

Red Oak Community School District

2011 North 8th Street

Red Oak, Iowa 51566

712.623.6600

www.redoakschooldistrict.com

Regular Board of Directors Meeting

Meeting Location: Red Oak High School Media Center
Red Oak High School Campus

Monday, February 12, 2018 – 7:00 pm

- Agenda -

- 1.0 Call to Order – Board of Directors President Mark Johnson
 - *Oath of Office to Newly Approved Red Oak School Board Secretary Deb Drey
- 2.0 Roll Call – Board of Directors Secretary Shirley Maxwell
- 3.0 Approval of the Agenda – President Mark Johnson
- 4.0 Public Presenters/Guest and Visitors Addressing the Board
- 5.0 Communications
 - 5.1 Good News from Red Oak Schools
 - 5.2 Visitors and Presentations:
 - Deb Blomstedt, President of Red Oak Education Association to present to the board their initial proposal for 2018-2019 Master Contract
 - Keith Little, Activities Director/Assistant Principal to present to the board the following items. Conference update and survey results, activity accounts, coaching evaluation system
 - 5.3 Affirmations and Commendations
 - 5.4 Correspondence
 - 5.5 Public Comments
- 6.0 Consent Agenda
 - 6.1 Review and Approval of Minutes from January 22, 2018 *pg 1-2*
 - 6.2 Review and Approval of Monthly Business Reports *pg 3-18*
- 7.0 General Business for the Board of Directors
 - 7.1 Old Business-None
 - 7.2 New Business
 - 7.2.1 Discussion/Approval of TEACH from Inman para-professional Kirstin Blake *pg 19-23*
 - 7.2.2 Discussion/Approval of first reading of policy changes for series 100 and 200 *pg 24-66*
 - 7.2.3 Discussion/Approval of quote from Riverside Technologies Inc. for wireless access to Gold Fair Building for the 2018-2019 school year *pg 67*
- Personnel Considerations

7.2.4 Resignation of Cole Darrow as Elementary Physical Education Teacher, Middle School Football Coach, High School Assistant Boys' Basketball Coach, and Assistant Boys' Track Coach effective at the end of the 2017-2018 school year. Pg 68-71

7.2.5 Discussion/Approval of early retirement for certified staff, John Brabec and David Carlson effective at the end of the 2017-2018 school year Pg 72-73

7.2.6 Discussion/Approval of early retirement for support staff, Patricia Earley effective at the end of the 2017-2018 school year. Pg 74

8.0 Reports

8.1 Administrative

8.2 Future Conferences, Workshops, Seminars

8.3 Other Announcements

9.0 Next Board of Directors Meeting:

Monday, February 26, 2018 – 7:00 pm

Red Oak High School Media Center

Red Oak CSD High School Campus

10.0 Adjournment

Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Red Oak High School Media Center
Red Oak High School Campus
January 22, 2018

The regular meeting of the Board of Directors of the Red Oak Community School District was called to order by President Mark Johnson at 7:00 p.m. at the Red Oak High School Media Center.

Present:

Directors: Mark Johnson, Roger Carlson, Kathy Walker, Bryce Johnson, Bret Blackman
Superintendent Tom Messinger, Business Manager Shirley Maxwell, Tammi VanMeter, acting as board secretary

Approval of Agenda

Motion by Director Bryce Johnson, second by Director Blackman to approve the agenda with the order of agenda items at the discretion of the meeting chair. Motion carried unanimously.

Good News from Red Oak Schools

The Red Oak Community School District received a \$250.00 check from Chat Mobility to be deposited into the hot lunch account to assist with negative balances.

Consent Agenda

Motion by Director Bryce Johnson, second by Director Walker to approve the consent agenda as presented. Motion carried unanimously.

- Review and Approval of Minutes from January 8, 2018
- Review and Approval of Monthly Business Reports

School App-/Website Apptegy

Tech Director Bob Deter explained the School App-/Website Apptegy. He will continue to collect information on this and present it back to the board at a later date.

Council Bluffs Special Education Service Agreement

Motion by Director Walker, second by Director Bryce Johnson to approve the agreement between the Red Oak Community School District and Council Bluffs Community School District for Special Ed services for 2017-2018 school year. Motion carried unanimously.

Simultaneous Policy

Architect Daric O'Neal reported that after doing further investigation he feels there will not be a need for this policy. If both gyms and the auditorium are running at the same time the classroom areas would need to be open so the restrooms in those areas will be available. He will update more on this topic at a later meeting.

Prime for Life: Prevention Research Institute

Tracy Vannausdle gave a presentation on Prime for Life: Prevention Research Institute. This program is for students in high school and middle school. One of the areas addressed is setting goals and how a person would meet those goals. Damon Clark, representative of Prime for Life would be leading the sessions. There would be no cost to the district since it is sponsored by Zion. Motion by Director Bryce Johnson, second by Director Walker to approve the program Prime for Life, Prevention Research Institute for the High School and Middle School students. Motion carried unanimously.

Continuation of Board Minutes from 1-22-2018

Approval of Design Development Stage and Master Plan

Daric O'Neal presented information on the master plan and the design development plan showing more detail on the building plans. Motion by Director Carlson, second by Director Blackman to approve the master plan and design development stage as presented by Daric O'Neal, architect from Alley Poyner, Macchietto. Motion carried unanimously.

Approval of Phasing Plan

Motion by Director Bryce Johnson, second by Director Blackman to approve the phasing plan as presented by Mark Pfister, construction manager from Boyd Jones. Motion carried unanimously.

Cash Flow Schedule

School Business Manager Shirley Maxwell presented two different documents showing revenue and expenditures of the facilities construction project. Directors preferred the excel worksheet.

Teach Program

The topic Teach Iowa will be on the next agenda.

Work Sessions

There will be a special work session on the facilities plan on Tuesday, February 6th, 7:00 p.m. in the Sue Wagaman Board Room.

Approval of High School Asbestos Abatement Project Bid

Mark Pfister, Boyd Jones Representative, disclosed the bids that were received for the Asbestos Abatement Project bid for the High School. Motion by Director Bryce Johnson, second by Director Walker to approve the bid from Environmental Property Solutions in the amount of base bid, \$26,400 and Add Alt – Floor, \$39,400 for a total of \$65,800. Motion carried unanimously.

Student Devices

Tech Director Bob Deter presented information on the 1:1 laptop scenarios. We are on the last year of the lease agreement with our current laptops. We have the option that we could keep our laptops for one more year under another lease agreement, purchasing all leased laptops or purchase some leased laptops and buyout others. At this time, we need to purchase Chromebook and iPads for the WIS and IPS. Motion by Carlson, second by Walker to not enter into a new lease agreement for 1:1 computers for the 2018-19 school year. Motion carried unanimously.

Personnel Considerations

Motion by Director Blackman, second by Director Bryce Johnson to approve Shawn Morse as High School volunteer assistant track coach for the 2017-2018 track season. Motion carried unanimously. Motion by Director Walker, second by Director Bryce Johnson to adjourn the meeting at 9:42 p.m. Motion carried unanimously.

Next Board of Directors meeting:

Tuesday February 6, 2018-6:00 p.m.

Next Board of Directors work session:

Tuesday February 6, 2018-7:00 p.m.

Both Meetings will be held at:

Sue Wagaman Board Room

Red Oak High School Campus

Administrative Center

Mark Johnson, President

Tammi VanMeter, Board Secretary ProTem

RED OAK BOARD REPORT

Unposted; Batch Description FEBRUARY 12 BOARD MEETING, 2018-0001

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Checking Account ID 1	Fund Number 10	OPERATING FUND
247 SECURITY	INN18887	2,037.37
10 0020 2700 000 0000 618	ZeusHD 4-Channel 4 cameras	2,037.37
247 SECURITY	INN19004	84.00
10 0020 2700 000 0000 618	FLASH DRIVES FOR NEW CAMERA- BB	84.00
247 SECURITY	INN20063	337.50
10 0020 2700 000 0000 618	Zeus Series Refurbished	285.00
10 0020 2700 000 0000 618	Service Rate	27.50
10 0020 2700 000 0000 618	shipping	25.00
247 SECURITY	INN20317	1,397.00
10 0020 2700 000 0000 618	4 camera system	1,377.00
10 0020 2700 000 0000 618	shipping	20.00
Vendor Name 247 SECURITY		<u>3,855.87</u>
AGRIVISION	10005483	148.70
10 0010 2600 000 0000 432	GATOR BATTERY REPAIR	148.70
AGRIVISION	10007809	188.88
10 0010 2600 000 0000 618	SNOWBLADE BARS FOR GATORx2	188.88
Vendor Name AGRIVISION		<u>337.58</u>
AMERICAN PROGRAM BUREAU, INC.	122017-01	2,500.00
10 3230 1000 100 0000 320	HEALTHY CHOICES SPEAKER-2ND PAY	2,500.00
Vendor Name AMERICAN PROGRAM BUREAU, INC.		<u>2,500.00</u>
BATTEN SANITATION SERVICE	013118	2,945.00
10 0010 2600 000 0000 421	DISTRICT WIDE GARBAGE	2,945.00
Vendor Name BATTEN SANITATION SERVICE		<u>2,945.00</u>
BRUCE SUPPLIES & CONSTRUCTION INC.	1171	55.00
10 0010 2600 000 0000 618	DEC-JAN BUS WASHES	55.00
Vendor Name BRUCE SUPPLIES & CONSTRUCTION INC.		<u>55.00</u>
CASEY'S	013118	20.47
10 0020 2700 000 0000 626	BASEBALL CLINIC FUEL	20.47
Vendor Name CASEY'S		<u>20.47</u>
CENTURY LINK	012518	495.46
10 0010 2410 000 0000 532	DISTRICT WIDE FIRE ALARMS	495.46
Vendor Name CENTURY LINK		<u>495.46</u>
CHAT MOBILITY	011518	510.85
10 0010 2510 000 0000 532	ADMIN PHONE	34.06
10 1901 2410 000 0000 532	IPS PHONE	17.03
10 1902 2410 000 0000 532	WASH PHONE	17.03
10 2020 2410 000 0000 532	MS PHONE	34.06
10 3230 2410 000 0000 532	HS PHONE	34.06
10 0010 2490 000 0000 532	TECH PHONES	68.12
10 0020 2490 000 0000 530	BB PHONES	102.18
10 0020 2490 000 0000 530	NURSE PHONES	34.06
10 0010 2490 410 1112 530	ESL PHONES	68.12
10 0010 2600 000 0000 532	MAINTENANCE/OPEN PHONES	102.13
Vendor Name CHAT MOBILITY		<u>510.85</u>

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Unposted; Batch Description FEBRUARY 12 BOARD MEETING, 2018-0001

User ID: BLAYM

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
CITY OF RED OAK	011618	1,397.04
10 0010 2600 000 0000 411	DISTRICT WIDE UTILITIES 12/8/17-1/16/18	1,397.04
Vendor Name	CITY OF RED OAK	<u>1,397.04</u>
COCA-COLA BTLG OF OMAHA	020118	310.83
10 3230 2410 000 0000 618	soda	310.83
COCA-COLA BTLG OF OMAHA	020118-IPS	450.78
10 1901 3200 000 8901 618	COKE ORDER	450.78
Vendor Name	COCA-COLA BTLG OF OMAHA	<u>761.61</u>
COUNCIL BLUFFS COMM SCHOOLS	H1117-5463	9,154.88
10 0010 1200 217 3303 320	NOV-SPED TUITION	9,154.88
Vendor Name	COUNCIL BLUFFS COMM SCHOOLS	<u>9,154.88</u>
COUNSEL OFFICE & DOCUMENTS	287673	67.96
10 0010 2520 000 0000 618	ADMIN STAPLES x2	67.96
COUNSEL OFFICE & DOCUMENTS	287675	22.41
10 3230 2410 000 0000 618	staples	22.41
Vendor Name	COUNSEL OFFICE & DOCUMENTS	<u>90.37</u>
CPI	IUS0101754	150.00
10 0010 1200 219 0000 612	Annual Membership Fee / CPI RECERT Fee	150.00
Vendor Name	CPI	<u>150.00</u>
DOLLAR GENERAL	2133	23.15
10 0020 2700 000 0000 618	Washer Fluid and coffee	23.15
DOLLAR GENERAL	6420	20.00
10 3230 1000 100 0000 612	OXI CLEAN-PE	20.00
Vendor Name	DOLLAR GENERAL	<u>43.15</u>
EAST MILLS COMMUNITY SCHOOLS	012218	10,816.26
10 0010 1200 211 3301 567	SPED 1--1ST SEMESTER	10,816.26
EAST MILLS COMMUNITY SCHOOLS	012918	23,578.66
10 0010 1000 130 3116 567	1ST SEMESTER-TLC 1/2 YR	1,438.74
10 0010 1000 100 0000 567	1ST SEMESTER OPEN ENROLLMENT	22,139.92
Vendor Name	EAST MILLS COMMUNITY SCHOOLS	<u>34,394.92</u>
ECHO ELECTRIC SUPPLY	S7503097.001	395.50
10 0010 2600 000 0000 618	10 ballasts	120.00
10 0010 2600 000 0000 618	10 ballasts	132.70
10 0010 2600 000 0000 618	60 T8 bulbs	142.80
Vendor Name	ECHO ELECTRIC SUPPLY	<u>395.50</u>
ESSEX COMMUNITY SCHOOL DIST.	012618	13,981.30
10 0010 1000 100 0000 567	OPEN ENROLLMENT 1ST SEMESTER	13,182.00
10 0010 1000 130 3116 567	TLC 1ST SEMESTER 1/2 YEAR	799.30
ESSEX COMMUNITY SCHOOL DIST.	012618-SPED	13,541.92
10 0010 1200 214 3302 567	SPED 2--1ST SEMESTER	13,541.92
Vendor Name	ESSEX COMMUNITY SCHOOL DIST.	<u>27,523.22</u>
FAREWAY FOOD STORES	00436905	47.51

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Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
10 0010 1200 211 3301 612	SUPPLIES FOR SPED STUDENTS	47.51
Vendor Name FAREWAY FOOD STORES		47.51
FBG SERVICE CORPORATION	816508	31,089.52
10 0010 2600 000 0000 340	JANUARY CLEANING	31,089.52
Vendor Name FBG SERVICE CORPORATION		31,089.52
FOLLETT SCHOOL SOLUTIONS INC	727233F-5	154.18
10 2020 2222 000 0000 643	VARIOUS BOOKS FOR THE MS MEDIA	154.18
FOLLETT SCHOOL SOLUTIONS INC	762802-1	467.50
10 3230 2222 000 0000 643	40 books for library_HS	467.50
Vendor Name FOLLETT SCHOOL SOLUTIONS INC		621.68
GLENWOOD COMMUNITY SCHOOLS	020118	2,699.08
10 0010 1200 217 3303 320	JANUARY APEX PROGRAM	2,699.08
Vendor Name GLENWOOD COMMUNITY SCHOOLS		2,699.08
GREEN TREE COMPANY, THE	5495	1,000.00
10 0010 2600 000 0000 422	SALT/SAND 1/22	1,000.00
Vendor Name GREEN TREE COMPANY, THE		1,000.00
HALL, HEATHER	013118	54.50
10 0010 2134 000 0000 580	JAN MILEAGE REIMBURSEMENT	54.50
Vendor Name HALL, HEATHER		54.50
HEARTLAND MOBILITY LLC	2018-76	51.30
10 0020 2700 000 0000 618	lift parts-bb	51.30
Vendor Name HEARTLAND MOBILITY LLC		51.30
HI-WAY 242 AUTO BODY	011218	5,654.44
10 0020 2700 000 0000 434	#2 BUS REPAIR-REAR ROOF	5,654.44
Vendor Name HI-WAY 242 AUTO BODY		5,654.44
HY VEE FOOD STORES	010318	85.33
10 3230 1300 340 0000 612	groceries-FACS HS	2.50
10 3230 1300 340 0000 612	groceries-FACS HS	82.83
HY VEE FOOD STORES	121117	21.40
10 0010 2600 000 0000 618	MS RETAINING WALL BLOCKS	21.40
HY VEE FOOD STORES	5812401597	7.00
10 0010 2310 000 0000 611	BOARD SUPPLIES	7.00
Vendor Name HY VEE FOOD STORES		113.73
IOWA COMMUNICATIONS NETWORK	523207	6.00
10 0010 2236 000 0000 536	JAN ICN SERVICES	6.00
Vendor Name IOWA COMMUNICATIONS NETWORK		6.00
JOHNSON AUTO PARTS	6177-179213	59.56
10 0020 2700 000 0000 618	OIL & BACKUP ALARM_BB	59.56
JOHNSON AUTO PARTS	6177-210022	25.24
10 0020 2700 000 0000 618	WINDSHIELD WIPERS x 2	25.24
Vendor Name JOHNSON AUTO PARTS		84.80

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RED OAK BOARD REPORT

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
K MART	020218	270.76
10 1902 1000 100 8002 739	Recess Toys-WASH	270.76
Vendor Name K MART		<u>270.76</u>
LEADING EDGE LAMINATING	33235	1,262.50
10 1901 1000 100 0000 612	25"X 250' X 1 CORE LAMINATING FLM-IPS	1,262.50
Vendor Name LEADING EDGE LAMINATING		<u>1,262.50</u>
MAIL FINANCE	011918	440.77
10 0010 2410 000 0000 531	POSTAGE LEASE	440.77
Vendor Name MAIL FINANCE		<u>440.77</u>
MATHESON TRI-GAS	16886452	14.30
10 3230 1300 370 0000 612	NOZZLE	14.30
MATHESON TRI-GAS	16886453	76.59
10 3230 1300 370 0000 612	Oxygen Tank Refill	76.59
Vendor Name MATHESON TRI-GAS		<u>90.89</u>
MATUSZESKI, TAYLOR	020718	19.62
10 3230 1000 100 0000 580	JAN MILEAGE REIMBURSEMENT TO MS/HS	19.62
Vendor Name MATUSZESKI, TAYLOR		<u>19.62</u>
MEDIACOM	012118	757.01
10 0010 2236 000 0000 536	PRI LINES	757.01
MEDIACOM	012118-01	1,680.00
10 0010 2236 000 0000 536	INTERNET	1,680.00
Vendor Name MEDIACOM		<u>2,437.01</u>
MERCER HEALTH & BENEFITS ADMIN LLC	013118	3,350.18
10 0010 1000 100 8018 270	MARCH RETIREES INSURANCE	3,350.18
Vendor Name MERCER HEALTH & BENEFITS ADMIN LLC		<u>3,350.18</u>
MIDAMERICAN ENERGY	011818	13,064.19
10 0020 2600 000 0000 621	BB GAS	436.23
10 2020 2600 000 0000 622	BBALL COURT ELECT	10.00
10 2020 2600 000 0000 622	MS ELECT	1,688.42
10 3230 2600 000 0000 622	TECH ELECT	6,153.81
10 0030 2600 000 0000 621	FBALL FIELD GAS	292.19
10 0030 2600 000 0000 622	FBALL FIELD ELECT	14.12
10 1901 2600 000 0000 622	IPS ELECT	2,974.43
10 1902 2600 000 0000 622	WASH SCHOOL ELECT	1,129.20
10 0020 2600 000 0000 622	BB ELECT	365.79
Vendor Name MIDAMERICAN ENERGY		<u>13,064.19</u>
MOSS EDUCATIONAL & INDUSTRIAL TRAINING SOLUTIONS	3700	577.73
10 3230 1300 370 0000 612	3D PRINTER SUPPLIES	577.73
Vendor Name MOSS EDUCATIONAL & INDUSTRIAL TRAINING SOLUTIONS		<u>577.73</u>
NISHNA PRODUCTIONS	011218	90.32
10 0010 1200 217 3303 320	JOB COACHINGx2	90.32
Vendor Name NISHNA PRODUCTIONS		<u>90.32</u>

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RED OAK BOARD REPORT

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
O'KEEFE ELEVATOR COMPANY	00469978	355.68
10 0010 2600 000 0000 432	ELEVATOR MAINTENANCE AGREEMENT	355.68
Vendor Name	O'KEEFE ELEVATOR COMPANY	<u>355.68</u>
OH-K FAST PRINT	56591	372.78
10 0010 1000 470 1118 612	Printing of place mats/posters-robotic	372.78
Vendor Name	OH-K FAST PRINT	<u>372.78</u>
ORPHEUM THEATER	020718	321.00
10 1902 1000 100 8002 618	Theater ticketsx75	321.00
Vendor Name	ORPHEUM THEATER	<u>321.00</u>
PEPPER & SON, INC.	11D37024	295.99
10 2020 1000 110 0000 612	MUSIC FOR MS CONCERT BAND	295.99
Vendor Name	PEPPER & SON, INC.	<u>295.99</u>
PLUMB SUPPLY/RIBACK SUPPLY	4981752	40.84
10 0010 2600 000 0000 618	HS & MS PLUMBING SUPPLIES	40.84
Vendor Name	PLUMB SUPPLY/RIBACK SUPPLY	<u>40.84</u>
PRECISION DIESEL INC.	59953	83.94
10 0020 2700 000 0000 618	WINTER THAW ADDITIVE	83.94
PRECISION DIESEL INC.	59954	1,444.00
10 0020 2700 000 0000 434	GELLED BUSESx4 REPAIRS	1,444.00
PRECISION DIESEL INC.	60043	498.40
10 0020 2700 000 0000 434	BUSES GELLED UPx3 REPAIR	498.40
Vendor Name	PRECISION DIESEL INC.	<u>2,026.34</u>
QUILL CORP.	4036450	118.21
10 1902 1000 100 8002 739	Laminator-WASH	118.21
QUILL CORP.	4349008	15.99
10 1902 1000 100 0000 611	Office Supplies-WASH	15.99
QUILL CORP.	4351625	123.88
10 1902 1000 100 0000 611	Office Supplies-WASH	123.88
Vendor Name	QUILL CORP.	<u>258.08</u>
REALLY GOOD STUFF	6316535	36.94
10 1902 1000 100 8002 618	Magnetic Fraction Circles	36.94
Vendor Name	REALLY GOOD STUFF	<u>36.94</u>
RED OAK CHAMBER & INDUSTRY ASSOC	429	125.00
10 0010 2110 490 8027 320	MEMBERSHIP DUES-YES MENTORING	125.00
Vendor Name	RED OAK CHAMBER & INDUSTRY ASSOC	<u>125.00</u>
RED OAK CHRYSLER, INC.	170262	34.45
10 0020 2700 000 0000 434	#15 OIL CHANGE	34.45
RED OAK CHRYSLER, INC.	170816	36.95
10 0010 2700 217 3303 434	#19 SPED OIL CHANGE	36.95
Vendor Name	RED OAK CHRYSLER, INC.	<u>71.40</u>



RED OAK BOARD REPORT

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
RED OAK HARDWARE HANK	20917	8.07
10 0010 2600 000 0000 618	BB TOILET SUPPLIES	8.07
RED OAK HARDWARE HANK	21051	10.91
10 0010 2600 000 0000 618	MS MAINT SUPPLIES	10.91
RED OAK HARDWARE HANK	21103	9.85
10 0010 2600 000 0000 618	MS LIGHTS & HS TRAPS	9.85
RED OAK HARDWARE HANK	21463	20.42
10 0010 2600 000 0000 618	MS BATHROOM REPAIR SUPPLIES	20.42
RED OAK HARDWARE HANK	22047	4.74
10 0010 2600 000 0000 618	WEIGHT ROOM KEY & KEYRING	4.74
Vendor Name RED OAK HARDWARE HANK		<u>53.99</u>
RED OAK LANES	011818	75.00
10 2020 1000 421 3227 618	MIDDLE SCHOOL "SCHOOL BEYOND SCHOOL" STU	48.00
10 2020 1000 421 3227 618	"SCHOOL BEYOND SCHOOL" STUDENTS FOOD DUR	27.00
Vendor Name RED OAK LANES		<u>75.00</u>
RICK ENGEL, ATTY.	010118	546.25
10 0010 2310 000 0000 320	JAN LEGAL SERVICES	546.25
Vendor Name RICK ENGEL, ATTY.		<u>546.25</u>
RIEMAN MUSIC, INC.	2685111	40.00
10 2020 1920 100 8202 612	BASS DRUM BEATER FOR THE MIDDLE SCHOOL B	40.00
Vendor Name RIEMAN MUSIC, INC.		<u>40.00</u>
RIVERSIDE TECHNOLOGIES, INC	0190222-IN	1,000.00
10 0010 2235 000 0000 350	FEB MANAGED SERVICES	1,000.00
Vendor Name RIVERSIDE TECHNOLOGIES, INC		<u>1,000.00</u>
SCHMITT MUSIC	1997312	62.25
10 2020 1000 110 0000 612	GIBRALTAR CONCERT CYMBAL STAND FOR CRASH	62.25
SCHMITT MUSIC	2001463	217.15
10 2020 1000 110 0000 612	LUDWIG 29" SHALLOW TIMPANI DROP COVER FO	73.75
10 2020 1000 110 0000 612	LUDWIG 26" SHALLOW TIMPANI DROP COVER FO	73.75
10 2020 1000 110 0000 612	LUDWIG 23 " SHALLOW TIMPANI DROP COVER F	69.65
Vendor Name SCHMITT MUSIC		<u>279.40</u>
SMITS, MELINDA	012518	16.77
10 0010 2110 490 8027 618	Reimburse for supplies	16.77
Vendor Name SMITS, MELINDA		<u>16.77</u>
SOCS/FES	INV009101	405.00
10 0010 2236 000 0000 536	FEB WEB HOSTING	405.00
Vendor Name SOCS/FES		<u>405.00</u>
SONOVA USA INC.	5157003906	49.09
10 0010 1200 211 3301 612	Hearing aid battery	49.09
Vendor Name SONOVA USA INC.		<u>49.09</u>

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Unposted; Batch Description FEBRUARY 12 BOARD MEETING, 2018-0001

User ID: BLAYM

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
STANTON COMMUNITY SCHOOL DIST.	012418	16,094.70
10 0010 1200 211 3301 567	SPED 1--1ST SEMESTER	16,094.70
Vendor Name STANTON COMMUNITY SCHOOL DIST.		<u>16,094.70</u>
STERLING COMPUTERS	0034744	2,303.00
10 0010 2235 000 0000 618	00HW165 - LCD Backcover - PC+GF	375.00
10 0010 2235 000 0000 618	00HM247 - TouchPanel, LGD, Ofilm, Window	1,393.00
10 0010 2235 000 0000 618	00HW161 - Keyboard Bezel Assembly Withou	450.00
10 0010 2235 000 0000 618	04X6221 - Windows Keyboard (US English)	85.00
Vendor Name STERLING COMPUTERS		<u>2,303.00</u>
STREETSMARTS LLC	011818	2,960.00
10 3230 1000 121 0000 320	DRIVERS EDx8	2,960.00
Vendor Name STREETSMARTS LLC		<u>2,960.00</u>
SW IA TIRE & SERVICE	78165	926.00
10 0020 2700 000 0000 672	BUS # 9 TIRES	926.00
SW IA TIRE & SERVICE	78166	90.00
10 0020 2700 000 0000 434	BUS TIRE REPAIR	90.00
SW IA TIRE & SERVICE	78273	36.80
10 0010 2600 000 0000 432	TIRE REPAIR ON SMALL TRAILER	36.80
Vendor Name SW IA TIRE & SERVICE		<u>1,052.80</u>
UNITED PARCEL SERVICE	000053702204 8-18	12.78
10 0010 2600 000 0000 618	MAINTENANCE RADON TESTING	12.78
Vendor Name UNITED PARCEL SERVICE		<u>12.78</u>
VILLISCA COMMUNITY SCHOOLS	013018	10,298.38
10 0010 1200 214 3302 567	SPED 2--1ST SEMESTER	10,298.38
Vendor Name VILLISCA COMMUNITY SCHOOLS		<u>10,298.38</u>
WESTLAKE ACE HARDWARE	10515621	20.96
10 0010 2600 000 0000 618	HS FAUCET REPAIR SUPPLIES	20.96
WESTLAKE ACE HARDWARE	10515629	13.18
10 0010 2600 000 0000 618	HS DRYER REPAIR SUPPLIES	13.18
WESTLAKE ACE HARDWARE	10515680	3.94
10 0010 2600 000 0000 618	GATOR SUPPLIES	3.94
WESTLAKE ACE HARDWARE	10515715	83.98
10 0010 2600 000 0000 618	MS SHOP SUPPLIES-MAINT	83.98
WESTLAKE ACE HARDWARE	10515716	5.27
10 0020 2700 000 0000 618	BB KEYSx2 & KEY RING	5.27
WESTLAKE ACE HARDWARE	10515747	6.49
10 0010 2600 000 0000 618	FILTER-BB-MAINT	6.49
WESTLAKE ACE HARDWARE	10515779	30.92
10 0010 2600 000 0000 618	BB PLUMBLING REPAIR SUPPLIES MAINT	30.92
WESTLAKE ACE HARDWARE	10515806	10.48
10 0010 2600 000 0000 618	HS GYM BALLAST CLEAN UP SUPPLIES	10.48
WESTLAKE ACE HARDWARE	10515914	11.99

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Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
10 0010 2600 000 0000 618	MAINT CART REPAIR SUPPLIES	11.99
WESTLAKE ACE HARDWARE	10515920	13.07
10 0020 2700 000 0000 618	SIGNS FOR BUS STOP	13.07
WESTLAKE ACE HARDWARE	10515922	18.96
10 0010 2600 000 0000 618	HS GYM FLOOR TARPING SUPPLIES	18.96
WESTLAKE ACE HARDWARE	10515938	19.99
10 0010 2600 000 0000 618	MS GYM HEAT FAN	19.99
WESTLAKE ACE HARDWARE	10515970	8.59
10 0010 2600 000 0000 618	WASH ODOR KILLER	8.59
WESTLAKE ACE HARDWARE	10515975	7.99
10 0010 2600 000 0000 618	MAINT SUPPLIES-TUBS	7.99
WESTLAKE ACE HARDWARE	10516054	5.99
10 0010 2600 000 0000 618	IPS SINK REPAIR SUPPLIES	5.99
Vendor Name WESTLAKE ACE HARDWARE		<u>261.80</u>

Fund Number 10 187,010.46

Checking Account ID 1	Fund Number 22	MANAGEMENT FUND
HI-WAY 242 AUTO BODY	011218	1,000.00
22 0010 2700 000 0000 434	DEDUCTIBLE	1,000.00
Vendor Name HI-WAY 242 AUTO BODY		<u>1,000.00</u>

Fund Number 22 1,000.00

Checking Account ID 1	Fund Number 33	CAPITAL PROJECTS - LOST
AHLERS & COONEY	741872	597.00
33 0010 2317 000 8218 342	CONSTRUCTION LEGAL SERVICES	597.00
Vendor Name AHLERS & COONEY		<u>597.00</u>

ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC	17001-4	140,259.99
33 0010 4700 000 8218 343	BLD PRJ- HS & IPS ARCHITEC SERVS	140,259.99
Vendor Name ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC		<u>140,259.99</u>

Fund Number 33 140,856.99

Checking Account ID 1	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
COUNCIL BLUFFS COMM SCHOOLS	H1117-5463	1,375.92
36 0010 2600 000 0000 441	NOV SPED RENT	1,375.92
Vendor Name COUNCIL BLUFFS COMM SCHOOLS		<u>1,375.92</u>

Fund Number 36 1,375.92

Checking Account ID 1		<u>330,243.37</u>
Checking Account ID 2	Fund Number 61	SCHOOL NUTRITION FUND
STANEK FIRE PROTECTION	27993	220.00
61 1901 2600 000 0000 433	IPS FIRE CONTROL REPAIR	220.00
STANEK FIRE PROTECTION	27994	178.00
61 3230 2600 000 0000 433	HS FIRE CONTROL REPAIR	178.00
STANEK FIRE PROTECTION	28022	607.00
61 2020 2600 000 0000 433	MS FIRE CONTROL REPAIRS	607.00
Vendor Name STANEK FIRE PROTECTION		<u>1,005.00</u>

TAHER INC	0051327-IN	45,908.08
61 0010 3110 000 0000 570	DECEMBER EXPENSES	42,991.69
61 0010 3110 000 4557 631	F&V EXPENSES DEC	2,916.39

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Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name TAHER INC		45,908.08
Fund Number 61		46,913.08
Checking Account ID 2		46,913.08
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
ABRAHAM LINCOLN BAND BOOSTERS	011318	175.00
21 3230 1400 910 6220 618	BLUFFS JAZZ FESTIVAL REGISTRATION	175.00
Vendor Name ABRAHAM LINCOLN BAND BOOSTERS		175.00
ACORN CLOTHING CO	2018-567	493.20
21 0010 1400 920 6845 618	BOWLING TOWELS-TAGS REIMBURSE	493.20
ACORN CLOTHING CO	2018-568	2,800.42
21 0010 1400 920 6845 618	BOWLING UNIFORMS-TAGS REIMBURSE	2,800.42
Vendor Name ACORN CLOTHING CO		3,293.62
ATLANTIC HIGH SCHOOL	012518	100.00
21 0010 1400 920 6790 320	JV TOURNEY WRESTLING MEET ENTRY FEE	100.00
Vendor Name ATLANTIC HIGH SCHOOL		100.00
BUNTROCK, MISSY	012518	90.00
21 0010 1400 920 6810 320	7/8 BBALL OFFICIAL	90.00
Vendor Name BUNTROCK, MISSY		90.00
DOLLAR GENERAL	6420	20.00
21 0010 1400 920 6600 618	OXI CLEAN-ATHLETICS	20.00
Vendor Name DOLLAR GENERAL		20.00
EDIE, DUSTIN	011618	85.00
21 0010 1400 920 6790 320	7/8 WRESTLING	85.00
EDIE, DUSTIN	012318	145.00
21 0010 1400 920 6790 320	MS WRESTLING/HS WRESTING OFFICIAL	145.00
Vendor Name EDIE, DUSTIN		230.00
FAREWAY FOOD STORES	00140896	17.80
21 2020 1400 950 7421 618	DONUTS, BANANAS, APPLES ORANGES 4 KINDWK	17.80
FAREWAY FOOD STORES	00438407	33.62
21 2020 1400 950 7421 618	POPCORN AND POP FOR MS VALENTINE DANCE	33.62
FAREWAY FOOD STORES	012518	235.01
21 2020 1400 950 7421 618	BLOW POPS, HERSHEY KISSES, GRAN MS KINDWK	235.01
Vendor Name FAREWAY FOOD STORES		286.43
FRENCH, DALE	011918	90.00
21 0010 1400 920 6810 320	JV BBALL OFFICIAL	90.00
Vendor Name FRENCH, DALE		90.00
FRENCH, DUSTIN	011918	90.00
21 0010 1400 920 6810 320	JV BBALL OFFICIAL	90.00

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Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
FRENCH, DUSTIN	012518	90.00
21 0010 1400 920 6810 320	7/8 BBALL OFFICIAL	90.00
Vendor Name FRENCH, DUSTIN		<u>180.00</u>
GERBERT, RON	012618	110.00
21 0010 1400 920 6710 320	JV/V BBALL OFFICIAL	110.00
Vendor Name GERBERT, RON		<u>110.00</u>
GRUDLE, WAYNE	011918	115.00
21 0010 1400 920 6810 320	VAR BBALL OFFICIAL	115.00
Vendor Name GRUDLE, WAYNE		<u>115.00</u>
HAZEN, SCOTT	011618	85.00
21 0010 1400 920 6790 320	7/8 WRESTLING	85.00
HAZEN, SCOTT	012218	85.00
21 0010 1400 920 6790 320	MS WRESTLING OFFICIAL	85.00
Vendor Name HAZEN, SCOTT		<u>170.00</u>
HOWARD'S SPORTING GOODS	07140-00	239.80
21 0010 1400 920 6710 618	SLIP-NOTT GYM FLOOR PADS	119.90
21 0010 1400 920 6810 618	SLIP-NOTT GYM FLOOR PADS	119.90
HOWARD'S SPORTING GOODS	07172-00	185.10
21 0010 1400 920 6600 618	Engraving Senior Awards Plaques&VB State	185.10
Vendor Name HOWARD'S SPORTING GOODS		<u>424.90</u>
HY VEE FOOD STORES	122217	4,164.70
21 3230 1400 950 7407 618	SUPPLIES FOR FRUIT FUNDRAISER	4,164.70
HY VEE FOOD STORES	4688201	9.50
21 0010 1400 920 6790 618	WIPE FOR WRESTLING MAT	9.50
HY VEE FOOD STORES	5812530551	109.57
21 3230 1400 950 7407 618	FOOD FOR FFA MEETING	109.57
HY VEE FOOD STORES	5812907855	91.96
21 2020 1400 910 6221 618	VARIOUS FOOD & DRINKS FOR CONCESSION STA	91.96
HY VEE FOOD STORES	5812960775	103.97
21 2020 1400 910 6221 618	VARIOUS FOOD & DRINKS FOR CONCESSION STA	103.97
Vendor Name HY VEE FOOD STORES		<u>4,479.70</u>
IA HIGH SCHOOL SPEECH ASSOC.	012218	138.00
21 3230 1400 910 6110 618	LG. GROUP STATE SPEECH REGISTRATION - SH	138.00
Vendor Name IA HIGH SCHOOL SPEECH ASSOC.		<u>138.00</u>
JOHNSON, ROBERT	011918	115.00
21 0010 1400 920 6810 320	VAR DH OFFICAL BBALL	115.00
Vendor Name JOHNSON, ROBERT		<u>115.00</u>
MARSDEN, TERRA	012518	172.17
21 2020 1400 910 6221 618	SUPPLIES FOR VOCAL CONCESSION STAND	172.17
MARSDEN, TERRA	020718	254.67
21 2020 1400 910 6221 618	REIMBURSE FOR ITEMS FOR	254.67

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RED OAK BOARD REPORT

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name	MARSDEN, TERRA	426.84
MCCONE FOODS, INC	3388	1,368.00
21 3230 1400 950 7407 618	PICKLED HERRING	666.00
21 3230 1400 950 7407 618	POPCORN	702.00
Vendor Name	MCCONE FOODS, INC	1,368.00
NAHNSEN, JOHN	011218	115.00
21 0010 1400 920 6710 320	JV/ V BBALL OFFICIAL	115.00
Vendor Name	NAHNSEN, JOHN	115.00
NICHLAUS, TROY	012318	105.00
21 0010 1400 920 6790 320	HS WRESTLING OFFICIAL	105.00
Vendor Name	NICHLAUS, TROY	105.00
RANNIGER, GAYLIN	011218	110.00
21 0010 1400 920 6710 320	JV V BBALL OFFICIAL	110.00
Vendor Name	RANNIGER, GAYLIN	110.00
RECHER, JOHN	011918	115.00
21 0010 1400 920 6810 320	VAR DH OFFICIAL	115.00
RECHER, JOHN	012618	110.00
21 0010 1400 920 6710 320	JV V BBALL OFFICIAL	110.00
Vendor Name	RECHER, JOHN	225.00
RED OAK HARDWARE HANK	20858	14.38
21 0010 1400 920 6600 618	COMMAND HOOKS FOR HANGING SENIOR BANNERS	4.49
21 0010 1400 920 6600 618	COMMAND HOOKS FOR HANGING SENIOR BANNERS	9.89
Vendor Name	RED OAK HARDWARE HANK	14.38
RED OAK LANES	010318	1,250.00
21 0010 1400 920 6845 320	LANE RENTALS FOR BOWLING PRACTICE & GAME	1,250.00
Vendor Name	RED OAK LANES	1,250.00
RENANDER PHOTOS	22	656.25
21 0010 1400 920 6600 618	WINTER SPORTS POSTERSx125	656.25
Vendor Name	RENANDER PHOTOS	656.25
ROMINE, RON	112717	90.00
21 0010 1400 920 6710 320	MS BBALL OFFICIAL	90.00
Vendor Name	ROMINE, RON	90.00
SCHMITT MUSIC	1966922	17.50
21 3230 1400 910 6220 618	JAZZ SNARE HEAD	17.50
Vendor Name	SCHMITT MUSIC	17.50
SKOGLUND MEAT LOCKER	54472	320.00
21 3230 1400 950 7407 618	BEEF STICKS	320.00
Vendor Name	SKOGLUND MEAT LOCKER	320.00

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Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
SPORTSSMART	1340	479.96
21 0010 1400 920 6600 618	MRSA PREVENTIVE WIPES	479.96
Vendor Name	SPORTSSMART	<u>479.96</u>
SPOTTS, JEFF	020718	155.33
21 0010 1400 920 6600 580	ATHLETIC MILEAGE REIMBURSE- WRESTLING	155.33
Vendor Name	SPOTTS, JEFF	<u>155.33</u>
TAKEDOWN SPORTSWEAR	30856	1,885.00
21 0010 1400 920 6790 618	UNIFORMS	1,885.00
Vendor Name	TAKEDOWN SPORTSWEAR	<u>1,885.00</u>
UNITED PARCEL SERVICE	000053702204 8-18	34.37
21 0010 1400 920 6600 618	WRESTLING CHEER PACKAGE RETURN	16.20
21 0010 1400 920 6600 618	GIRLS PINK UNIFORMS RETURN	18.17
Vendor Name	UNITED PARCEL SERVICE	<u>34.37</u>
WESTLAKE ACE HARDWARE	10515761	29.16
21 0010 1400 920 6600 618	HOOKS FOR SENIOR BANNERS	29.16
WESTLAKE ACE HARDWARE	10515768	9.18
21 0010 1400 920 6600 618	HOOKS FOR SENIOR BANNERS	9.18
Vendor Name	WESTLAKE ACE HARDWARE	<u>38.34</u>
WILLIAMS, AARON	012618	110.00
21 0010 1400 920 6710 320	JV/V BBALL OFFICIAL	110.00
Vendor Name	WILLIAMS, AARON	<u>110.00</u>
Fund Number	21	<u>17,418.62</u>
Checking Account ID	3	<u>17,418.62</u>
Checking Account ID	8	Fund Number 81
CORNELSON/UNIVERSITY OF NEBRASKA OMAHA, JORDYN	020918	SCHOLARSHIP FUNDS 80.00
81 0000 1000 600 9807 329	LINGO SCHOLARSHIP-2ND YEAR- 2ND SEMESTER	80.00
Vendor Name	CORNELSON/UNIVERSITY OF NEBRASKA OMAHA, JORDYN	<u>80.00</u>
LAUREN GILBERT/UNIVERSITY OF NEBRASKA-LINCOLN	020918	200.00
81 0000 1000 600 9807 329	LINGO SCHOLARSHIP-1ST YR-2ND SEMESTER	200.00
Vendor Name	LAUREN GILBERT/UNIVERSITY OF NEBRASKA-LINCOLN	<u>200.00</u>
WESTON ROLENC/NORTHWEST MISSOURI STATE	020918	375.00
81 0000 1000 600 9801 329	TRANSFERRED SCHOOLS-UNI USED 1/2ofORIG	375.00
Vendor Name	WESTON ROLENC/NORTHWEST MISSOURI STATE	<u>375.00</u>
Fund Number	81	<u>655.00</u>
Checking Account ID	8	<u>655.00</u>

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	GENERAL FUND	MANAGEMENT	PHYSICAL PLANT AND EQUIPMENT	DEBT SERVICE	SAVE TAXES
Beg. Balance 01-01-2018	\$3,316,981.37	\$2,263,188.08	\$1,150,799.07	\$175,434.05	\$9,902,003.23
Revenue	\$892,316.72	\$9,489.11	\$15,039.82	\$6,365.43	\$95,600.51
Expenditure	\$1,116,084.56	\$46,019.28	\$533.30	\$0.00	\$241,930.38
Balance 01-31-2018	\$3,093,213.53	\$2,226,657.91	\$1,165,305.59	\$181,799.48	\$9,755,673.36
Balance 01-31-2017	\$2,904,256.52	\$2,219,440.34	\$855,237.98	\$320,897.96	\$2,913,312.08

Checking Account .79%	Checking Account	\$16,453,433.63
	ISJIT	\$26.85
	Petty Cash	\$150.00
	Outstanding Chei	\$30,960.61
		\$16,422,649.87

	ACTIVITY FUND	NUTRITION FUND
Beg. Balance 01-01-2018	\$190,504.50	\$155,488.48
Revenue	\$15,358.09	\$52,624.05
Expenditure	\$36,137.80	\$61,251.09
Balance 01-31-2018	\$169,724.79	\$146,861.44
Balance 01-31-2017	\$192,265.90	\$127,493.62

Checking Account .35%	Checking Account	\$170,938.76
	Petty Cash Boxes	\$1,200.00
	Outstanding cks	\$2,413.97
	Book Balance	\$169,724.79
		\$136,690.68
		\$10,212.76 ISJIT
		\$42.00
		\$146,861.44

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PHYSICAL PLANT AND EQUIPMENT LEWY

	2015-2016	2016-2017	2017-2018
Beginning Balance (July 1)	\$92,414.16	\$842,659.58	\$962,988.26
Add: Revenue			
Property Taxes	\$113,302.63	\$142,180.82	\$251,307.13
Voted PEEL	\$405,020.88	\$403,785.51	\$76,324.69
Voted PPFL Surtax	\$432,871.98	\$48,310.93	\$36,196.86
Utility Replacement Tax	\$4,525.46	\$20,172.15	\$52.65
Utility Replacement Tax (SAVE)	\$16,404.76	\$39.54	\$9,646.80
Mobile Home Tax	\$54.91	\$58.26	\$43.75
Voted PEEL Mobile Home	\$199.39	\$212.48	\$104.84
Military Credit	\$45.25	\$0.76	\$186.64
Military Credit (SAVE)	\$164.01		
Commercial Industrial tax	\$12,658.62	\$2,537.96	\$5,960.47
Interest	\$892.59	\$9,243.50	
Donations		\$2,265.68	\$5,823.37
Prior Year Expenditure	\$3,550.00		
Cage Project			
Webster Playground			
EMC Insurance			
MS Water Damage		\$628,807.59	\$11,658.17
Skylight Damage (Storm)			\$995,305.37
Refund of Prior Year Expenditure			
Subtotal	\$989,690.48	\$1,471,467.17	\$1,358,293.63
TOTAL AVAILABLE FUND	\$1,082,104.64		
LESS: Expenditures			
1. Reiman Music-Instruments	\$24,857.00	\$4,700.00	\$1,463.17
2. Sterling Computers (5)	\$3,989.80	\$3,416.00	\$988.07
3. School Duede	\$3,125.12	\$7,650.00	\$10,279.89
4. Trebon-Sophos	\$5,331.67	\$13,490.00	\$815.69
5. Software Unlimited	\$7,600.00	\$1,740.00	\$969.57
6. Parking Lot Work	\$6,900.00	\$4,180.00	\$19,474.00
7. ADA Ramps at Ftbl Field	\$18,899.00	\$525.00	\$14,606.00
8. Eckernack Cons.Ftbl Field	\$3,835.00	\$5,547.00	\$73,090.00
9. Sellers Const. Floor Tiles	\$2,000.00	\$1,668.86	\$935.10
10. Moore Music, Trombone	\$1,750.00	45. Council Bluffs rent	\$1,929.62
11. Simplex-Fire Alarm Panel	\$5,705.00	46. Boyd Jones-ADA	\$11,621.19
12. Frontline Technologies-AESOP	\$3,150.64	\$5,131.30	\$2,960.55
13. Red Oak Diesel Bus #1A repair	\$2,590.71	\$1,442.77	\$17,185.78
14. Trebon-Sophos Enduser Prot.	\$4,088.00	\$631.11	\$13,618.00
15. Forecast 5 Analytics, Inc	\$10,500.00	\$4,854.45	\$9,397.76
16. Granger-2 Ind. Dehumidifiers MS	\$2,076.00	\$8,250.00	\$21,719.24
17. Spe. Athletics-Mats/wr room	\$7,541.36	\$30,411.00	\$10,423.00
18. Granger-2 Ind. Dehumidifiers HS	\$2,547.15	\$4,478.07	\$8,062.10
19. O'Neal Electric-Install Door Closures	\$4,222.78	19. JD V Blade	\$19,327.75
20. Infinite Campus-support	\$16,695.00	20. Suburban-IGN...3HR164553	\$99,570.00
21. Council Bluffs School-SP Ed rent	\$7,675.22	21. Suburban-IGN...3HR164553	\$3,215.42
22. Montgomery Co. Building Rental	\$264.00	22. McKea Update	\$2,560.00
23. Montgomery Co. Building Rental	\$261.00	23. Sterling Comp. Access points	\$1,380.60
24. Cybernetic-Maintenance Serv.	\$3,550.00	24. Alley, Polner, Meacs. (Lighting)	\$1,381.20
25. Macgill-Vision Screener	\$2,890.00	25. Boyd Jones(ADA Compli	\$593.30
26. Sellers Construction-Wr room	\$1,541.75	26 AEL MS LIFT	
27. Maintenance Agreement	\$7,500.00	27. Camblin Mech.-AEA Compl.	
28. Montgomery Co. Building Rental	\$261.00	28. McKea	
29. Montgomery Co Building Rental (2)	\$461.00	29. 3 mo rent to CB Sp Ed	
30. Council Bluffs School- Sp Ed Rental	\$6,130.97	30. Alley, Pyner, Macc (Boiler Pro	
31. REV Services-HS Thermal Sys. Install.	\$16,694.00	31. Rent to CB Sp Ed	
32. Red Oak Do It Center-Ballfield Fencing	\$22,479.00	32. Boyd Jones,ADA Project	
33. Sterling Computers-Equipment	\$10,013.07	33. REV Services-Abestos	
34. O'Neal Electric, HS Thermal Insulation	\$16,500.00	34. Sophos Server	
35. Sp Ed Rent, Council Bluffs	\$6,761.00	35. Computer Info Infinite Campus	
36. Cargo Lift Gate on Hot Lunch Van	\$3,590.00		
Subtotal	\$243,976.34	\$894,395.19	\$1,165,305.59
Cash Balance	\$838,128.30	\$577,071.98	\$192,988.04

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LOCAL OPTION SALES TAX---- ONE CENT SALES TAX--SILO TAX

	2015-2016	2016-2017	2017-2018
Beg Balance (July 1)	\$3,318,603	\$3,860,450	Beg Balance (July 1) \$3,662,867
Add: Revenue			Add: Revenue
1. 1¢ Sales Tax	\$902,761	\$1,171,418	1. 1¢ Sales Tax \$636,974
2. Interest	\$7,147	\$7,875	2. Interest \$12,483
3. Reim Sterling Comp	\$79,798		3. Bond sales \$8,490,000
Subtotal	\$4,308,309	\$5,039,743	Subtotal \$12,802,324
LESS: Expenditures			LESS: Expenditures
1. Computer Lease	\$163,691	\$119,135	1. McClure Eng. Lighting Proj. \$1,981
2. BLDD Architects	\$92,684	\$261,917	2. Computer Lease \$163,691
3, BLDD Architects	\$11,910	\$163,691	3. Pay Off Bonds \$2,167,070
4. Reynolds Drilling Inc	\$6,500	\$87,012	4. Legal Service \$1,820
5. TDD, Inc. Drilling	\$3,300	\$136,984	5. Piper Jaffray fees \$127,350
6. Boyd Jones Constr.	\$20,130	\$3,310	6. Alley,Poyner,Macch \$338,310
7. Analytic Services	\$12,600	\$20,506	7. Iowa Envir. Asbestos \$4,500
8. Boyd Jones	\$390	\$43,011	8. Ahlers -McClure Contract \$868
9. Alley Poyner, Arch		\$152,023	9. Ahlers-Bond Papers \$12,658
Design Serv-Ltg/Boiler	\$36,753	\$522	10.Whitney/ Dorsey Bonds \$5,000
10. Alley Poyner. Arch	\$1,835	\$11,520	11.Geotechnical Explor. \$10,300
Prof Services		\$49,089	12. Alley, Poyner, Macch. \$213,105
11. Alley Poyner, Arch	\$35,445	\$377,483	
Prof Services		\$43,410	
12. Geotechnical Study	\$3,000	\$3,192	Subtotal \$3,046,652
Thompson,Dreesen,Dorner		\$314	Fund Balance \$9,755,672
13. Alley Poyner, Arch	11956.81	\$14,243	
14. Boyd Jones	\$34,964	19769	
15. Impact 7G	\$570	\$23,226	
16. Impact 7G	\$6,890	-\$153,482	
17. Alley Poyner, Arch	\$5,240		
Subtotal	\$447,859	\$1,376,876	
TOTAL	\$3,860,450	\$3,662,867	

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High School/Inman Primary Construction Project Expense Report

		HS/INM	HIGH SCHOOL	INMAN
Revenue:		\$8,490,000		\$8,490,000
TOTAL				
EXPENDITURES				
Oct. Nov.	Ahlers Law Firm	\$1,820		
November	Piper Jaffray	\$127,350		
November	Asbestos Service/IA Environmental Services	\$4,500		
November	Alley, Poyner, Macchietto	\$338,310		
January, 2018	Ahlers Law Firm/view contract	\$868		
January, 2018	Ahlers Law Firm/Bond issue	\$12,658		
January, 2018	Dorsey Whitney/Bond issue	\$5,000		
January, 2018	Thompson, GEO Study		\$4,000	\$6,300
January, 2018	Alley,Poyner,Design Project	\$213,105		
TOTAL EXPENDITURES		\$703,610	\$4,000	\$713,910
Ending Balance				\$7,776,090

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Iowa Association for the Education of Young Children

Home | About Us | Staff | Support Iowa AEYC | T.E.A.C.H.

Association Information **Become a Member** Advocacy Leadership Professional Development Programs & Resources News

T.E.A.C.H.

- Applicants
- Online Application
- CDA
- College and Career Information
- Cost Calculator
- Current Recipients
- Scholarship Options
- Sponsoring Programs
- T.E.A.C.H. Annual Report
- T.E.A.C.H. Newsletters
- Videos
- KinderCare Education Scholarship

Estimates are based on a full calendar year contract. We estimate 12 credits per year for associate contracts and 15 credits per year for bachelor contracts. Community college tuition is approximately \$150 per credit and bachelor tuition is capped at \$311 per credit. Books are estimated at \$75 per class. Visit the Scholarship Options page to learn more about the model structure.

Center/PreK Teacher <input checked="" type="checkbox"/>	Bachelor <input checked="" type="checkbox"/>	Teacher Plus (BT2+) <input checked="" type="checkbox"/>
---	--	---

Recipient Costs 10%

Tuition:	\$466.50
Books:	\$37.50
Travel/Internet Stipend (100/semester student takes classes):	-\$300.00
Recipient Estimated Cost, After Benefits Applied:	\$204.00

Recipient Compensation at Conclusion of Contract

Bonus:	\$1,000.00
Total:	\$1,000.00

Program Costs 35%

Tuition:	\$1,632.75
Books:	\$131.25
Release Time Reimbursement from T.E.A.C.H.:	-\$864.00
Program Pays:	\$900.00

T.E.A.C.H. Costs 55%

Tuition:	\$2,565.75
Books:	\$206.25
Travel/Internet Stipend (100/semester student takes classes):	\$300.00
Release Time Reimbursement:	\$864.00
Bonus to Recipient:	\$1,000.00
T.E.A.C.H. Scholarship Pays:	\$4,936.00

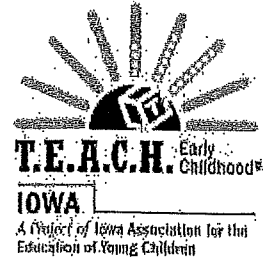
Summary

Approximate Total Cost for Contract:	\$7,204.00
Recipient Estimated Cost:	\$204.00
Program Estimated Cost:	\$900.00
T.E.A.C.H. Scholarship Pays:	\$4,936.00

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T.E.A.C.H. Next Steps for Supervisors

Welcome to T.E.A.C.H.! Thank you for supporting your employee on their higher education journey. This document provides an overview of steps to complete after your employee has been accepted to the T.E.A.C.H. program, and during each semester your employee participates in T.E.A.C.H. Everything listed here *and more* can be found in the handbook.



1. After your employee has been approved for a scholarship, you'll need to sign and return the contract.
2. Make a plan for release time:

# of credits T.E.A.C.H. is supporting for your employee per semester	Total # of hours of release time
1	16
2	32
3 or more credits	48

- You have the entire semester to give the release time, regardless of the length of the class:
 - Fall: August 15 - December 31
 - Spring: January 1 - May 15
 - Summer: May 15 - August 15
 - The number of credits taken may change each semester, so be sure to check in with your employee and/or T.E.A.C.H. counselor to make a plan at the beginning of each semester.
 - Release time documentation (Form C) is due 30 days following the end of the semester.
 - See reverse for release time tips and additional information.
3. Billing/Reimbursement:
 - T.E.A.C.H. will pay tuition, in full, directly to the college or university. (At 4-year schools, we pay the public undergraduate university rate and the student pays the difference, directly, on their own.)
 - Your program can expect a bill or reimbursement check after the 15th of the month following the end of the semester (i.e. January 15, June 15, September 15).
 - T.E.A.C.H. will bill you for your portion of tuition and books and credit you for release time.
 - The process is the same for participants. Programs and participants never exchange money related to the T.E.A.C.H. scholarship. Programs never pay money directly to the college.
 - NOTE: Any claim forms that are not turned into us within 30 days after the end of the semester may not be reimbursed.
 4. At the end of the contract:
 - Provide a raise or bonus if applicable. T.E.A.C.H. will send you a letter as a reminder.
 - Sign a new contract if you plan to continue to support your employee on a T.E.A.C.H. scholarship.
 - Send updated wage information to T.E.A.C.H.



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Release Time Tips and Details

Release time is a required component of the contract. It is meant to acknowledge the time commitment the participant is making to their education and to your program. Forfeiting release time could cause the participant's contract not to be renewed. Contact your Counseling Specialist if you are having any problems giving release time.

- Most participants attend classes at night, on weekends, or online. It is not required that their release time be used to attend daytime classes.
- When you and the participant sign the Form C, you are confirming that the information is accurate.

When NOT to give release time:

- Part-day preschool contracts and directors are not eligible for release time.
- Participants are also not eligible for release time for summer semester if your program is not open during the summer semester.
- Directors and assistant directors are not eligible for release time unless 50% or more of their time is spent working directly with children.

When can Release Time be given? No release time is available when a program is closed (ex: programs that are closed during the summer). Release time can be given anytime during the semester that a course is taken, even if it is a fast track or short course that does not span the whole semester. Spring semester is Jan. 1-May 15; Summer is May 15-Aug. 15; Fall is Aug. 15-Dec. 15th. (Some schools offer a Winter term, which is Nov. 15- Feb. 15).

What are some ways to give Release Time? Participants should meet with their directors/supervisors before the semester starts to discuss when and how to take release time. The hours need to be documented on the Form C (Center Staff Release Time Reimbursement Claim) and can be completed by the director/supervisor or the teacher. Suggestions:

- Allow the teacher to come in late or leave early during the week, while ratios are lower
- Pay for lunch breaks that are normally unpaid
- Add time to their personal/sick leave
- Pay for holidays that are normally unpaid
- Give small increments of time throughout the week rather than large chunks
- If staff have a scheduled afternoon or day off, it might be possible to pay them for this time
- A substitute could be hired specifically to cover T.E.A.C.H. participants. This usually works best for programs that sponsor T.E.A.C.H. contracts for several employees.
- T.E.A.C.H. participants could be allowed to bank their leave time and take off a whole day before a major test, or they could be given half days off so it would be easier to bring in a substitute.

How does Release Time work for Student Teaching? If the teacher does not work in the sponsoring program during student teaching, then no release time would need to be given. If the participant is still working some hours at the center each week where they are employed, while student teaching elsewhere, the program and individual can decide if/how they plan to do release time. T.E.A.C.H. can reimburse the program for this time if the program pays for the participant to have release time.



T.E.A.C.H. Overview for Centers/Schools

What is T.E.A.C.H.?

T.E.A.C.H. (Teacher Education and Compensation Helps) Early Childhood® IOWA is a comprehensive scholarship program that provides the early childhood workforce access to educational opportunities and is helping establish a well-qualified, fairly-compensated and stable workforce for our children. Scholarships have five main components:

Education

T.E.A.C.H. helps participants to earn a required number of college credit hours in early childhood education.

Scholarship

T.E.A.C.H. offers financial support to pay for college courses, books, travel, and time away from work.

Compensation

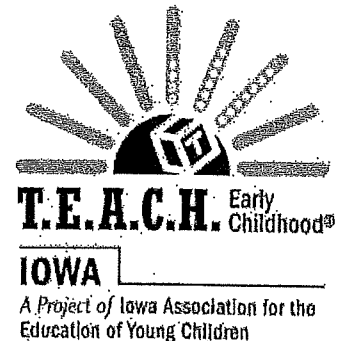
T.E.A.C.H. participants earn a raise or bonus after successful completion of a year of education.

Commitment

T.E.A.C.H. participants agree to continue service as a child care professional in their current early care and education setting.

Counselor

T.E.A.C.H. Counselors offer support to navigate the college process and T.E.A.C.H. paperwork.



Who is Eligible for a Scholarship?

Anyone who:

- Works in a regulated preschool, child care center, or home program for at least 30 hours per week *(or full time for the hours a preschool offers programming for a minimum of 20 hours/week)*
- Has worked with children birth to age 5 in their current program for at least 3 months *(6 months for bachelor scholarships)*
- Is working toward an early childhood degree, credential, or endorsement at an Iowa college *(or would like to be)*
- Has the support of their employer *(if applicable)* and provides proof of participation or willingness to participate in a quality initiative such as QRS, QPPS, Head Start, or NAEYC/NAFCC accreditation.

Scholarship Options

T.E.A.C.H. IOWA has a variety of scholarship options for people in many different positions including: assistant teachers, teachers, directors, child development home providers, and part-day preschool programs. We offer scholarships for:

- CDA assessment fee
- CDA renewal (one 3-credit class)
- Coursework leading to CDA credentials, certificates, diplomas and Associate degrees
- Coursework leading to Bachelor degrees, teaching licenses and/or early childhood endorsements for existing teaching licenses
- Teacher license renewal

Phone: 515-331-8000
Toll Free: 800-469-2392

5525 Meredith Drive, Suite F
Des Moines, IA 50310

teach@iowaaevc.org
www.iowaaevc.org



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What does T.E.A.C.H. provide?

- Percentage of tuition and book costs
- Travel/Internet stipend each semester
- Portion of the cost of participant's release time
- Share of the bonus cost for participants, if applicable
- Counseling for participants
- Administrative support for the program
- Collaboration with colleges and universities



What is expected of my program/me as a supervisor?

- Contribute a portion of tuition and book costs
- Provide teachers paid release time each semester, if applicable
- Award the teacher either a raise or bonus upon completion of the one-year scholarship contract, if applicable

What is expected of my employee(s)?

- Attend classes and successfully complete at least 9 credit hours during the T.E.A.C.H. contract year
- Continue employment at your program for an additional year, upon completion of the contract year.
- Contribute 10% of tuition and book costs for each course. Many teachers are eligible for a federal Pell grant, which may cover this 10% and the center's portion. (*Pay difference to college for tuition above public rate at 4-year schools.*)

Choosing a contract type

T.E.A.C.H. has three basic models for full time staff. In all models, teachers contribute 10% of the cost of tuition and books and programs provide paid release time. A Counseling Specialist can help you choose the model that works best for your program.

- The **raise** model: programs contribute 10% of the cost of books and tuition, and agree to provide a 4% (or greater) raise, above any raise all staff receive.
- The **bonus** model: programs contribute a percentage of the cost of tuition and books, and agree to contribute toward a bonus.
- The **plus** model: (for programs that cannot provide a raise or bonus) programs contribute a higher percentage of tuition and books and T.E.A.C.H. pays the entire bonus.

How much will it cost?

Costs vary depending on how much financial aid an employee receives, how many courses they take, book costs, and which model you choose. T.E.A.C.H. Counselors are able to provide you with an estimate tailored to your program.

Other things to consider:

- Contract requirements
 - Reimburse Iowa AEYC when billed, for your percentage of tuition and books.
 - Provide Iowa AEYC with demographic information about the program.
 - Notify Iowa AEYC with any changes in the participant's employment status.
- Program Options - you have the ability to create your own internal policies for T.E.A.C.H. You might consider policies about:
 - Which employees will be supported.
 - How many individuals your program can support at a time.
 - The consequences of quitting/termination.

Phone: 515-331-8000
Toll Free: 800-469-2392

5225 Meredith Drive, Suite F
Des Moines, IA 50310

teach@lowaaeyc.org
www.lowaaeyc.org



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SCHOOL DISTRICT

Series 100

- 100 Legal Status of the School District
- 101 Educational Philosophy of the School District
- 102 Equal Educational Opportunity
 - 102.R1 Grievance Procedure
 - 102.E1 ~~Section 504~~ Notice of Nondiscrimination
 - 102.E2 Grievance Form for Complaints of Discrimination or Non-Compliance
 with Federal or State Regulations Requiring Nondiscrimination
 - 102.E3 Grievance Documentation
 - 102.E4 Section 504 Student and Parental Rights
- 103 Long-Range Needs Assessment
 - 103.R1 Long-Range Needs Assessment Process

Code No. 100

LEGAL STATUS OF THE SCHOOL DISTRICT

Iowa law authorizes the creation of a Common Schools System. As part of this Common Schools System, this school district is a school corporation created and organized under Iowa law. This school district is known as the Red Oak Community School District.

This school corporation is located in Montgomery County, and its affairs are conducted by elected school officials, the Red Oak Community School District Board of Directors. This school corporation has exclusive jurisdiction over school matters in the territory of the school district.

Red Oak Community School District

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Legal Reference: ~~Iowa Code §§ 274.1, .2, .6, .7; 278.1(9); 279.8; 594A (2003).~~

Cross-Reference: ~~200~~ Legal Status of the Board of Directors

Approved May 23, 2011 Reviewed ~~May 23, 2011~~ <INSERT DATE HERE>
Revised

Red Oak Community School District

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EDUCATIONAL PHILOSOPHY OF THE SCHOOL DISTRICT

As a school corporation of Iowa, the Red Oak Community School District, acting through its board of directors, is dedicated to promoting an equal opportunity for a quality public education to its students. The board's ability may be limited by the school district's ability and willingness to furnish financial support in cooperation with student's parents and school district community. The board is also dedicated to providing the opportunity to develop a healthy social, intellectual, emotional, and physical self-concept in a learning environment that provides guidance to and encourages critical thinking in the students for a lifetime.

The board endeavors, through the dedication of the school district's resources, to encourage students, who come to the school district from a variety of backgrounds, to look forward to the time when they will have jobs, homes, families, places in the school district community, and attain recognition as individuals. In order to achieve this goal, the board will seek qualified employees dedicated to development of their professional skills for the betterment of the education program and for the expertise for educational productivity.

Instruction and curriculum are the key elements of a public education. Critical thinking and problem solving skills that will assist the students' preparation for life are instructed as part of a sequentially coordinated curriculum. The school district strives to prepare students for employment, to discover and nurture creative talent and to prepare them to meet and cope with social change in an atmosphere conducive to learning.

The support and involvement of the home and the school district community are essential to achieve educational excellence in the school district. The school district strives to maintain an active relationship with the home and the school district community to create within the students an awareness of dignity and worth of the individual, civic responsibility and respect for authority.

Legal Reference: — Iowa Code §§ 256.11, .11A (2003).

Cross-Reference: ~~102 Equal Educational Opportunity~~
~~103 Long-Range Needs Assessment~~
~~209 Board of Directors' Management Procedures~~
~~600 Goals and Objectives of the Education Program~~
~~602 Curriculum Development~~

Approved May 23, 2011 Reviewed ~~<INSERT DATE HERE>May 23, 2011~~
Revised

Code No. 102

EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate ~~in its educational activities~~ on the basis of race, color, national origin, religion, creed, sex, disability, ~~ereed~~, sexual orientation, gender identity, age (for employment), genetic information (for employment), socioeconomic status (for programs) or marital status (for programs) in its educational programs and its employment practices. There is a grievance procedure for process complaints of discrimination. Any person with questions or a grievance regarding this policy should contact the Equity Coordinator, ~~<NAME, ADDRESS, PHONE NUMBER, E-MAIL ADDRESS>~~.

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The board requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, national origin, religion, creed, sex, disability, marital status, national origin, creed, sexual orientation, gender identity, socioeconomic status, or marital status or disability. The board is committed to the policy that no employee or applicant for employment will be subject to discrimination on the basis of race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm, and harassment.

Legal Reference: ~~20 U.S.C. §§ 1221 et seq. (1994);~~
~~20 U.S.C. §§ 1681 et seq. (1994);~~
~~20 U.S.C. §§ 1701 et seq. (1994);~~
~~29 U.S.C. § 794 (1994);~~
~~42 U.S.C. §§ 12101 et seq. (1994);~~
~~34 C.F.R. Pt. 100 (2002);~~
~~34 C.F.R. Pt. 104 (2002);~~
Iowa Code §§ 216.9; 256.11, .11A; 280.3 (2003);
~~281 I.A.C. 12.~~

Cross Reference: ~~101 Educational Philosophy of the School District~~
~~401.1 Equal Employment Opportunity~~
~~500 Objectives for Equal Educational Opportunities for Students~~
~~506.1 Student Records~~

Approved October 13, 2014 Reviewed October 13, 2014 Revised <INSERT DATE
HERE>September 22, 2014

GRIEVANCE PROCEDURE

Students, parents of students, employees, and applicants for employment in the school district will have the right to file a formal complaint alleging discrimination under federal or state regulations requiring non-discrimination in programs and employment.

Level One - Principal, Immediate Supervisor, or
Personnel Contact Person
(Informal and Optional - may be bypassed by the grievant)

Employees with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information are encouraged to first discuss it with their immediate supervisor, with the objective of resolving the matter informally. An applicant for employment with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information are encouraged to first discuss it with the personnel contact person.

A student, or a parent of a student, with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, socioeconomic status, or marital status are encouraged to discuss it with the instructor, counselor, supervisor, building administrator, program administrator or personnel contact person directly involved.

Level Two - Compliance Officer

If the grievance is not resolved at level one and the grievant wishes to pursue the grievance, the grievant may formalize it by filing a complaint in writing on a Grievance Filing Form, which may be obtained from the Compliance Officer. The complaint will state the nature of the grievance and the remedy requested. The filing of the formal, written complaint at level two must be within 15 working days from the date of the event giving rise to the grievance, or from the date the grievant could reasonably become aware of such occurrence. The grievant may request that a meeting concerning the complaint be held with the Compliance Officer. A minor student may be accompanied at that meeting by a parent or guardian. The Compliance Officer will investigate the complaint and attempt to resolve it. A written report from the Compliance Officer regarding action taken will be sent to the involved parties within a reasonable time after receipt of the complaint.

Code No. 102.R1
Page 2 of 2

GRIEVANCE PROCEDURE

GRIEVANCE PROCEDURE

Level Three - Appeal to Board

If the grievant is not satisfied with the superintendent's Compliance Officer's decision, the grievant can file an appeal with the board within five (5) working days of the decision. It is within the discretion of the board to determine whether it will hear the appeal.

The Compliance Officer is:

Name Tom Messinger, Supt.

Office Address Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

Phone Number (712) 623-6600

Office Hours 7:30 a.m. to 4:30 p.m.

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Iowa Civil Rights Commission; the Equal Employment Opportunity Commission; the U.S. Department of Education, Office for Civil Rights; the U.S. Department of Education, Office of Special Education Programs; or the Iowa Department of Education. Any inquiry or complaint to a state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

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Red Oak Community School District

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~~SECTION 504~~ NOTICE OF NONDISCRIMINATION

Students, parents, employees and others doing business with or performing services for the Red Oak Community School District are hereby notified that this school district does not discriminate on the basis race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age (for employment), genetic information (for employment), socioeconomic status (for programs) or marital status (for programs) in its educational programs and its employment practices where women, men, minorities, persons with disabilities, sexual orientation, gender identity, race, color, creed, national origin, religion, age, marital status or socioeconomic status in admission or access to, or treatment in, its programs and activities. Any person having inquiries concerning the school district's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX, the Americans with Disabilities Act (ADA), §Section 504 of the Rehabilitation Act of 1973, or the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, Iowa Code Chapter 216, or Iowa Code Section §280.3 is directed to contact:

(Title) Superintendent of Schools

(where located) Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

(telephone number) (712) 623-6600

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing the state and federal laws outlined above Title VI, Title VII, Title IX, the ADA, §504 and Iowa Code 280.3 (2003).

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GRIEVANCE FORM FOR COMPLAINTS OF DISCRIMINATION
OR NON-COMPLIANCE WITH FEDERAL OR STATE REGULATIONS
REQUIRING NON-DISCRIMINATION

I, _____, am filing this grievance because

(Attach additional sheets if necessary)

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Describe incident or occurrence as accurately as possible:

(Attach additional sheets if necessary)

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Signature _____

Address _____

Phone Number _____

If student, name _____ Grade Level _____

Attendance center _____

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Red Oak Community School District

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GRIEVANCE DOCUMENTATION

Name of Individual Alleging Discrimination or Non-Compliance

Name _____

Grievance Date _____

State the nature of the complaint and the remedy requested.

Indicate ~~Principal's~~ Principal's or Supervisor's response or action to above complaint.

Signature of Principal or
Supervisor

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SECTION 504 STUDENT AND PARENTAL RIGHTS

The Red Oak Community School District does not discriminate in its educational programs and activities on the basis of a student's disability. It has been determined that your child has a qualifying disability for which accommodations may need to be made to meet his or her individual needs as adequately as the needs of other students. As a parent, you have the right to the following:

- participation of your child in school district programs and activities, including extracurricular programs and activities, to the maximum extent appropriate, free of discrimination based upon the ~~student's~~ student's disability and at the same level as students without disabilities;
- receipt of free educational services to the extent they are provided students without disabilities;
- receipt of information about your child and your child's educational programs and activities in your native language;
- notice of identification of your child as having a qualifying disability for which accommodations may need to be made and notice prior to evaluation and placement of your child and right to periodically request a re-evaluation of your child;
- inspect and review your ~~child's~~ child's educational records including a right to copy those records for a reasonable fee; you also have a right to ask the school district to amend your ~~child's~~ child's educational records if you feel the information in the records is misleading or inaccurate; should the school district refuse to amend the records, you have a right to a hearing and to place an explanatory letter in your ~~child's~~ child's file explaining why you feel the records are misleading or inaccurate;
- hearing before an impartial hearing officer if you disagree with your child's evaluation or placement; you have a right to counsel at the hearing and have the decision of the impartial hearing officer reviewed.

Inquiries concerning the school district's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, Iowa Code Chapter 216, or Iowa Code Section 280.3 regulations implementing Title VI, Title IX, the Americans with Disabilities Act (ADA), § 504 or Iowa Code § 280.3 should be directed to:

Red Oak Community School District

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(Title) Superintendent of Schools

(where located) Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

(telephone number) (712) 623-6600

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above.
(Title)

(Where located) Red Oak High School (Telephone No.) (712) 623-6610
(Title) Superintendent of Schools

Red Oak Community School District

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(where
located)

Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

(telephone
number)

(712) 623-6600

who has been designated by the school district to coordinate the school district's efforts to
comply with the regulations implementing the state and federal laws outlined above.

who has been designated by the school district to coordinate the school district's efforts to
comply with the regulations implementing Title VI, Title IX, the ADA, § 504 and Iowa Code
280.3. (2003)

Red Oak Community School District

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LONG-RANGE NEEDS ASSESSMENT

Long-range needs assessment enables the school district to analyze assessment data, get feedback from the community about its expectation of students and determines how well students are meeting student learning. The board will conduct ongoing and in-depth needs assessment, soliciting information from business, labor, industry, higher education and community members, regarding their expectations for adequate student preparation.

In conjunction with the in-depth needs assessment of the school district, the board will authorize the appointment of a committee, representing administrators, employees, parents, students and community members, to make recommendations and assist the board in determining the priorities of the school district in addition to the basic skills areas of the education program.

At least every five (5) years the board shall conduct an in-depth needs assessment, soliciting information from parents, students, business, labor, industry, higher education, and community members, regarding their expectations for adequate student preparation. One purpose of this assessment is to assist the board in developing and evaluating a statement of philosophy for the school district. The second purpose of this assessment is to determine the areas of student performance, knowledge, and attitudes and the areas of school district operations which are judged to be the most crucial in meeting school or school district goals. As part of its assessment, the board shall develop a process for communicating with business, industry, labor, and higher education regarding their expectations for adequate student preparation. The statement of philosophy shall describe the board's beliefs about topics which shall include the nature of learning, the purpose of the school district, the scope of educational experiences that the school district should provide, the nature of its learners and a description of a desirable learning atmosphere.

It is the responsibility of the superintendent to ensure the school district community is informed of students' progress on state and locally determined indicators. The superintendent will report annually to the board about the means used to keep the community informed.

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As a result of the board and committee's work, the board will determine major educational needs and rank them in priority order; develop long-range goals and plans to meet the needs; establish and implement short-range and intermediate-range plans to meet the goals and to attain the desired levels of student performance; evaluate progress toward meeting the goals and maintain a record of progress under the plan that includes reports of student performance and results of school improvement projects; and annually report the school district's progress made under the plan to the committee, community and Iowa Department of Education.

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Legal Reference: ~~Iowa Code §§ 21, 256.7, 280.12, .18 (2003);
281 I.A.C. 12.8(1)(b).~~

Cross Reference: ~~101 Educational Philosophy of the School District~~
~~200 Legal Status of the Board of Directors~~
~~208 Committees of the Board of Directors~~
~~603.1 Basic Instruction Program~~
~~801.1 Buildings and Sites Long Range Planning~~
~~801.2 Buildings and Sites Surveys~~

Approved May 23, 2011 Reviewed ~~<INSERT DATE HERE> May 23, 2011~~ Revised

Code No. 103.R1

LONG-RANGE NEEDS ASSESSMENT PROCESS

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~~The school district's A process for long-range needs assessment process will be imbedded in the Comprehensive School Improvement Planning process, with progress reported annually through several means, including recommendations from the School Improvement Advisory Committee, the Annual Progress Report, and the Adequate Yearly Progress Report. The process for long-range needs assessment includes:~~

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- collecting, analyzing and reporting information derived from local, state and national sources;
- reviewing information acquired on the following:
 - state indicators and other locally determined indicators,
 - locally established student learning goals,
 - specific data collection required by state and federal programs;
- collecting and analyzing assessment data on the following:
 - state indicators,
 - locally determined indicators,
 - locally established student learning goals.

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ANTI-BULLYING/HARASSMENT POLICY

Harassment and bullying of students and employees are against federal, state and local policy, and are not tolerated by the board. The board is committed to providing all students with a safe and civil school environment in which all members of the school community are treated with dignity and respect. To that end, the board has in place policies, procedures, and practices that are designed to reduce and eliminate bullying and harassment as well as processes and procedures to deal with incidents of bullying and harassment. Bullying and harassment of students by students, school employees, and volunteers who have direct contact with students will not be tolerated in the school or school district.

The board prohibits harassment, bullying, hazing, or any other victimization, of students, based on any of the following actual or perceived traits or characteristics, including but not limited to, age, color, creed, national origin, race, religion, marital status, sex, sexual orientation, gender identity, physical attributes, physical or mental ability or disability, ancestry, political party preference, political belief, socioeconomic status, or familial status. Harassment against employees based upon race, color, creed, sex, sexual orientation, national origin, religion, age or disability is also prohibited.

This policy is in effect while students or employees are on property within the jurisdiction of the board; while on school-owned or school-operated vehicles; while attending or engaged in school-sponsored activities; and while away from school grounds if the misconduct directly affects the good order, efficient management and welfare of the school or school district.

If, after an investigation, a student is found to be in violation of this policy, the student shall be disciplined by appropriate measures up to, and including, suspension and expulsion. If after an investigation a school employee is found to be in violation of this policy, the employee shall be disciplined by appropriate measures up to, and including, termination. If after an investigation a school volunteer is found to be in violation of this policy, the volunteer shall be subject to appropriate measures up to, and including, exclusion from school grounds. "Volunteer" means an individual who has regular, significant contact with students.

Harassment and bullying mean any electronic, written, verbal, or physical act or conduct toward a student which is based on any actual or perceived trait or characteristic of the student and which creates an objectively hostile school environment that meets one or more of the following conditions:

- Places the student in reasonable fear of harm to the student's person or property;
- Has a substantially detrimental effect on the student's physical or mental health;
- Has the effect of substantially interfering with the student's academic performance; or
- Has the effect of substantially interfering with the student's ability to participate in or benefit from the services, activities, or privileges provided by a school.

Approved May 23, 2011 Reviewed May 23, 2011 Revised
Code No. 104
Page 2 of 3

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ANTI-BULLYING/HARASSMENT POLICY

"Electronic" means any communication involving the transmission of information by wire, radio, optical cable, electromagnetic, or other similar means. "Electronic" includes but is not limited to communication via electronic mail, internet-based communications, pager service, cell phones, electronic text messaging or similar technologies.

Approved May 23, 2011 Reviewed May 23, 2011 Revised

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Code No. 104

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ANTI-BULLYING/HARASSMENT POLICY

Harassment and bullying may include, but are not limited to, the following behaviors and circumstances which create an objectively hostile school environment:

- Verbal, nonverbal, physical or written harassment, bullying, hazing, or other victimization that have the purpose or effect of causing substantial injury, discomfort, fear, or suffering to the victim;
- Repeated remarks of a demeaning nature that have the purpose or effect of causing substantial injury, discomfort, fear, or suffering to the victim;
- Implied or explicit threats concerning one's grades, achievements, property, etc. that have the purpose or effect of causing substantial injury, discomfort, fear, or suffering to the victim;
- Demeaning jokes, stories, or activities directed at the student that have the purpose or effect of causing substantial injury, discomfort, fear, or suffering to the victim; and/or
- Unreasonable interference with a student's performance or creation of an objectively intimidating, offensive, or hostile learning environment.

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Sexual harassment means unwelcome sexual advances, requests for sexual favors, or other verbal or physical conduct of a sexual nature when:

- Submission to the conduct is made either implicitly or explicitly a term or condition of the student's education or benefits;
- Submission to or rejection of the conduct by a school employee is used as the basis for academic decisions affecting that student; or
- The conduct has the purpose or effect of substantially interfering with the student's academic performance by creating an intimidating, hostile, or offensive education environment.

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In situations between students and school officials, faculty, staff, or volunteers who have direct contact with students, bullying and harassment may also include the following behaviors:

- Requiring that a student submit to bullying or harassment by another student, either explicitly or implicitly, as a term or condition of the targeted student's education or participation in school programs or activities; and/or
- Requiring submission to or rejection of such conduct as a basis for decisions affecting the student.

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Approved May 23, 2011 Reviewed May 23, 2011 Revised Code No. 104

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ANTI-BULLYING/HARASSMENT POLICY

Any person who promptly, reasonably, and in good faith reports an incident of bullying or harassment under this policy to a school official, shall be immune from civil or criminal liability relating to such report and to the person's participation in any administrative, judicial, or other

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proceeding relating to the report. Individuals who knowingly file a false complaint may be subject to appropriate disciplinary action.

Retaliation against any person, because the person has filed a bullying or harassment complaint or assisted or participated in a harassment investigation or proceeding, is also prohibited. Individuals who knowingly file false harassment complaints and any person who gives false statements in an investigation shall be subject to discipline by appropriate measures, as shall any person who is found to have retaliated against another in violation of this policy. Any student found to have retaliated in violation of this policy shall be subject to measures up to, and including, suspension and expulsion. Any school employee found to have retaliated in violation of this policy shall be subject to measures up to, and including, termination of employment. Any school volunteer found to have retaliated in violation of this policy shall be subject to measures up to, and including, exclusion from school grounds.

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Code No. 104

Page 3 of

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ANTI-BULLYING/HARASSMENT POLICY

The school or school district will promptly and reasonably investigate allegations of bullying or harassment. The building counselor, or designee will be responsible for handling all complaints by students alleging bullying or harassment. The board secretary or designee will be responsible for handling all complaints by employees alleging bullying or harassment.

It also is the responsibility of the superintendent, in conjunction with the investigator and principals, to develop procedures regarding this policy.

The superintendent also is responsible for organizing training programs for students, school officials, faculty, staff, and volunteers who have direct contact with students. The training will include how to recognize harassment and what to do in case a student is harassed. It will also include proven effective harassment prevention strategies. The superintendent will also develop a process for evaluating the effectiveness of the policy in reducing bullying and harassment in the board. The superintendent shall report to the board on the progress of reducing bullying and harassment in the board.

The board will annually publish this policy. The policy may be publicized by the following means:

- Inclusion in the student handbook,
- Inclusion in the employee handbook

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- Inclusion in the registration materials
- Inclusion on the school or school district's web site,
- Publication in the district newspaper, and
- A copy shall be made to any person at the Red Oak Community School District Central Office, 904 Broad Street, Red Oak, IA 51566.

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Legal Reference: 20 U.S.C. §§ 1681

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29 U.S.C. § 794 (1994)

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42 U.S.C. §§ 2000d-2000d-7 (2004)

Senate File 61, 1st Regular Session, 82nd General Assembly, (2007)

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Iowa Code §§ 216.9 (2007)

281 I.A.C. 12.3(6)

Cross Reference: 502 Student Rights and Responsibilities

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503 Student Discipline

506 Student Records

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ANTI-BULLYING/HARASSMENT COMPLAINT FORM

Name of Complainant:

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Position of Complainant:

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Date of Complaint:

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Name of Alleged Harasser or Bully:

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Date and Place of Incident or Incidents:

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Description of Misconduct:

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Name(s) of Witness(es) (if any):

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Evidence of Harassment or Bullying, i.e., letters, photos, etc. (attach evidence if possible):

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Any other information:

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____

Date: _____

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ANTI-BULLYING/HARASSMENT WITNESS DISCLOSURE FORM

Name of Witness:

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Position of Witness:

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Date of Testimony, Interview:

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Description of Incident Witnessed:

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Any Other Information:

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I agree that all of the information on this form is accurate and true to the best of my knowledge.

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Signature:

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Date:

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ANTI-BULLYING/HARASSMENT INVESTIGATION PROCEDURES

Individuals who feel that they have been bullied or harassed should:

- Communicate to the harasser that the individual expects the behavior to stop, if the individual is comfortable doing so. If the individual wants assistance communicating with the harasser, the individual should ask a teacher, counselor or principal to help.
- If the harassment does not stop, or the individual does not feel comfortable confronting the harasser, the individual should:
 - tell a teacher, counselor or principal; and
 - write down exactly what happened, keep a copy and give another copy to the teacher, counselor or principal including:
 - what, when and where it happened;
 - who was involved;
 - exactly what was said or what the harasser did;
 - witnesses to the harassment;
 - what the student said or did, either at the time or later;
 - how the student felt; and
 - how the harasser responded.

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COMPLAINT PROCEDURE

A student who believes that he/she has been harassed or bullied will notify the building counselor, the designated investigator. The alternate investigator for students is a counselor from another district attendance center. An employee who believes that he/she has been harassed or bullied will notify the board secretary, the designated investigator. The alternate investigator for employees is the principal of an attendance center at which the employee does not work. The investigator may request that the individual complete the Harassment/Bullying Complaint form and turn over evidence of the harassment, including, but not limited to, letters, tapes, or pictures. The complainant shall be given a copy of the completed complaint form. Information received during the investigation is kept confidential to the extent possible.

For students, the investigator, with the approval of the principal, or the principal has the authority to initiate an investigation in the absence of a written complaint. For employees, the investigator, with the approval of the superintendent, or the superintendent has the authority to initiate an investigation in the absence of a written complaint.

INVESTIGATION PROCEDURE

The investigator will reasonably and promptly commence the investigation upon receipt of the complaint. The investigator will interview the complainant and the alleged harasser. The alleged harasser may file a written statement in response to the complaint. The investigator may also interview witnesses as deemed appropriate.

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Upon completion of the investigation, the investigator will make written findings and conclusions as to each allegation of harassment and report the findings and conclusions to the principal for students or to the superintendent for employees. The investigator will provide a copy of the findings of the investigation to the principal for students or to the superintendent for employees.

Approved May 23, 2011 Reviewed May 23, 2011 Revised

Code No. 104.R1

Page 2 of 2

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ANTI-HARASSMENT/BULLYING INVESTIGATION PROCEDURES

RESOLUTION OF THE COMPLAINT

Following receipt of the investigator's report, the principal in the case of students or the superintendent in the case of employees may investigate further, if deemed necessary, and make a determination of any appropriate additional steps which may include discipline.

Prior to the determination of the appropriate remedial action, the principal or superintendent may, at their discretion, interview the complainant and the alleged harasser. The principal or superintendent will file a written report closing the case and documenting any disciplinary action taken or any other action taken in response to the complaint. The complainant, the alleged harasser and the investigator will receive notice as to the conclusion of the investigation. The principal or superintendent will maintain a log of information necessary to comply with Iowa Department of Education reporting procedures.

POINTS TO REMEMBER IN THE INVESTIGATION

- Evidence uncovered in the investigation is confidential.
- Complaints must be taken seriously and investigated.
- No retaliation will be taken against individuals involved in the investigation process.
- Retaliators will be disciplined up to and including suspension and expulsion.

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CONFLICTS

If the investigator is a witness to the incident, the alternate investigator shall investigate.

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SCHOOL DISTRICT

Series 100

- 100 Legal Status of the School District
- 101 Educational Philosophy of the School District
- 102 Equal Educational Opportunity
 - 102.R1 Grievance Procedure
 - 102.E1 Notice of Nondiscrimination
 - 102.E2 Grievance Form for Complaints of Discrimination or Non-Compliance
with Federal or State Regulations Requiring Nondiscrimination
 - 102.E3 Grievance Documentation
 - 102.E4 Section 504 Student and Parental Rights
- 103 Long-Range Needs Assessment
 - 103.R1 Long-Range Needs Assessment Process

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LEGAL STATUS OF THE SCHOOL DISTRICT

Iowa law authorizes the creation of a Common Schools System. As part of this Common Schools System, this school district is a school corporation created and organized under Iowa law. This school district is known as the Red Oak Community School District.

This school corporation is located in Montgomery County, and its affairs are conducted by elected school officials, the Red Oak Community School District Board of Directors. This school corporation has exclusive jurisdiction over school matters in the territory of the school district.

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Approved May 23, 2011

Reviewed <INSERT DATE HERE>

Revised

EDUCATIONAL PHILOSOPHY OF THE SCHOOL DISTRICT

As a school corporation of Iowa, the Red Oak Community School District, acting through its board of directors, is dedicated to promoting an equal opportunity for a quality public education to its students. The board's ability may be limited by the school district's ability and willingness to furnish financial support in cooperation with student's parents and school district community. The board is also dedicated to providing the opportunity to develop a healthy social, intellectual, emotional, and physical self-concept in a learning environment that provides guidance to and encourages critical thinking in the students for a lifetime.

The board endeavors, through the dedication of the school district's resources, to encourage students, who come to the school district from a variety of backgrounds, to look forward to the time when they will have jobs, homes, families, places in the school district community, and attain recognition as individuals. In order to achieve this goal, the board will seek qualified employees dedicated to development of their professional skills for the betterment of the education program and for the expertise for educational productivity.

Instruction and curriculum are the key elements of a public education. Critical thinking and problem solving skills that will assist the students' preparation for life are instructed as part of a sequentially coordinated curriculum. The school district strives to prepare students for employment, to discover and nurture creative talent and to prepare them to meet and cope with social change in an atmosphere conducive to learning.

The support and involvement of the home and the school district community are essential to achieve educational excellence in the school district. The school district strives to maintain an active relationship with the home and the school district community to create within the students an awareness of dignity and worth of the individual, civic responsibility and respect for authority.

Approved May 23, 2011

Reviewed <INSERT DATE HERE>

Revised

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EQUAL EDUCATIONAL OPPORTUNITY

The board will not discriminate on the basis of race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age (for employment), genetic information (for employment), socioeconomic status (for programs) or marital status (for programs) in its educational programs and its employment practices. There is a grievance procedure for process complaints of discrimination. Any person with questions or a grievance regarding this policy should contact the Equity Coordinator, <NAME, ADDRESS, PHONE NUMBER, E-MAIL ADDRESS>.

The board requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

The board is committed to the policy that no otherwise qualified person will be excluded from educational activities on the basis of race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, socioeconomic status, or marital status. The board is committed to the policy that no employee or applicant for employment will be subject to discrimination on the basis of race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information. Further, the board affirms the right of all students and staff to be treated with respect and to be protected from intimidation, discrimination, physical harm, and harassment.

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Approved October 13, 2014 Reviewed October 13, 2014 Revised <INSERT DATE HERE>

GRIEVANCE PROCEDURE

Students, parents of students, employees, and applicants for employment in the school district will have the right to file a formal complaint alleging discrimination under federal or state regulations requiring non-discrimination in programs and employment.

Level One - Principal, Immediate Supervisor, or Personnel Contact Person
(Informal and Optional - may be bypassed by the grievant)

Employees with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information are encouraged to first discuss it with their immediate supervisor, with the objective of resolving the matter informally. An applicant for employment with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age, or genetic information are encouraged to first discuss it with the personnel contact person.

A student, or a parent of a student, with a complaint of discrimination based upon their race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, socioeconomic status, or marital status are encouraged to discuss it with the instructor, counselor, supervisor, building administrator, program administrator or personnel contact person directly involved.

Level Two - Compliance Officer

If the grievance is not resolved at level one and the grievant wishes to pursue the grievance, the grievant may formalize it by filing a complaint in writing on a Grievance Filing Form, which may be obtained from the Compliance Officer. The complaint will state the nature of the grievance and the remedy requested. The filing of the formal, written complaint at level two must be within 15 working days from the date of the event giving rise to the grievance, or from the date the grievant could reasonably become aware of such occurrence. The grievant may request that a meeting concerning the complaint be held with the Compliance Officer. A minor student may be accompanied at that meeting by a parent or guardian. The Compliance Officer will investigate the complaint and attempt to resolve it. A written report from the Compliance Officer regarding action taken will be sent to the involved parties within a reasonable time after receipt of the complaint.

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GRIEVANCE PROCEDURE

Level Three - Appeal to Board

If the grievant is not satisfied with the Compliance Officer's decision, the grievant can file an appeal with the board within 5 working days of the decision. It is within the discretion of the board to determine whether it will hear the appeal.

The Compliance Officer is:

Name Tom Messinger, Supt.

Office Address Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

Phone Number (712) 623-6600

Office Hours 7:30 a.m. to 4:30 p.m.

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Iowa Civil Rights Commission; the Equal Employment Opportunity Commission; the U.S. Department of Education, Office for Civil Rights; the U.S. Department of Education, Office of Special Education Programs; or the Iowa Department of Education. Any inquiry or complaint to a state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

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NOTICE OF NONDISCRIMINATION

Students, parents, employees and others doing business with or performing services for the Red Oak Community School District are hereby notified that this school district does not discriminate on the basis race, color, national origin, religion, creed, sex, disability, sexual orientation, gender identity, age (for employment), genetic information (for employment), socioeconomic status (for programs) or marital status (for programs) in its educational programs and its employment practices. Any person having inquiries concerning the school district's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, Iowa Code Chapter 216, or Iowa Code Section 280.3 is directed to contact:

(Title) Superintendent of Schools

(where located) Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

(telephone number) (712) 623-6600

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing the state and federal laws outlined above.

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GRIEVANCE FORM FOR COMPLAINTS OF DISCRIMINATION
OR NON-COMPLIANCE WITH FEDERAL OR STATE REGULATIONS
REQUIRING NON-DISCRIMINATION

I, _____, am filing this grievance because

(Attach additional sheets if necessary)

Describe incident or occurrence as accurately as possible:

(Attach additional sheets if necessary)

Signature _____

Address _____

Phone Number _____

If student, name _____ Grade Level _____

Attendance center _____

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GRIEVANCE DOCUMENTATION

Name of Individual Alleging Discrimination or Non-Compliance

Name _____

Grievance Date _____

State the nature of the complaint and the remedy requested.

Indicate Principal's or Supervisor's response or action to above complaint.

Signature of Principal or Supervisor

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SECTION 504 STUDENT AND PARENTAL RIGHTS

The Red Oak Community School District does not discriminate in its educational programs and activities on the basis of a student's disability. It has been determined that your child has a qualifying disability for which accommodations may need to be made to meet his or her individual needs as adequately as the needs of other students. As a parent, you have the right to the following:

- participation of your child in school district programs and activities, including extracurricular programs and activities, to the maximum extent appropriate, free of discrimination based upon the student's disability and at the same level as students without disabilities;
- receipt of free educational services to the extent they are provided students without disabilities;
- receipt of information about your child and your child's educational programs and activities in your native language;
- notice of identification of your child as having a qualifying disability for which accommodations may need to be made and notice prior to evaluation and placement of your child and right to periodically request a re-evaluation of your child;
- inspect and review your child's educational records including a right to copy those records for a reasonable fee; you also have a right to ask the school district to amend your child's educational records if you feel the information in the records is misleading or inaccurate; should the school district refuse to amend the records, you have a right to a hearing and to place an explanatory letter in your child's file explaining why you feel the records are misleading or inaccurate;
- hearing before an impartial hearing officer if you disagree with your child's evaluation or placement; you have a right to counsel at the hearing and have the decision of the impartial hearing officer reviewed.

Inquiries concerning the school district's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, Iowa Code Chapter 216, or Iowa Code Section 280.3 should be directed to:

(Title) Superintendent of Schools

(where located) Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

62

(telephone number) (712) 623-6600

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing the state and federal laws outlined above.

(Title) Superintendent of Schools

(where located) Administrative Center, 2011 N 8th Street, Tech Bldg., Red Oak, IA 51566

(telephone number) (712) 623-6600

who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing the state and federal laws outlined above.

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LONG-RANGE NEEDS ASSESSMENT

Long-range needs assessment enables the school district to analyze assessment data, get feedback from the community about its expectation of students and determines how well students are meeting student learning. The board will conduct ongoing and in-depth needs assessment, soliciting information from business, labor, industry, higher education and community members, regarding their expectations for adequate student preparation.

In conjunction with the in-depth needs assessment of the school district, the board will authorize the appointment of a committee, representing administrators, employees, parents, students and community members, to make recommendations and assist the board in determining the priorities of the school district in addition to the basic skills areas of the education program.

At least every five (5) years the board shall conduct an in-depth needs assessment, soliciting information from parents, students, business, labor, industry, higher education, and community members, regarding their expectations for adequate student preparation. One purpose of this assessment is to assist the board in developing and evaluating a statement of philosophy for the school district. The second purpose of this assessment is to determine the areas of student performance, knowledge, and attitudes and the areas of school district operations which are judged to be the most crucial in meeting school or school district goals. As part of its assessment, the board shall develop a process for communicating with business, industry, labor, and higher education regarding their expectations for adequate student preparation. The statement of philosophy shall describe the board's beliefs about topics which shall include the nature of learning, the purpose of the school district, the scope of educational experiences that the school district should provide, the nature of its learners and a description of a desirable learning atmosphere.

It is the responsibility of the superintendent to ensure the school district community is informed of students' progress on state and locally determined indicators. The superintendent will report annually to the board about the means used to keep the community informed.

As a result of the board and committee's work, the board will determine major educational needs and rank them in priority order; develop long-range goals and plans to meet the needs; establish and implement short-range and intermediate-range plans to meet the goals and to attain the desired levels of student performance; evaluate progress toward meeting the goals and maintain a record of progress under the plan that includes reports of student performance and results of school improvement projects; and annually report the school district's progress made under the plan to the committee, community and Iowa Department of Education.

Approved May 23, 2011

Reviewed <INSERT DATE HERE>

Revised

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LONG-RANGE NEEDS ASSESSMENT PROCESS

The school district's long-range needs assessment process includes:

- collecting, analyzing and reporting information derived from local, state and national sources;
- reviewing information acquired on the following:
 - state indicators and other locally determined indicators,
 - locally established student learning goals,
 - specific data collection required by state and federal programs;
- collecting and analyzing assessment data on the following:
 - state indicators,
 - locally determined indicators,
 - locally established student learning goals.

65

Red Oak Community School District
Changes to Policies (100s)

Revised by Emily K. Ellingson on December 1, 2017
 Items highlighted in yellow require the district to follow-up and consider revisions.

Type of Policy	Old Policy	New Policy	Change
Legal Status of the School District	100	100	Made minor changes
Educational Philosophy of the School District	101	101	Made minor changes
Equal Educational Opportunity	102	102	Updated the list of protected classes to conform to the current law regarding non-discrimination in educational setting and in employment setting. Also added in a reference to the Equity Coordinator - the District will need to add this person's name into the policy.
Grievance Procedures	102.R1	102.R1	Updated the list of protected classes to conform to the current law regarding non-discrimination in educational setting and in employment setting. Added in language outlining other methods of reporting that are available.
Notice of Nondiscrimination	102.E1	102.E1	Updated the list of protected classes to conform to the current law regarding non-discrimination in educational setting and in employment setting. Also broadened the list of federal and state laws that require non-discrimination to also include laws requiring nondiscrimination in employment.
Grievance Form	102.E2	102.E2	No changes
Grievance Documentation	102.E3	102.E3	Made minor changes
Section 504 Student and Parental Rights	102.E4	102.E4	Made minor changes
Long Range Needs Assessment	103	103	Made minor changes
Long Range Needs Assessment Process	103.R1	103.R1	Made minor changes
Anti-Bullying/Harassment Policy	104	MOVED TO 500s	WILL MOVE TO 500s - It is better suited here because this policy only applies to students (there is a separate harassment policy that applies to employees).
Anti-Bullying/Harassment Complaint Form	104.E1	MOVED TO 500s	See above
Anti-Bullying/Harassment Investigation Procedures	104.R1	MOVED TO 500s	See above

General Policy Notes

- (1) If a policy is designated as "NEW" there is no old policy on the topic.
- (2) Legal References have been removed because they are frequently outdated and/or irrelevant.
- (3) Intra-policy references were removed because these are frequently outdated. Also, if the district were to change one policy every cross site would need to be checked. This is time consuming and rarely done.
- (4) Terms used throughout the policy manual have been altered for consistency.
- (5) Policies have been re-organized and re-numbered to account for deleted policies, added policies, grouping of similar policies, and consistent numbering progression.
- (6) Deleted references to superintendent's adoption of regulations. Often there will be a lag in the actual development of these regulations. Consequently, we find this better be left unsaid from a liability standpoint.

66



Quote For Wireless Access to Gold Fair Building (eventually to Football Field)

Red Oak Outdoor Wireless

Quote #MC013070 v1

Prepared For:
Red Oak School District
 Bob Deter
 2011 N. 8th Street
 Red Oak, IA 51566

P: (712) 623-8244
 E: deterb@roschools.org

Contract:

Prepared By:
Riverside Technologies, Inc.
 Matt Collins
 105 Gateway Dr.
 North Sioux City, SD 57049

P: 866.804.4388
 E: mcollins@1rti.com

Date Issued:
01.30.2018
 Expires:
02.28.2018

Hardware		Price	Qty	Ext. Price
Meraki Hardware and Software	Meraki Hardware and Software	\$5,297.64	1	\$5,297.64
MR84-HW	MERAKI MR84 CLOUD MGD AP		2	
MA-ANT-20	MERAKI DUAL-BAND OMNI ANT		2	
MA-ANT-27	MERAKI DUAL BAND SECTOR ANT		2	
MA-INJ-5-US	MERAKI MULTIGIGABIT 802.3AT INJECTOR US		2	
MR42-HW	MERAKI MR42 CLOUD MGD AP		1	
LIC-ENT-5YR	MERAKI MR ENT CLOUD CTRL LIC 5YR		3	
Subtotal				\$5,297.64

Services		Price	Qty	Ext. Price
Installation and Cabling	Installation and Cabling	\$1,229.00	1	\$1,229.00
RTFDS-T0024	RTI Services - AP Installation and configuration.		1	
RTI-SO-041017	Installation of 2 cable runs, includes cable. Installation		2	
Subtotal				\$1,229.00

Quote Summary	Amount
Hardware	\$5,297.64
Services	\$1,229.00
Total:	\$6,526.64

Taxes, shipping, handling and other fees may apply. We reserve the right to cancel orders arising from pricing or other errors.

January 29, 2018

Red Oak Community Schools
2011 N. 8th St.
Red Oak, IA

RECEIVED
JAN 29 2018
BY: _____ JN

To Whom It May Concern:

I am writing this letter to inform you that I am resigning from my Elementary Physical Education Teaching position effective at the end of the 2017-2018 school year. After much thought, I have decided that I will be pursuing other endeavors.

I would like to thank you for the amazing two years that I have had in the district. It has given me a great opportunity to learn and grow as a physical educator.

Sincerely,

Cole Darrow

68

January 29, 2018

Red Oak Community Schools
2011 N. 8th St.
Red Oak, IA

RECEIVED
JAN 29 2018
BY: _____ N

To Keith Little:

I am writing this letter to inform you that I am resigning from my Middle School Football Coaching position, effective at the end of the 2017-2018 school year. I have decided to pursue other coaching endeavors, but appreciate the year of growth and learning I received from my year as the middle school coach.

Sincerely,

Cole Darrow

69

RECEIVED
JAN 29 2018
BY: _____ JW

January 29, 2018

Red Oak Community Schools
2011 N. 8th St.
Red Oak, IA

To Keith Little:

I am writing this letter to inform you that I am resigning from my High School Assistant Basketball Coaching position, effective at the end of the 2017-2018 school year. I have decided to pursue other coaching endeavors, but appreciate the year of growth and learning I received from my year as the Assistant Basketball coach.

Sincerely,

Cole Darrow

MD

January 29, 2018

Red Oak Community Schools
2011 N. 8th St.
Red Oak, IA

RECEIVED
JAN 29 2018
BY: _____ JW

To Keith Little:

I am writing this letter to inform you that I am resigning from my High School Assistant Boys Track Coaching position, effective at the end of the 2017-2018 school year. I have decided to pursue other coaching endeavors, but appreciate the year of growth and learning I received from my year as the Assistant Track coach.

Sincerely,

Cole Darrow

71

RECEIVED
DEC 08 2017

BY: *W*

John Brabec
1069 130th Street
Essex, Iowa 51638

December 7, 2017

To Whom It May Concern:

I am formally requesting the early retirement package offered by the Red Oak Community Schools. If I am accepted for the early retirement, I will be resigning at the end of the 2017-2018 school year.

Sincerely,



John Brabec

12

11-30-17

Board of Directors:

Please accept this letter as my formal resignation contingent upon receipt of the early retirement plan. I would like to thank you for the opportunity to work for Red Oak Community Schools. I wish you the best of luck in the future.

Sincerely,



David Carlson

RECEIVED
NOV 30 2017
BY: MB

MB

Patricia M. Earley
827 E. Nuckols St.
Red Oak, IA 51566

RECEIVED
DEC 14 2017
BY: *SV*

December 14, 2017
Re: Retirement

Tom,

I am submitting my letter to formally inform the school district that I will be retiring after the 2017-2018 school year. I would like to be considered for the early retirement incentive.

Thank you for your consideration

Patricia M. Earley
Patricia M. Earley

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