, Tenant shall remain liable for violations which occurred during the term of this Lease.

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TENANT: INDEE AGRICULTURAL EDUCATION, INC.

By: _____
Scott Frye, President

Date: _____

LANDLORD: INDEPENDENCE COMMUNITY SCHOOL DISTRICT

By: _____
Eric B Smith, President

Date: _____