



Red Oak Community School District

1901 N. Broadway Street, Suite A

Red Oak, Iowa 51566

712.623.6600

www.redoakschooldistrict.com

Regular Board of Directors Meeting

Meeting Location: Through the Internet/Phone

Visit Red Oak Community School District Website for Information

Monday, April 27, 2020 – 7:00 pm

- 1.0 Call to Order – Board of Directors President Bryce Johnson
- 2.0 Roll Call – Board of Directors Secretary Deb Drey
- 3.0 Approval of the Agenda – President Bryce Johnson
- 4.0 Public Presenters/Guest and Visitors Addressing the Board
- 5.0 Communications
 - 5.1 Good News from Red Oak Schools
 - 5.1.1 Good News from Red Oak FFA on the awards that they would have received at State FFA Convention, the convention was cancelled this year
 - 5.2 Visitors and Presentations
 - 5.3 Affirmations and Commendations
 - 5.4 Correspondence
 - 5.5 Public Comments
- 6.0 Consent Agenda
 - 6.1 Review and Approval of Minutes from April 8, 2020, April 13th, 2020, April 15, 2020, and April 21, 2020 *pg 6-11*
 - 6.2 Review and Approval of Monthly Business Reports *pg 12-20*
- 7.0 General Business for the Board of Directors
 - 7.1 Old Business
 - 7.1.1-None
 - 7.2 New Business
 - 7.2.1 Discussion/Approval of Pandemic Response and Emergency Suspension of Policy *pg 21-23*
 - 7.2.2 Discussion/Approval of Health Insurance Renewal Rates for 2020-2021 school year *pg 24*
 - 7.2.3 Discussion/Approval of West Central Community Action Preschool Agreement for 2020-2021 school year *pg 25-37*
 - 7.2.4 Discussion/Approval of Contract Agreement with East Mills School District and Red Oak Community School District for shared Human Resource Position and Guidance Counselor for the 2020-2021 school year *pg 38-39*
 - 7.2.5 Discussion/Approval of Renewal of Principal Life, Accidental Death and Dismemberment, Long-term Disability, and Optional Life Insurance Policies *pg 40-56*
 - 7.2.6 Discussion/Approval of naming the building at 604 S Broadway St

- 7.2.7 Discussion/Approval of Jr./Sr. High School course handbook
- 7.2.8 Discussion/Approval of Applying for E-Rate Reimbursement pg 57 - 63
- 7.2.9 Discussion/Approval of grading for Jr./Sr. High 2nd Semester Courses
- 7.2.10 Discussion/Approval of graduation requirements for the class of 2020
- 7.2.11 Discussion/Approval of graduation ceremony May 17th at 2:00 p.m.
- 7.2.12 Discussion/Approval of Class of 2020 Graduation Candidates pg 64 - 66
- 7.2.13 Discussion/Approval of PVC wall protectors for Jr./Sr. High School pg 67
- 7.2.14 Discussion/Approval of 2nd meeting in May due to Memorial Day being the 2nd Monday of the month

Personnel Considerations

- 7.2.15 Discussion/Approval of the resignation of Gayle Allensworth as Elementary Principal effective at the end of the 2019-2020 contract pg 68
- 7.2.16 Discussion/Approval of the resignation of David Terry as Assistant Bowling Coach pg 69
- 7.2.17 Discussion/Approval of the resignation of Ken Blackman as Assistant Activities Director effective at the end of the 2019-2020 school year pg 70
- 7.2.18 Discussion/Approval of stipend for Kevin Herrick as Assistant Technology for a 4-6-week period

8.0 Reports

- 8.1 Administrative
- 8.2 Future Conferences, Workshops, Seminars
- 8.3 Other Announcements
- 8.4 Board Member Requested Item(s) for next meeting agenda

9.0 Next Board of Directors Meeting: Monday, May 11, 2020 – 7:00 pm
Red Oak Inman Elementary Campus

10.0 Adjournment

Special Note: Following the adjournment of the regular board of directors meeting, the board will meet in an exempt session to discuss negotiations strategy for upcoming contract discussions with our support and teacher units per Iowa Code section 20.17(3).

Tammi VanMeter

From: Alan Spencer
Sent: Thursday, April 16, 2020 11:22 AM
To: Elishia Houser; Peggy Boeye; montgomery.county@ifbf.org
Cc: Tess Mittag; Tammi VanMeter
Subject: FFA Awards for Next Week Press Release
Attachments: 2020 FFA Convention Press Release.docx; Iowa FFA Degrees.2020.jpg; Proficiency.2020.jpg

Attached you will find the article and photos for some awards the Red Oak FFA members would have received if our convention would have been held next week.

I honestly do not know how to title the article, so I will leave it to your creativity.

If you have any questions, please let me know.

Have a great day!
Alan

Alan D. Spencer
Agricultural Education Instructor/FFA Advisor
Red Oak High School
2011 North 8th Street
Red Oak, IA 51566
spencera@roschools.org
<http://www.redoakschooldistrict.com/>

The first Iowa FFA Leadership Conference was held on May 17, 1929, at Iowa State College in Ames. The conference has been held each year since then except during World War II in 1945. The 92nd Iowa FFA Leadership Conference was to be held at Iowa State University in Ames on April 20-21, 2020. However, the spread of COVID-19 required the Iowa FFA Association to cancel the event. The Red Oak FFA Chapter still celebrates the accomplishments of our members even though they did not get the opportunity to go across the main stage in Hilton Coliseum.

National Chapter Award:

The National Chapter Award is an area that honors Iowa FFA Chapters on work done to complete their Program of Activities (POA). The POA is essentially a calendar of events that includes goals and procedures for activities in the areas of Growing Leaders, Building Communities, and Strengthening Agriculture.

In 2020, the Red Oak FFA Chapter was named the 5th Place FFA Chapter in Iowa in the National Chapter Award. This is the highest rating ever for the chapter. The award application will now advance to national competition. Past Red Oak FFA President Abby Pendleton and current Chapter President Ashley Henneman would have gone across stage to receive this award.

Iowa FFA Degree Recipients:

The highest honor that can be bestowed upon an FFA member by the Iowa FFA Association is the Iowa FFA Degree. To receive the Iowa FFA Degree, members must have achieved the following:

- Earned the Greenhand FFA Degree
- Earned the Chapter FFA Degree
- Completed at least two years of Ag Ed Class above the 9th Grade level
- Complete a Supervised Agricultural Experience (SAE) in which a member must have:
 - Earned and productively invested \$1,500, or
 - Worked at least 375 hours outside of class time, or
 - A combination of the two
- Participated in at least 25 hours of community service activities
- Performed ten procedures of parliamentary law
- Delivered a six-minute speech on a topic relating to agriculture or the FFA
- Served as an officer, committee chairperson, or a participating member of a chapter committee
- Have a satisfactory scholastic record
- Have participated in the planning and completion of chapter Program of Activities
- Have participated in at least five approved FFA activities above the chapter level

With these requirements, the first time a member may apply is as a high school junior, however, most members apply as seniors. Each Iowa FFA Degree application along with a member's SAE record book is reviewed by a committee of Ag Education Teachers for approval. Approximately 600, or 4% of Iowa FFA members, receive the degree each year.

Since 1964, the Red Oak FFA Chapter has had only 95 members receive the Iowa FFA Degree. Those members are listed on special plaques in the one of the high school Ag rooms. In 2020, six new Red Oak FFA members were added to the Iowa FFA Degree list bringing Red Oak's total to 101 recipients. The recipients are:

- Kyndal Kells

- SAE: Ag Placement at Fareway Grocery Store
- Justin McCunn
 - SAE: Ag Placement at UFC Lumber and McCunn Farms
- Abby Pendleton
 - SAE: Ag Placement at Pendleton Farms
- Noah Westerlund
 - SAE: Ag Placement at Orme Outdoor; Ag Entrepreneurship – Crop Production
- Hannah Whitten
 - SAE: Ag Placement at Southern Hills Vet Clinic
- Alex Wingert
 - SAE: Ag Placement at Southwest Iowa Tire

These members would have walked across the stage at Hilton Coliseum on Tuesday, April 21.

Proficiency Award:

Proficiency Awards are based on a member's Supervised Agricultural Experience (SAE) project. In 2020, Corbin Wolfe was named the Iowa FFA Champion in the Vegetable Production Proficiency Award. Corbin's SAE project is growing and selling tomatoes and other vegetables to customers at the Farmer's Market and delivery to customers. Most of the vegetables are raised using a high tunnel that Corbin purchased and built. Corbin would have been recognized on state at Hilton Coliseum on Tuesday, April 21. Corbin's application will be revised and sent to the national level for judging.





Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Zoom
April 8, 2020

The special meeting of the Board of Directors of the Red Oak Community School District was called to order by President Bryce Johnson at 5:01 p.m. via Zoom.

Present

Directors: Bret Blackman, Roger Carlson, Jackie DeVries, Bryce Johnson, Kathy Walker
Superintendent Tom Messinger, Business Manager Deb Drey

Approval of Agenda

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

Consent Agenda

Motion by Director Blackman, second by Director DeVries to approve the consent agenda as presented including monthly business reports. Motion carried unanimously.

Continuous Learning Model

The Voluntary and Required Continuous Learning Models were explained to the Board. This item will be put on the next agenda for action.

Household Internet

Motion by Director Walker, second by Director Carlson to pursue providing households without internet access such access as presented. Motion carried unanimously.

Closed Session

Motion by Director Blackman, second by Director Walker to enter closed session per Iowa Code Sections 21.5(1)(a) and (i) to review and discuss records authorized to be kept confidential and to evaluate individuals whose appointment or hiring is being considered to prevent needless and irreparable injury to those individuals' reputations and those persons having requested a close session at 5:24 p.m. Motion carried unanimously.

Exited closed session at 8:51 p.m.

Adjournment

Motion by Director Walker, second by Director Blackman to adjourn the meeting at 8:52 p.m. Motion carried unanimously.

Next Board of Directors Meeting

Monday, April 13, 2020 – 7:00 p.m.
VIA Zoom

Bryce Johnson, President

Deb Drey, Board Secretary

6

Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Zoom Internet/Phone
April 13, 2020

The regular meeting of the Board of Directors of the Red Oak Community School District was called to order by President Bryce Johnson at 7:01 p.m. VIA Zoom.

Present

Directors: Bret Blackman, Roger Carlson, Jackie DeVries, Bryce Johnson, Kathy Walker all via internet

Superintendent Tom Messinger, Business Manager Deb Drey via internet

Approval of Agenda

Motion by Director Walker, 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

Gayle Allensworth informed the Board that Red Oak Community School District's Shared Vision Grant will be funded for FY21 contingent on the 2020 legislative appropriation. This grant will be around \$70,000 for the Right Start Pre School.

FY21 Budget Hearing

President Johnson opened the FY21 Budget Hearing at 7:05 p.m. Deb Drey, Business Manager, presented information on the FY21 Budget. The public was invited to ask questions or comment. There were no comments. President Johnson closed the public hearing at 7:15 p.m.

Presentations to the Board

Mindy Riibe of Taher presented the February Board Bites.

Paul Beetner of Nolte, Cornman, & Johnson, PC presented the FY19 Audit Report.

Consent Agenda

Motion by Director Carlson, second by Director Blackman to approve the consent agenda as presented including meeting minutes, monthly business reports, and an open enrollment. Motion carried unanimously.

Superintendent Interview Committee

Motion by Director Blackman, second by Director Carlson to approve the final Superintendent Interview Committee members as presented, except Tim Werges who is unable to participate. Motion carried unanimously.

Covid-19 Update

There are no new updates at this time. The District submitted a plan to participate in voluntary instruction. Tech devices are being handed out to students. It is taking some time to get internet to households who do not currently have it.

SIAC Committee Members

Motion by Director Carlson, second by Director Blackman to approve the 2019-2020 School Improvement Advisory Committee Members as presented. Motion carried unanimously.

1

Continuation of April 13, 2020 Meeting Minutes-Page 2

District Signage

Motion by Director Carlson, second by Director Walker to seek competitive quotes for District Signage. Motion carried unanimously.

Continuous Learning Plan

Principal Gayle Allensworth and Principal Nate Perrien explained their continuous learning plans. The Board would like to receive a weekly update of the percent of engagement and how many students have not been reached.

Pandemic Response and Emergency Suspension of Policy Resolution

Motion by Director Carlson, second by Director Blackman to approve the Pandemic Response and Emergency Suspension of Policy Resolution as presented. Motion carried unanimously.

FY21 Budget

Motion by Director Walker, second by Director DeVries to certify the FY21 Budget as presented. Motion carried unanimously.

FY21 Budget Adjustment Resolution

Motion by Director Carlson, second by Director Walker to approve the FY21 Budget Adjustment Resolution as presented. Motion carried unanimously.

FY19 Audit Report

Motion by Director Walker, second by Director Blackman to accept the FY19 Audit report as presented by Nolte, Cornman, & Johnson PC. Motion carried unanimously.

2020-2021 Timberline Billing Service Agreement

Motion by Director Walker, second by Director DeVries to approve the agreement for 2020-2021 with Timberline Billing Service for Medicaid billing. Motion carried unanimously.

JSHS Cooling Tower Treatment

Motion by Director Walker, second by Director Blackman to accept the Junior/Senior High School Cooling Tower Treatment proposal from Chemsearch H2O Solutions in the amount of \$4,673.95. Motion carried unanimously.

Mechanical Service Agreement

Motion by Director Blackman, second by Director Walker to accept the three-year mechanical service agreement with Camblin Mechanical Inc. in the amount of \$9,445.00. Motion carried unanimously.

2020-2021 Shared Counselor Agreement

This item will be placed on the next agenda.

2020-2021 Shared Transportation Director Agreement

Motion by Director Carlson, second by Director Walker to approve the 2020-2021 Transportation Director Sharing Agreement with Sidney Community School District. Motion carried unanimously.

2020-2021 Shared Maintenance Agreement

Motion by Director Blackman, second by Director Walker to approve the 2020-2021 Maintenance Director Sharing Agreement with Stanton Community School District. Motion carried unanimously.

Continuation of April 13, 2020 Meeting Minutes-Page 3

Personnel Considerations

Coach Daniel Pollock requested an open session to discuss his position as High School Boys Basketball Head Coach.

Motion by Director Blackman, second by Director Carlson to proceed with advertising for a High School Head Boys Basketball Coach for the 2020-2021 school year. There was further discussion. Motion carried 4-0 with Director DeVries abstaining.

Motion by Director Blackman, second by Director DeVries to accept the resignation of Language Arts Instructor Kimberly Reeve. Motion carried unanimously.

Motion by Director Carlson, second by Director Walker to accept Business Instructor Savannah Gohlinghorst's request to rescind her resignation. Motion carried unanimously.

Adjournment

Motion by Director Carlson, second by Director Blackman to adjourn the meeting at 10:17 p.m. Motion carried unanimously.

Next Board of Directors Meeting

Monday, April 27, 2020 – 7:00 p.m.
VIA Zoom Meeting

Bryce Johnson, President

Deb Drey, Board Secretary

Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Red Oak Junior/Senior High School Room 125
Red Oak Junior/Senior High School Campus
April 15, 2020

The special meeting of the Board of Directors of the Red Oak Community School District was called to order by President Bryce Johnson at 2:01 p.m. at the Red Oak Junior/Senior High School Room 125.

Present

Directors: Bret Blackman, Roger Carlson, Jackie DeVries, Bryce Johnson, Kathy Walker
Business Manager Deb Drey, Accounts Payable Clerk Heidi Harris

Approval of Agenda

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

Closed Session for Superintendent Candidate Interviews

Motion by Director Carlson, second by Director Walker to enter closed session per Iowa Code Sections 21.5(1)(a) and (i) to review and discuss records authorized to be kept confidential and to evaluate individuals whose appointment or hiring is being considered to prevent needless and irreparable injury to those individuals' reputations and those persons having requested a close session at 2:29 p.m. Motion carried unanimously.

The Board recessed from the closed session from 3:44 p.m. to 3:55 p.m. and from 5:09 p.m. to 5:19 p.m.

The Board exited the closed session at 8:56 p.m.

Superintendent Contract Offer

Motion by Director Carlson, second by Director Walker to authorize Grundmeyer Leader Services to offer a contract to the preferred superintendent candidate as discussed in closed session. Motion carried unanimously.

Adjournment

Motion by Director Carlson, second by Director Blackman to adjourn the meeting at 9:12 p.m. Motion carried unanimously.

Next Board of Directors Meeting

Monday, April 27, 2020 – 7:00 p.m.
Via Zoom Meeting through
Internet/Phone

Bryce Johnson, President

Deb Drey, Board Secretary

Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Go To Meeting on Phone/Internet
April 21, 2020

The regular meeting of the Board of Directors of the Red Oak Community School District was called to order by President Bryce Johnson at 5:00 p.m. via Go To Meeting on Phone/Internet

Present

Directors: Bret Blackman, Roger Carlson, Jackie DeVries, Bryce Johnson, Kathy Walker
Superintendent Tom Messinger, Business Manager Deb Drey, Ron Lorenz

Approval of Agenda

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

Superintendent Contract

Motion by Director Carlson, second by Director Walker approve a three-year contract beginning July 1, 2020 to Ronald Lorenz to be the superintendent of schools. Motion carried unanimously.

Adjournment

Motion by Director Walker, second by Director Blackman to adjourn the meeting at 5:03 p.m.
Motion carried unanimously.

Next Board of Directors Meeting

Monday, April 27, 2020 – 7:00 p.m.
Via Phone/Internet

Bryce Johnson, President

Deb Drey, Board Secretary

11

RED OAK BOARD REPORT

| Vendor Name | Invoice Number | Amount |
|----------------------------------------|-----------------------------------------|----------------------------|
| Account Number | Detail Description | Amount |
| Checking Account ID 1 BRENTHAVEN | Fund Number 10 1131342/1130 852 | OPERATING FUND 1,867.50 |
| 10 9010 2235 000 8220 618 | Aero Sleeve 11" Y17 - IES Covid | 1,492.50 |
| 10 9010 2235 000 8220 618 | Aero Sleeve Pouch Y17 - IES Covid | 375.00 |
| Vendor Name BRENTHAVEN | | <u>1,867.50</u> |
| CHAT MOBILITY | 041520CM | 817.68 |
| 10 9010 2490 410 1112 530 | ESL Phone x 1 | 39.99 |
| 10 9010 2510 000 0000 532 | SBO Phone x 1 | 39.99 |
| 10 9010 2510 000 0000 532 | Mifi Purchase with Data Plan | 290.39 |
| 10 0418 2410 000 0000 532 | SAM Phone IES x 1 | 39.99 |
| 10 0418 2410 000 0000 532 | IES Principal Phone (90%) | 39.33 |
| 10 0445 2410 000 0000 532 | ROECC Principal Phone (10%) | 4.37 |
| 10 0109 2410 000 0000 532 | Jr/Sr HS Principal Phone x 1 | 43.70 |
| 10 9010 2490 000 0000 532 | Maintenance Phones x 3 | 119.97 |
| 10 9010 2490 000 0000 532 | Technology Phones x 2 | 79.98 |
| 10 9010 2490 000 0000 530 | Bus Phones x 2 | 79.98 |
| 10 9010 2490 000 0000 530 | Nurse Phone x 1 | 39.99 |
| Vendor Name CHAT MOBILITY | | <u>817.68</u> |
| COUNSEL OFFICE & DOCUMENTS | 34AR454126 | 44.82 |
| 10 0109 2410 000 0000 618 | HS Toner | 44.82 |
| COUNSEL OFFICE & DOCUMENTS | 34AR465629 | 970.54 |
| 10 0445 1000 100 0000 359 | ROECC Media Clicks - 3/2020 | 92.97 |
| 10 9010 2520 000 0000 618 | Admin Office Clicks - 3/2020 | 43.02 |
| 10 9010 2520 000 0000 618 | Steady Serve - 3/2020 | 12.99 |
| 10 0109 1000 100 0000 359 | Jr/Sr HS Guidance Clicks 3/2020 | 6.01 |
| 10 0109 1000 100 0000 359 | Jr/Sr HS Office Clicks - 3/2020 | 50.18 |
| 10 0109 1000 100 0000 359 | Jr/Sr HS Workroom Clicks - 3/2020 | 148.54 |
| 10 0109 1000 100 0000 359 | Jr/Sr Media Center Clicks - 3/2020 | 99.04 |
| 10 0418 1000 100 0000 359 | IES Media Clicks - 3/2020 | 35.70 |
| 10 0418 1000 100 0000 359 | IES Teacher Workroom Clicks - 3/2020 | 33.45 |
| 10 0418 1000 100 0000 359 | IES Office Clicks - 3/2020 | 109.84 |
| 10 0418 1000 100 0000 359 | IES Media Clicks - 3/2020 | 338.80 |
| Vendor Name COUNSEL OFFICE & DOCUMENTS | | <u>1,015.36</u> |
| DARLING INGREDIENTS, INC. | 10852665 | 100.00 |
| 10 0109 1300 340 0000 320 | ProStart Annual Svc Fee for Oil | 100.00 |
| Vendor Name DARLING INGREDIENTS, INC. | | <u>100.00</u> |
| ECHO ELECTRIC SUPPLY | S8452984.001 | 714.00 |
| 10 0418 2600 000 0000 618 | 300 Light Bulbs | 714.00 |
| Vendor Name ECHO ELECTRIC SUPPLY | | <u>714.00</u> |
| FIRST BANKCARD | FBC#1040920 | 200.73 |
| 10 9010 2600 000 0000 618 | Vacuum Breaker | 10.75 |
| 10 9010 2600 000 0000 618 | Stop Assembly | 35.88 |

12

RED OAK BOARD REPORT

| Vendor Name | Invoice Number | Amount |
|----------------------------------------------|------------------------------------------|-----------------|
| Account Number | Detail Description | Amount |
| 10 9010 2600 000 0000 618 | Spud Coupling Gasket Kit | 3.78 |
| 10 9010 2600 000 0000 618 | Sloan Super Wrench | 39.46 |
| 10 9010 2600 000 0000 618 | Handle Repair Kit | 8.90 |
| 10 9010 2600 000 0000 618 | Urinal Flush Valve | 52.46 |
| 10 9010 2600 000 0000 618 | Urinal Flush Valve | 37.50 |
| 10 9010 2600 000 0000 618 | Shipping | 12.00 |
| FIRST BANKCARD | FBC#1040920-1 | 249.95 |
| 10 9010 2600 000 0000 618 | Smoke detector Head (5) | 249.95 |
| FIRST BANKCARD | FBC#2040920 | 1,539.44 |
| 10 9010 2235 000 0000 618 | Lenovo 11e Charger | 999.50 |
| 10 9010 2235 000 0000 618 | Lenovo 300e Motherboard | 449.97 |
| 10 9010 2235 000 0000 618 | Lenovo 300e Audio Board | 89.97 |
| FIRST BANKCARD | FBC#4040920 | 289.25 |
| 10 0109 1300 340 0000 580 | ProStart Travel Air Accommodations (Ins) | 26.85 |
| 10 0109 1300 340 0000 580 | ProStart Travel Accommodations | 262.40 |
| Vendor Name FIRST BANKCARD | | <u>2,279.37</u> |
| GLENWOOD COMMUNITY SCHOOLS | 042220GCSD | 2,064.10 |
| 10 9010 1200 217 3303 320 | Apex Lvl III x 1 - 3/2020 | 2,064.10 |
| Vendor Name GLENWOOD COMMUNITY SCHOOLS | | <u>2,064.10</u> |
| GRAND THEATER | 561 | 44.50 |
| 10 0109 1000 421 3227 618 | SBS Students Movie/Snack Packs | 44.50 |
| Vendor Name GRAND THEATER | | <u>44.50</u> |
| GREAT AMERICA FINANCIAL SERVICES | 26820373 | 1,421.80 |
| 10 9010 2520 000 0000 618 | Admin Office Lease - 3/2020 | 250.78 |
| 10 0445 1000 100 0000 359 | ROECC Office Lease - 3/2020 | 113.98 |
| 10 0445 1000 100 0000 359 | ROECC Media Ctr Lease - 3/2020 | 134.42 |
| 10 0418 1000 100 0000 359 | IES Office Copier Lease - 3/2020 | 139.00 |
| 10 0418 1000 100 0000 359 | IES Teacher Room Lease - 3/2020 | 107.69 |
| 10 0418 1000 100 0000 359 | IES Media Lease - 3/2020 | 134.38 |
| 10 0109 1000 100 0000 359 | HS Office/Guidance Lease - 3/2020 | 299.48 |
| 10 0109 1000 100 0000 359 | HS Media/Tech Lease - 3/2020 | 242.07 |
| Vendor Name GREAT AMERICA FINANCIAL SERVICES | | <u>1,421.80</u> |
| GRUNDMEYER CONSULTING | 042420gc | 8,206.76 |
| 10 9010 2310 000 0000 320 | Superintendent Recruitment Services | 8,206.76 |
| Vendor Name GRUNDMEYER CONSULTING | | <u>8,206.76</u> |
| JOSTENS | 24236092 | 1,311.94 |
| 10 0109 2410 000 0000 618 | Diplomas 2019-2020 Graduation | 1,311.94 |
| Vendor Name JOSTENS | | <u>1,311.94</u> |
| MEDIACOM | 040620MC | 43.48 |
| 10 9010 2236 000 0000 536 | Admin PRI Lines - 4/2020 | 43.48 |

13

04/24/2020 10:43 AM

User ID: HARRISH

| Vendor Name | Invoice Number | Amount |
|----------------------------------------|------------------------------------------|-----------------|
| Account Number | Detail Description | Amount |
| MEDIACOM | 041220MC | 109.62 |
| 10 9010 2236 000 0000 536 | HS PRI Lines - 4/2020 | 109.62 |
| MEDIACOM | 042120MCINT | 2,780.00 |
| 10 9010 2236 000 0000 536 | Districtwide Internet - 5/2020 | 2,780.00 |
| MEDIACOM | 042120MCPRI | 780.08 |
| 10 9010 2236 000 0000 536 | Districtwide PRI Lines - 5/2020 | 780.08 |
| Vendor Name | MEDIACOM | <u>3,713.18</u> |
| MESSINGER, THOMAS | 042320TM | 500.00 |
| 10 9010 2321 000 0000 532 | Cell Phone Reimbursement - Final | 500.00 |
| Vendor Name | MESSINGER, THOMAS | <u>500.00</u> |
| MIDAMERICAN ENERGY | 398819801 | 24.91 |
| 10 9010 2600 000 0000 622 | Webster Electricity - 3/2020 | 24.91 |
| MIDAMERICAN ENERGY | 398829469 | 316.93 |
| 10 0109 2600 000 0000 622 | Sports Complex Electricity - 3/2020 | 316.93 |
| Vendor Name | MIDAMERICAN ENERGY | <u>341.84</u> |
| MONTGOMERY CO. MEMORIAL HOSP. | 041020MCMH | 115.00 |
| 10 9010 2700 000 0000 271 | DOT Physical - RW | 115.00 |
| Vendor Name | MONTGOMERY CO. MEMORIAL HOSP. | <u>115.00</u> |
| NEBRASKA AIR FILTER, INC. | 377948 | 562.32 |
| 10 9010 2600 000 0000 618 | Air Filters for Heat Pumps | 562.32 |
| Vendor Name | NEBRASKA AIR FILTER, INC. | <u>562.32</u> |
| ONESOURCE THE BACKGROUND CHECK COMPANY | IASB3330-20200331 | 197.50 |
| 10 9010 2310 000 0000 320 | Background Checks - Mandatory | 197.50 |
| Vendor Name | ONESOURCE THE BACKGROUND CHECK COMPANY | <u>197.50</u> |
| OREILLY AUTO PARTS | 0298-112151 | 47.72 |
| 10 9010 2700 000 0000 618 | Wire Conduit, Relays, Wires, and Disconn | 47.72 |
| OREILLY AUTO PARTS | 0298-113248 | 56.97 |
| 10 9010 2600 000 0000 618 | Lights and Splices | 56.97 |
| Vendor Name | OREILLY AUTO PARTS | <u>104.69</u> |
| PLUMB SUPPLY/RIBACK SUPPLY | 6547537 | 144.87 |
| 10 0109 2600 000 0000 618 | MOEN FAUCET - JR/SR HS | 144.87 |
| PLUMB SUPPLY/RIBACK SUPPLY | 6548217 | 289.75 |
| 10 0109 2600 000 0000 618 | M08210 - Moen Faucets HS | 289.75 |
| PLUMB SUPPLY/RIBACK SUPPLY | 6572125 | 68.89 |
| 10 9010 2600 000 0000 618 | Aviation Snips | 59.97 |
| 10 9010 2600 000 0000 618 | Flue Pipe. 4" diameter. | 8.92 |
| Vendor Name | PLUMB SUPPLY/RIBACK SUPPLY | <u>503.51</u> |
| PRINCIPAL FINANCIAL GROUP | 041620PFG | 142.51 |
| 10 9010 1000 100 8018 270 | Dental Premium Retiree - 5/2020 | 142.51 |

14

RED OAK BOARD REPORT

| Vendor Name | Invoice Number | Amount |
|----------------------------------|-----------------------------------------|----------|
| Account Number | Detail Description | Amount |
| Vendor Name | PRINCIPAL FINANCIAL GROUP | 142.51 |
| QUILL CORP. | 4769614 | 50.98 |
| 10 0445 1000 460 3117 320 | Wipes for Preschool | 50.98 |
| QUILL CORP. | 4826799 | 31.19 |
| 10 0445 1000 100 0000 611 | Supplies - Pens | 19.58 |
| 10 0445 1000 100 0000 611 | Supplies - Pens | 11.61 |
| Vendor Name | QUILL CORP. | 82.17 |
| RED OAK EXPRESS | 202003 | 737.52 |
| 10 9010 2572 000 0000 540 | Board Meeting/Legal Claims | 737.52 |
| Vendor Name | RED OAK EXPRESS | 737.52 |
| SCHMITT MUSIC | 3327082 | 1,000.00 |
| 10 0109 1000 110 0000 612 | Flugelhorn | 1,000.00 |
| SCHMITT MUSIC | 3411056 | 176.78 |
| 10 0109 1000 110 0000 612 | Sheet Music - Street Funk | 36.00 |
| 10 0109 1000 110 0000 612 | Sheet Music - Primal Dance | 64.00 |
| 10 0109 1000 110 0000 612 | Sheet Music - Come Down Rain | 56.00 |
| 10 0109 1000 110 0000 612 | Sheet Music - Suite for Tuba | 20.78 |
| Vendor Name | SCHMITT MUSIC | 1,176.78 |
| SELLERS PEST CONTROL-ART SELLERS | 28192 | 110.00 |
| 10 9010 2600 000 0000 425 | Districtwide Pest Control | 110.00 |
| Vendor Name | SELLERS PEST CONTROL-ART SELLERS | 110.00 |
| UNITED FARMERS COOPERATIVE | UFMC33120 | 1,806.24 |
| 10 9010 2700 000 0000 628 | Propane - March 2020 | 1,359.68 |
| 10 9010 2700 217 3303 626 | Sped Ethanol - March 2020 | 129.91 |
| 10 9010 2700 217 3303 627 | Sped Diesel - March 2020 | 118.92 |
| 10 9010 2700 000 0000 626 | Ethanol - March 2020 | 91.68 |
| 10 9010 2700 000 0000 626 | Truck/Utility Ethanol - March 2020 | 38.22 |
| 10 9010 2700 000 0000 627 | Diesel - March 2020 | 67.83 |
| UNITED FARMERS COOPERATIVE | UFMC33120-1 | 270.79 |
| 10 9010 2600 000 0000 618 | InterTech maintenance Supplies - 3/2020 | 194.30 |
| 10 0445 2600 000 0000 618 | ROECC Maintenance Supplies - 3/2020 | 76.49 |
| UNITED FARMERS COOPERATIVE | UFMC33120-2 | 11.25 |
| 10 0109 1300 310 0000 612 | Portland Cement | 11.25 |
| Vendor Name | UNITED FARMERS COOPERATIVE | 2,088.28 |
| WOODRIVER ENERGY LLC | 214769 | 2,660.07 |
| 10 0109 2600 000 0000 621 | Jr/Sr HS Activity Gas - 3/2020 | 178.80 |
| 10 0109 2600 000 0000 621 | Jr/Sr HS Gas - 3/2020 | 599.60 |
| 10 0109 2600 000 0000 621 | Jr/Sr HS Tech Gas - 3/2020 | 608.18 |
| 10 0418 2600 000 0000 621 | IEŞ Gas - 3/2020 | 1,199.16 |
| 10 0445 2600 000 0000 621 | ROECC Gas - 3/2020 | 74.33 |
| Vendor Name | WOODRIVER ENERGY LLC | 2,660.07 |
| YOUNG AUTO PARTS INC. | 226615 | 9.37 |
| 10 9010 2600 000 0000 618 | InterTech House Coupler and Thread Tape | 9.37 |

15

RED OAK BOARD REPORT

| Vendor Name | Invoice Number | Amount |
|-------------------------------------------------------------|---------------------------------------------|----------------------------|
| Account Number | Detail Description | Amount |
| YOUNG AUTO PARTS INC. | 226957/22661 4 | 168.95 |
| 10 9010 2700 217 3303 434 | Sped Van #27 Bulb, Torch, and Interconne | 168.95 |
| YOUNG AUTO PARTS INC. | 227170 | 8.69 |
| 10 9010 2600 000 0000 618 | Ffile, Half Round. | 8.69 |
| Vendor Name YOUNG AUTO PARTS INC. | | <u>187.01</u> |
| Fund Number 10 | | <u>33,065.39</u> |
| Checking Account ID 1 | Fund Number 22 | MANAGEMENT FUND |
| IOWA WORKFORCE DEVELOPMENT | 033120IWD | 3,000.00 |
| 22 9010 2700 000 0000 260 | Transportation Unemployment Claim - DW | 3,000.00 |
| Vendor Name IOWA WORKFORCE DEVELOPMENT | | <u>3,000.00</u> |
| Fund Number 22 | | <u>3,000.00</u> |
| Checking Account ID 1 | Fund Number 33 | CAPITAL PROJECTS - LOST |
| ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC | 18124-8 | 3,453.75 |
| 33 0445 4700 000 0000 450 | ROECC Architectural Services - 2/20 | 3,453.75 |
| ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC | 20014-1 | 13,522.00 |
| 33 9010 4700 000 0000 450 | Inter Tech Architectural Svcs - 2/20 | 13,522.00 |
| Vendor Name ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC | | <u>16,975.75</u> |
| BOYD JONES CONSTRUCTION COMPANY | 033120HSBJ | 25,642.70 |
| 33 0109 4700 000 0000 450 | HS Construction Services - 3/2020 | 25,642.70 |
| BOYD JONES CONSTRUCTION COMPANY | 033120ITBJ | 52,250.00 |
| 33 9010 4700 000 0000 450 | Inter Tech Construction Svcs - 3/2020 | 52,250.00 |
| Vendor Name BOYD JONES CONSTRUCTION COMPANY | | <u>77,892.70</u> |
| BUILDING CRAFTS, INC. | 032020BCROEC C | 191,179.90 |
| 33 0445 4700 000 0000 450 | ROECC Construction Svcs - 3/2020 | 191,179.90 |
| Vendor Name BUILDING CRAFTS, INC. | | <u>191,179.90</u> |
| HEARTLAND FOAM INSEALATORS | 2984 | 6,550.00 |
| 33 9010 4700 000 0000 450 | Spray Foam for Inter Tech | 6,550.00 |
| Vendor Name HEARTLAND FOAM INSEALATORS | | <u>6,550.00</u> |
| Fund Number 33 | | <u>292,598.35</u> |
| Checking Account ID 1 | Fund Number 36 | PHYSICAL PLANT & EQUIPMENT |
| JENSEN, LEE | 100195 | 1,500.00 |
| 36 9010 2600 000 0000 739 | Forklift - General Maintenance | 1,500.00 |
| Vendor Name JENSEN, LEE | | <u>1,500.00</u> |
| Fund Number 36 | | <u>1,500.00</u> |
| Checking Account ID 1 | | <u>330,163.74</u> |
| Checking Account ID 2 | Fund Number 61 | SCHOOL NUTRITION FUND |
| FIRST BANKCARD | FBCHH040920- | 276.00 |

16

RED OAK BOARD REPORT

| Vendor Name | Invoice Number | Amount |
|----------------------------|-----------------------------------------|--------------|
| Account Number | Detail Description | Amount |
| | 4 | |
| 61 9010 3110 000 8220 618 | Lunch Bags - Districtwide Covid | 276.00 |
| FIRST BANKCARD | FBCHH040920-7 | 278.46 |
| 61 9010 3110 000 8220 618 | Plastic Bags for Carryout Meals - Covid | 278.46 |
| Vendor Name FIRST BANKCARD | | <hr/> 554.46 |
| Fund Number 61 | | <hr/> 554.46 |
| Checking Account ID 2 | | <hr/> 554.46 |

11

RED OAK COMMUNITY SCHOOLS 2020 MARCH RECONCILIATION REPORT

| | GENERAL FUND | MANAGEMENT | PHYSICAL PLANT AND DEBT SERVICE | SAVE TAXES/REV BONDS | CONSTRUCTION FD | BEFORE/AFTER SCHOOL | |
|---------------------------|--------------------|------------------|---------------------------------|----------------------|-----------------|---------------------|-------------|
| Beg. Balance 03-01-2020 | \$ 3,266,199.90 | \$ 1,668,303.60 | \$ 2,634,183.21 | \$ 633,312.07 | \$ - | \$ 9,517.34 | |
| Revenue | \$ 836,115.84 | \$ 484.83 | \$ 22,934.74 | \$ 53,047.40 | \$ - | \$ 1,215.00 | |
| Expenditure | \$ 985,179.45 | \$ 24,534.00 | \$ 1,403.91 | \$ 970,711.66 | \$ - | \$ 1,937.71 | |
| Balance 03-31-2020 | \$ 3,117,136.29 | \$ 1,644,254.43 | \$ 2,655,714.04 | \$ 686,359.47 | \$ - | \$ 8,794.63 | |
| Balance 03-31-2019 | \$ 3,121,049.45 | \$ 1,945,094.52 | \$ 11,565,298.93 | \$ 1,866,059.36 | \$ 873,190.02 | \$ 9,475,287.36 | |
| | | | | | | \$ 6,077,007.74 | \$ 8,223.49 |
| Checking Account .50% | Checking Account | \$ 8,607,845.41 | | | | | |
| Money Market Account .85% | Savings Account | \$ - | | | | | |
| | ISIFT | \$ 3,884,872.40 | | | | | |
| | Petty Cash | \$ 100.00 | | | | | |
| | Outstanding Checks | \$ 927,518.88 | | | | | |
| | | \$ 11,565,298.93 | | | | | |
| | | | | | | | |
| Beg. Balance 03-01-2020 | ACTIVITY FUND | | NUTRITION FUND | | | | |
| Revenue | \$ 196,957.94 | | \$ 99,082.52 | | | | |
| Expenditure | \$ 11,259.44 | | \$ 55,471.40 | | | | |
| Balance 03-31-2020 | \$ 30,045.80 | | \$ 33,627.65 | | | | |
| | \$ 178,171.58 | | \$ 120,926.27 | | | | |
| Balance 03-31-2019 | \$ 247,238.83 | | \$ 122,811.44 | | | | |
| Checking Account .50% | \$ 180,763.18 | | \$ 120,979.77 | | | | |
| Petty Cash Boxes | \$ 1,200.00 | | \$ - | | | | |
| Outstanding cks | \$ 3,791.60 | | \$ 53.50 | | | | |
| | \$ 178,171.58 | | \$ 120,926.27 | | | | |

PHYSICAL PLANT AND EQUIPMENT LEVY

| | 2017-2018 | 2018-2019 | 2019-2020 |
|--------------------------------------------|----------------|----------------|----------------|
| Beginning Balance (July 1) | \$962,988.26 | \$1,388,767.88 | \$1,890,230.76 |
| Add: Revenue | | | |
| Property Taxes | \$303,064.36 | \$155,074.66 | \$98,880.63 |
| Voted PPEL | \$266,427.47 | \$377,040.33 | \$299,911.97 |
| Voted PPEL Surtax | \$49,817.18 | \$192,261.38 | \$513,685.81 |
| Utility Replacement Tax (SAVE) | \$2,119.76 | \$23,810.35 | \$2,008.59 |
| Utility Replacement Tax (SAVE) | \$17,247.86 | \$409.41 | \$7,348.55 |
| Mobile Home Tax | \$72.45 | \$78.67 | \$43.05 |
| Voted PPEL Mobile Home | \$201.55 | \$181.02 | \$209.67 |
| Military Credit | \$186.64 | \$36.56 | \$34.53 |
| Military Credit (SAVE) | | \$279.92 | \$126.30 |
| Commercial Industrial Tax | \$7,234.85 | \$7,309.94 | \$1,157.71 |
| Commercial Ind. Voted PPEL | \$4,686.09 | \$26,000.62 | \$4,235.45 |
| Interest | \$5,268.48 | \$6,968.41 | \$4,900.31 |
| Donations | | | \$5,000.00 |
| Prior Year Expenditure | | | |
| ERATE Reimbursement | \$11,658.17 | | |
| Subtotal | \$667,984.86 | \$790,151.27 | \$927,542.57 |
| TOTAL AVAILABLE FUND | \$1,630,973.12 | \$2,178,919.15 | \$2,817,773.33 |
| LESS: Expenditures | | | |
| 1. AEL, ADA Elevator Final Pymt | \$1,983.75 | | \$2,669.44 |
| 2. Frontline Tech. AESOP | \$4,165.20 | \$11,000.00 | \$24,311.80 |
| 3. Forecast 5 | \$11,000.00 | \$7,800.00 | \$11,225.00 |
| 4. Software Unlimited | \$7,700.00 | \$2,400.00 | \$7,900.00 |
| 5. Ray Martin-HVAC Service Agreement | \$10,096.00 | \$7,500.00 | \$7,725.00 |
| 6. Riverside Tech, 3-UPS systems | \$7,500.00 | \$1,432.08 | \$1,330.98 |
| 7. Riverside Tech-Service Agreement | \$13,572.72 | \$1,200.00 | \$2,000.00 |
| 8. School Dude | \$1,000.00 | \$1,200.00 | \$69,900.00 |
| 9. Gov Connect-computers | \$8,062.10 | \$2,376.00 | \$5,386.32 |
| 10. Bluebird Schools | \$19,927.75 | \$1,200.00 | \$965.75 |
| 11.Hallett Material- Gravel IPS playground | \$99,570.00 | \$1,200.00 | \$3,596.00 |
| 12. Viner Cons. Shall field sidewalk | \$3,215.42 | \$1,200.00 | \$756.24 |
| 13. Aug/Sept Rent, Council Bluffs Sp Ed | \$2,560.00 | \$3,056.26 | \$1,101.82 |
| 14. Oct Rent Council Bluffs Sp Ed | \$1,380.60 | \$1,200.00 | \$732.69 |
| 15. Oneal Electric, ADA Project | \$1,381.20 | \$11,671.00 | \$2,445.50 |
| 16 Nov/Dec Rent, Council Bluffs Sp Ed | \$533.30 | \$1,200.00 | \$1,000.00 |
| 17 Jan Rent Council Bluffs Sp Ed | \$2,163.32 | \$3,452.09 | \$16,234.00 |
| 18. BI Storage-Storage Containers | \$1,400.00 | \$2,944.47 | \$694.44 |
| 19. Feb Rent CB Special Ed | \$11,600.00 | \$2,368.40 | \$680.40 |
| 20. CIC On Line Registration | \$11,448.18 | \$23,802.00 | \$1,403.91 |
| 21. CIC Infinite Campus Programs | \$10,140.00 | \$1,050.50 | |
| 22 March Rent Council Bluffs Sp Ed | \$16,654.00 | \$1,479.72 | |
| 23 Mickey Anderson CO Rent Apr/May | \$2,400.00 | | |
| 24 Vance-Online Payment System | \$150.00 | | |
| 25 Apr Rent CB Special Ed | \$1,415.88 | | |
| 26 Mickey Anderson CO June Rent | \$1,200.00 | | |
| Subtotal | \$243,221.92 | \$102,200.15 | \$162,059.29 |
| Cash Balance | \$1,387,751.20 | \$2,076,719.00 | \$2,655,714.04 |

| | 2015-2016 | 2016-2017 | 2017-2018 | 2018-2019 | 2019-2020 |
|--------------------------------------|-------------|-------------|-------------|--------------|--------------|
| Beg Balance (July 1) | \$3,318,603 | \$3,860,450 | \$3,662,867 | \$798,335 | \$11,775,798 |
| ADD: Revenue | | | | GO/Rev Bonds | |
| 1. 1c Sales Tax | \$902,761 | \$1,171,418 | \$1,027,136 | \$1,106,922 | \$723,634 |
| 2. Interest | \$7,147 | \$7,875 | \$23,415 | \$55,126 | \$98,432 |
| 3. Reim Sterilizing Comp | \$79,798 | | \$260,645 | \$20,446,812 | \$25,000 |
| Subtotal | \$4,308,309 | \$5,039,743 | \$3,041 | \$8,490,000 | |
| LESS: Expenditures | | | | | |
| 1. Camblin Mechanical | | | \$1,000 | | |
| 2. O'Neal Electric | | | \$4,987,104 | \$1,900,388 | \$29,316,960 |
| Subtotal | | | \$1,000 | \$29,316,960 | \$12,622,855 |
| Beg Balance (July 1) | | | | | |
| ADD: Revenue | | | | | |
| 1. 1c Sales Tax | | | | | |
| 2. Interest | | | | | |
| 3. Intra Fund Loan | | | | | |
| 4. Intra Fund Loan Int | | | | | |
| 5. Bond sales | | | | | |
| Subtotal | | | | | |
| LESS: Expenditures | | | | | |
| 1. McClure Eng. Lighting Proj. | | | \$1,981 | | |
| 2. Computer Lease | | | \$183,691 | \$50,599 | \$2,069,959 |
| 3. Pay Off Bonds | | | \$2,167,070 | | \$10,564 |
| 4. Legal Service | | | \$1,820 | \$13,248 | \$167,405 |
| 5. Piner Jeffrey fees | | | \$127,350 | \$966 | \$800 |
| 6. Alley, Poyner, Mach | | | \$398,310 | \$2,700,294 | \$1,200 |
| 7. lower Envir. Asbestos | | | \$4,500 | \$452 | \$3,700 |
| 8. Ahlers-McClure Contract | | | \$868 | \$810 | \$853,942 |
| 9. Ahlers-Bond Papers | | | \$12,658 | \$2,351 | \$17,561 |
| 10. Whithey/ Dorsey Bonds | | | \$5,000 | \$232,915 | \$1,200 |
| 11. Geo technical Explor. | | | \$10,300 | \$1,252,701 | \$2,500 |
| 12. Alley, Poyner, Mach. | | | \$213,105 | \$390 | \$2,400 |
| 13. Ahlers-Legal Services | | | \$597 | | \$219,942 |
| 14. Alley, Poyner, Mach. | | | \$140,260 | \$2,085,851 | \$1,200 |
| 15. Alley, Poyner, Mach. | | | \$456,648 | \$91,195 | \$1,957,595 |
| 16. Alley, Poyner, Mach. | | | \$252,527 | \$61,144 | \$108,308 |
| 17. Alley, Poyner, Mach. | | | \$139,376 | \$205,126 | \$272,955 |
| 18. Ahlers Conroy | | | \$85 | \$1,785,097 | \$149,561 |
| 19. McClure Engineering | | | \$15,300 | \$260,880 | \$1,200 |
| 20. Thompson Dreesen & Dor | | | \$3,500 | \$1,748,621 | \$6,357 |
| 21. Action Movers | | | \$900 | \$71,947 | \$245,190 |
| 22. Boyd Jones | | | \$147,356 | \$284,090 | \$100,241 |
| 23. Impact 7G | | | \$1,750 | \$1,254,354 | \$75,195 |
| 24. Dreesen Heating | | | \$45,819 | \$1,923,535 | \$7,875 |
| | | | | \$879,241 | \$62,892 |
| | | | | \$10,917 | \$2,500 |
| | | | | \$291,224 | \$1,200 |
| | | | | \$90 | \$3,000 |
| | | | | \$857,885 | \$30,620 |
| | | | | \$18,021 | \$1,200 |
| | | | | \$304,243 | \$18,427 |
| | | | | | \$72,412 |
| | | | | \$21,187 | \$280,553 |
| | | | | \$216,316 | \$12,226 |
| | | | | \$1,064,890 | \$258,651 |
| | | | | | \$1,200 |
| | | | | | \$100,682 |
| | | | | | \$15,556 |
| | | | | | \$3,740 |
| | | | | | \$918,001 |
| | | | | | \$51,511 |
| | | | | | \$1,200 |
| Subtotal | | | | \$1,128,786 | \$9,169,824 |
| Fund Total | \$3,860,450 | \$5,962,867 | \$4,249,769 | \$3,494,553 | \$3,453,040 |
| Subtotal | \$3,860,450 | \$5,962,867 | \$738,335 | \$10,242,848 | \$3,453,040 |
| Fund Balance | | | | | |
| Beg Balance (July 1) | \$3,318,603 | \$3,860,450 | \$3,662,867 | \$798,335 | \$11,775,798 |
| ADD: Revenue | | | | | |
| 1. 1c Sales Tax | | | | | |
| 2. Interest | | | | | |
| 3. Intra Fund Loan | | | | | |
| 4. Intra Fund Loan Int | | | | | |
| 5. Bond sales | | | | | |
| Subtotal | | | | | |
| LESS: Expenditures | | | | | |
| 1. Camblin Mechanical | | | | | |
| 2. O'Neal Electric | | | | | |
| 3. Computer Lease | | | | | |
| 4. Camblin Mechanical | | | | | |
| 5. O'Neal Electric | | | | | |
| 6. Alley, Poyner, Arch | | | | | |
| 7. Boyd Jones (Boiler Proj) | | | | | |
| 8. Boyd Jones (Boiler Proj) | | | | | |
| 9. Camblin Mechanical(Boiler Proj) | | | | | |
| 10. Alley, Poyner, Arch | | | | | |
| 11. Boyd Jones-rem. Facilities study | | | | | |
| 12. Boyd Jones-Boiler/fighting proj | | | | | |
| 13. Barriers Trust-Forton bond Pynt | | | | | |
| 14. O'Neal Electric(Lighting Proj) | | | | | |
| 15. Camblin Mechanical(Boiler Proj) | | | | | |
| 16. Alley, Poyner, Arch-copies, conf | | | | | |
| 17. Camblin Mechanical(Boiler Proj) | | | | | |
| 18. Camblin Mechanical(Boiler Proj) | | | | | |
| 19. O'Neal Electric(Lighting Proj) | | | | | |
| 20. Credit back from Bond Payment | | | | | |
| Subtotal | | | | | |
| Fund Total | \$3,860,450 | \$5,962,867 | \$4,249,769 | \$3,494,553 | \$3,453,040 |

20

Resolution – Pandemic Response and Emergency Suspension of Policy

WHEREAS, Iowa Code Ch. 279.8 authorizes local school boards to govern their respective districts, including adopting policies for their own governance; and

WHEREAS the Board may, by formal action suspend or rescind board policy as deemed necessary, appropriate or in the best interests of the District; and

WHEREAS, on March 11, 2020, the World Health Organization characterized COVID-19 as a pandemic; and

WHEREAS, on March 13, 2020, the President of the United States declared a national state of emergency and on March 15, 2020 Iowa Governor Kim Reynolds recommended closure of all public and private K-12 schools in Iowa until April 13, 2020 to contain the spread of COVID-19; and

WHEREAS, on March 17, 2020, Iowa Governor Kim Reynolds declared a State of Public Health Disaster Emergency under the authority granted through Iowa Constitution, Art. IV, §§ 1, 8 and Iowa Code §§ 29C.6(1), 135.140(6), and 135.144 and directed implementation of the Iowa Department of Homeland Security and Emergency Management's Iowa Emergency Response Plan in response to the novel coronavirus (COVID-19); and

WHEREAS, most hourly non-exempt employees will be unable to report to work due to the District's closure and certified contract employees may be asked to work at remote locations to help provide continuity in educational services; and

WHEREAS, it fulfills a public purpose to continue to pay District hourly and classified non-exempt employees during this closure to prevent or contain the spread of COVID-19, to promote morale and to help retain current employees following the closure; and

WHEREAS, on March 17, 2020 the Iowa Legislature passed and the Governor signed SF 2408 granting waiver of the instructional time requirements in Iowa Code Ch. 279.10 for all public school districts closing before April 12, 2020 in order to prevent or contain the spread of COVID-19; and granting Governor Reynolds the ability to waive instructional time requirements for any public school district which closes on or after April 12, 2020 to prevent or contain the spread of COVID-19; and

WHEREAS, on April 17, 2020 Iowa Governor Kim Reynolds recommended extended closure of all public and private K-12 schools in Iowa through the 2019-2020 school year to contain the spread of COVID-19; and

WHEREAS, on April 17, 2020 Governor Reynolds and the Iowa Department of Education further recommended a waiver of instructional time requirements for the remainder of the 2019-2020 school year for school districts continuing to provide continuous learning through approved options; school districts will be required to submit to the Department of Education a Return to Learn Plan by July 1, 2020 describing ways the district intends to address disruptions to learning; and

WHEREAS, the Iowa Department of Education issued COVID-19 Guidance: Provision of Continuous Learning. This guidance allows school districts to provide either voluntary educational enrichment opportunities to students or required educational services. Voluntary educational enrichment opportunities provided to students where participation by students is not required and will not be graded other than voluntary completion of concurrent enrollment courses and credit recovery. Required educational services include educational services provided to students who are required to participate. Student work may be graded and credit may be awarded. Equity must be provided for and AEA services resume, to the extent possible, for required educational services. Competencies attained through either voluntary or required educational services may be considered if done on a voluntary basis they may only be considered after school returns to session.

NOW, THEREFORE BE IT RESOLVED, that the Red Oak Community School Board hereby suspends provisions of its board policies and/or whole policies, as identified by the District Superintendent or designee, if such suspension is necessary to implement written guidance from state or federal agencies relating to containing COVID-19 for the duration identified by the Governor of the State of Iowa, or as otherwise determined by the Board.

BE IT FURTHER RESOLVED that the District Superintendent will consult with and report to the Board as feasible and appropriate regarding the emergency closure and efforts to implement written guidance from health and government agencies.

BE IT FURTHER RESOLVED that the District Superintendent is authorized to close any school facility without further action by the Board of Directors through the end of the 2019-2020 academic year. Such closure shall continue during the emergency created by the COVID-19 pandemic until such time as the Superintendent, in consultation with appropriate health and government authorities, deems it in the best interests of the District and its students to open schools.

BE IT FURTHER RESOLVED that the District Superintendent shall follow all Iowa Department of Education guidance requiring the submission of a Return to Learn Plan for the District by July 1, 2020;

BE IT FURTHER RESOLVED that the District Superintendent is authorized, based upon the needs of the District and guidance from health and government agencies, to direct staff assignments during District closures, including but not limited to essential employees who must report to work, employees who may be reassigned, and employees whose services are not needed.

BE IT FURTHER RESOLVED that access to public school grounds and public school buildings of the District may be limited as directed by the Superintendent during District closures.

BE IT FURTHER RESOLVED that certified, exempt employees will remain employed during the school closure and until the number of days expressed in the contract have been fulfilled, unless otherwise approved by the Board. Days that contracted employees do not report for duty either onsite if deemed an essential employee; or from a remote location for all other employees due to closure, do not constitute a fulfilled contract day except to the extent those days are forgiven by the District.

BE IT FURTHER RESOLVED that in light of this District-wide emergency closure, the Board authorizes the Superintendent to place hourly and classified non-exempt employees on paid

administrative leave and to continue to pay them until the number of days expressed in the contract have been fulfilled during the period of school closure.

BE IT FURTHER RESOLVED that the District has elected to provide voluntary educational enrichment opportunities to students in the district during this period of school closures.

BE IT FURTHER RESOLVED that in the interest of public health and/or to comply with federal or state health department recommendations or guidance, the Board encourages the public to attend or listen to its open public meetings telephone or video conference and/or the internet and the Board may also limit public comment to written comments.

BE IT FURTHER RESOLVED that the board reserves the right to adjust board meeting dates, times, and locations during the district-wide emergency closure in a manner consistent with the Open Meetings law, and notes that any or all board members may attend board meetings electronically as permitted by law.

BE IT FURTHER RESOLVED that execution of this Resolution is conclusive evidence of the Board's approval of this action and of the authority granted herein. The Board warrants that it has, and at the time of this action had, full power and lawful authority to adopt this instrument. This resolution will remain in full force and effect until it is rescinded or amended by subsequent action of the Board.

Adopted and approved this 27th day of April, 2020.

By: _____
Board President or Designee

Attest: _____
Board Secretary



Red Oak Community School District

Renewal Rate Summary

Renewal Rates, Effective July 1, 2020 through June 30, 2021

| <i>Health Insurance</i> | <u>Single</u> | <u>EE+1</u> | <u>EE+Child(ren)</u> | <u>Family</u> |
|-------------------------|---------------|-------------|----------------------|---------------|
| Select 750 | \$735.49 | NA | NA | \$2,099.00 |
| Select 1250 | \$706.88 | NA | NA | \$2,014.76 |
| Select 1500 | \$687.41 | NA | NA | \$1,957.46 |

Flexible Spending Account Administration \$4.65 Per Participant Per Month
**KABEL BUSINESS
SERVICES**

Date

Name

Title

24

**RED OAK COMMUNITY SCHOOL DISTRICT & WEST CENTRAL COMMUNITY ACTION
PRESCHOOL CONTRACTED SERVICES AGREEMENT**

West Central Community Action Head Start Program, hereinafter referred to as "Provider" and the Red Oak Community School District, hereinafter referred to as "Partner" wish to enter into an agreement under which Partner shall furnish certain designated services necessary to implementation of WCCA program operations funded by a Department of Health and Human Services Grant. For the purposes of this Agreement, the following terms and definitions shall be used:

| TERMS | DEFINITIONS |
|----------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Provider: | West Central Community Action (WCCA) |
| Provider Address: | 1408 "A" Highway 44 PO Box 709 Harlan, IA 51537-0709 |
| Partner: | Red Oak Community School District (ROCSD) |
| Partner Address: | Red Oak Community School District 2011 N. 8 th Street Red Oak, IA 51566 |
| Site Location: | Inman Primary School 900 Inman Drive Red Oak, IA 51566 |
| Covered Primary Services: | Health, Education, Nutrition and Disabilities portion of Center Based Head Start Programming. |
| Required Service Group for Primary Services: | The Partner will serve up to 20 Head Start eligible children. |
| Minimum Services: | The Partner will operate the identified preschool classroom(s) a minimum of 1,020 teacher/student contact hours per year exclusive of school holidays, weather-related closings and staff professional development days at all of the identified site locations. |
| Agreement Funding for Services: | Funding is based on the number of Head Start eligible children enrolled and served up to the maximum allotted slots identified above during the course of each month throughout the 2020-2021 school year. |

| TERMS | DEFINITIONS |
|-----------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Method of Payments: | <p>The Partner will submit a monthly invoice by the 5th day of the following month for the previous month of service. The invoice will include the number of children that received services and the month being billed. The Partner will be paid \$200 per eligible child receiving services per month each month the child is actively enrolled not to exceed a total annual funding amount of \$36,000.00.</p> |
| Agreement Guiding Principles: | <p>Coordinate a comprehensive system of activities, policies, and procedures among the named parties which guide and support their delivery of services to children and their families.</p> <p>Create and maintain a meaningful partnership to promote school readiness so that children who are preschool age, receive comprehensive services to prepare them for elementary school and to address any potential "achievement gap".</p> <p>Plan and implement strategies based on practice and research that have proven to support children's school success.</p> <p>Respect the uniqueness of each locality's needs and resources. Promote the involvement of members of the early child care and education communities.</p> <p>Share commitment, cooperation, and collaboration for a coordinated service delivery system.</p> <p>Both parties will provide Professional Development opportunities as prescribed by the Iowa Department of Education and HHS/ACF at no cost.</p> |
| Program Curriculum and Head Start Program Performance Standards Monitoring: | <p>The Connect4Learning (C4L) and the Head Start Program Standards (HSPPS) will be followed at the identified ROCSD Preschool</p> |

| TERMS | DEFINITIONS |
|-----------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>Classrooms.</p> <p>Head Start staff will support and monitor the identified ROCSD preschool classrooms at least three times annually to ensure that HSPPS are being met. Provider monitoring reports will be provided to the Partner staff by the 15th of the following month.</p> <p>Please see attachment for monitoring items.</p> |
| Confidentiality: | <p>The Provider and Partner acknowledge confidentiality requirements that each must follow regarding the sharing and release, with the consent of families, of personally identifiable information regarding children and families.</p> <p>Each party will protect the rights of young children with respect to records and reports created, maintained, and used by each. It is the intent of this agreement to ensure that parents have rights of access and rights of privacy with respect to such reports and records, and that applicable State and Federal laws for exercise of these rights be strictly followed.</p> |
| Collaboration Meetings and Dispute Resolution: | <p>The Partner and Provider will first attempt to resolve any disputes or to solve problems among themselves.</p> <p>Issues will be resolved as they arise at the lowest level possible. The chain of command will be followed.</p> <p>Schedule Administrative meetings two (2) times per year face to face and 8 monthly phone conference calls to review local agreements, plan collaborative activities, and resolve issues.</p> |
| Covered Primary Services: Partner Responsibilities: | <p>See Below:</p> <ul style="list-style-type: none"> ● Will assign a full time Preschool Administrator to oversee the |

| TERMS | DEFINITIONS |
|-------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>preschool classrooms throughout the school district.</p> <ul style="list-style-type: none"> ● Teachers will conduct two home visits per school year for each family. ● Teachers will conduct two parent conferences per school year. ● Provide nursing services. ● The hiring, supervision, employment and professional development of preschool certified teachers and qualified substitutes that comply with the Head Start Program Performance Standards. ● Maintain accreditations, perform the registration and participant screening process for 3 and 4 year old children. ● Provide meal service to children at the identified location(s). ● Non-federal share match documentation for donated items such as: classroom staff wages, fringe benefits and associated costs not paid with Head Start funds, classroom materials/curriculum, furnishings, professional development and custodial services. |
| <p>Covered Primary Services: Provider Responsibilities:</p> | <ul style="list-style-type: none"> ● Salary and fringe benefits for a 1.0 FTE for an Associate Teacher whom meets the minimum requirements of the Head Start Performance Standards and is employed by the Provider. ● Provide a Head Start Education Support Coordinator who meets monthly with |

| TERMS | DEFINITIONS |
|----------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| | <p>the preschool administrator as a Liaison between the two parties.</p> <ul style="list-style-type: none"> • Provide one (1) Family Advocate to support the needs of the Head Start children and families being served at each of the Provider's site locations and classrooms. |
| Non-Federal Share Match Documentation: | The Partner will complete and submit to the Provider the Head Start Non-Federal Share Form at the beginning of the 2020 – 2021 school year. |
| Agreement And Termination Terms: | <p>August 1, 2020 through July 31, 2021</p> <p>The Provider and Partner are not bound by this agreement for more than the 2020-2021 school year, thus giving each party the right to void this agreement with a thirty (30) day written notice or at the end of the school year. A review of the agreement and assessment of the program will be held at the end of the year (June and July 2021).</p> |

The parties agree to abide by the specific terms and provisions of the following attachments which are incorporated into this agreement by reference and made a part of it:

- Basic Contract Provisions.
- Non-Federal Share Match Contribution Form.
- Pre-K Contracted Items.

Signature Page

Partner:

Provider:

Red Oak Community School District:

West Central Community Action:

By: _____
Superintendent

By: _____
Wendy Mueller, Executive Director

Date: _____

Date: _____

BASIC CONTRACT PROVISIONS

I. PURPOSE AND SCOPE OF AGREEMENT:

The purpose of this Agreement is to set out the terms and conditions between the Provider and Partner.

Achievement of the goals and objectives of the Head Start Program requires commitment from all levels and persons involved in the program. Policies, regulations and guidelines contribute to the effective and efficient process necessary for goal attainment. Both parties encourage and expect philosophical commitment to the Head Start goals, as well as compliance with the approved grant application, the Preschool Contracted Services Agreement, all policies, regulations, and guidelines of HHS/ACF.

The services to be provided under this Agreement are designed to provide the following services at the same site setting and subject to the availability of funding:

- A. Financial support for a minimum of 1020 teacher/student contact time;
- B. Transportation services to eligible rural children;
- C. Professional development for Preschool Teachers and Assistant Teachers;
- D. Provider Monitoring Reports of ongoing monitoring of Head Start Program Performance Standards and
- E. Transition planning and implementation for children and families into the K-12 ROCSD system.

II. PARTNER SERVICE RESPONSIBILITIES:

Partner shall provide the specified Covered Primary Services at the designated Location of Services for the specified Term of Agreement in accordance with Head Start Performance Standards. The maximum number of children to be served is **20**

In addition to the specific provisions of this Agreement, Partner shall comply with all applicable state, federal, and local laws, rules, and regulations.

III. FUNDING:

Provider is responsible for no more than the specified Maximum Funding Level in Head Start Program funds to implement this Preschool Contracted Services Agreement. It is expressly

understood and agreed that in no event will the total amount paid under this Agreement exceed the Maximum Funding Level for full and complete performance unless additional funding is specifically authorized in writing by the Provider.

IV. PROVIDER AND PARTNER METHODS FOR FISCAL MANAGEMENT:

Provider and Partner shall maintain such records and accounts, including property, personnel, and financial, as are deemed necessary by the Iowa Department of Education to assure proper accounting for all funds provided for this program. These records will be made available for audit purposes and will be retained for four(4) years after the expiration date of this contract and any renewals of it, unless permission to destroy them is granted by both the Partner and the Iowa Department of Education.

V. PARTNER PERSONNEL MANAGEMENT:

Partner shall assure, certify, document and maintain that they are in compliance with the Head Start Performance Standard 1302.90 Personnel Policies:

There is a personnel management system covering staff that is consistent with the regulations set forth in Head Start Program Performance Standard (1302.90) and provides the Provider access to the Partner's personnel files, policies and procedures. This shall include, but not be limited to, a current organizational chart, performance appraisals and the sections that outline the Partner's policies on conducting interviews, verifying references, conduct a sex offender registry check and obtain one of the following: (i) State criminal history records, including fingerprint checks; or (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks. The Partner has ninety (90) days after an employee is hired to complete the background check process by obtaining: (i) Whichever check listed above was not obtained prior to the date of hire; and, (ii) Child abuse and neglect state registry check, if available.

Partner will establish and maintain written personnel policies and procedures that are approved by the ROCSD school board and are available to all district staff.

Before a person is hired, directly or through contract, including transportation staff and contractors, a program must conduct an interview, verify references, conduct a sex offender registry check and obtain one of the following: (i) State criminal history records, including fingerprint checks; or, (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks. The district has 90 days after an employee is hired to complete the background check process by obtaining: (i) whichever check listed above of this section was not obtained prior to the date of hire; and, the child abuse and neglect state registry check, if available.

Partner must review the information found in each employment application and complete background check to assess the relevancy of any issue uncovered by the complete background check including any arrest, pending criminal charge, or conviction and must use Child Care and Development Fund (CCDF) disqualification factors described in 42 U.S.C. 9858f(c)(1)(D) and 42 U.S.C. 9858f(h)(1) to determine whether the prospective employee can be hired or the current employee must be terminated.

Partner must ensure a newly hired employee, consultant, or contractor does not have unsupervised access to children until the complete background check process is complete.

Partner must conduct the complete background check for each employee, consultant, or contractor at least once every five (5) years which must include each of the four checks listed in above, and review and make employment decisions based on the information as described above, unless the program can demonstrate to the Provider that it has a more stringent system in place that will ensure child safety.

Partner must consider current and former program parent for employment vacancies for which such parents apply and are qualified.

Partner must ensure all staff, consultants, contractors, and volunteers abide by the program's standards of conduct that: (i) Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior; (ii) Ensure staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:

- (A) Use corporal punishment;
 - (B) Use isolation to discipline a child;
 - (C) Bind or tie a child to restrict movement or tape a child's mouth;
 - (D) Use or withhold food as a punishment or reward;
 - (E) Use toilet learning/training methods that punish, demean, or humiliate a child;
 - (F) Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
 - (G) Physically abuse a child;
 - (H) Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family; or,
 - (I) Use physical activity or outdoor time as a punishment or reward;
- (iii) Ensure staff, consultants, contractors, and volunteers respect and promote the unique identity of each child and family and do not stereotype on any basis, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition; (iv) Require staff, consultants, contractors, and volunteers to comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with subpart C of part 1303 of this chapter and applicable federal,

state, local, and tribal laws; and, (v) Ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.

Partner will maintain personnel policies and procedures that include appropriate penalties for staff, consultants, and volunteers who violate the standards of conduct.

Partner must ensure staff and program consultants or contractors are familiar with the ethnic backgrounds and heritages of families in the program and are able to serve and effectively communicate, either directly or through interpretation and translation, with children who are dual language learners and to the extent feasible, with families with limited English proficiency. If a majority of children in a classroom speak the same language, at least one classroom staff member must speak such language.

Partner will ensure each staff member has an initial health examination; ensure that staff do not, because of communicable diseases, pose a significant risk to the health or safety of others in the classroom that cannot be eliminated or reduced by reasonable accommodations in accordance with the Americans with Disabilities Act and section 504 of the Rehabilitation Act.

Partner will make mental health and wellness information available to staff regarding health issues that may affect their job performance and provide regularly scheduled opportunities to learn about mental health, wellness and health education.

VI. SUBMISSION OF REPORTS, RECORDS AND EVALUATIONS:

Both parties agree to prepare, retain and permit either party to inspect, as each party considers necessary, all records required for this program by the Iowa Department of Education and ACF/HHS regulations. Both parties agree to carry out monitoring and evaluation activities to include; at a minimum, periodic observations of the daily program, conferring with staff and parents, validation of self-assessment procedures and on-site visits to conduct specific activities. Both parties shall insure the cooperation of employees, policy groups and board members in those efforts.

Both parties agree to submit such reports as may be required by Iowa Department of Education, HHS/ACF directives, including (but not exclusive of) computer reports, Self-Assessment Instruments, improvement plans and financial reports. Representatives by either parties shall have the right to inspect all such records and reports as related to the Head Start and West Monona preschool program.

VII. PROVIDER GENERAL RESPONSIBILITY FOR SERVICE:

The Provider shall monitor, evaluate, and make assistance available to the Partner in conducting all activities under this Agreement.

VIII. PROVIDER SPECIFIC RESPONSIBILITIES FOR SERVICE:

Provider shall provide the following services:

- A. Direct grant requirement monitoring of the preschool program activities through scheduled site visits by designated Provider staff and analysis of computerized program activity data.
- B. Assist in assuring education program improvement through routine site visits and provision of consulting services.
- C. Systematically provide information and consultation to the Partner about HHS rules and regulations to facilitate and support compliance efforts.
- D. Evaluate program costs and fiscal reports.
- E. Assist in assuring overall program quality and performance standard training requirements by providing regularly scheduled pre-service and in-service training and other career opportunities.
- F. Provide the specific personnel specified in the Covered Primary Services, which personnel shall report directly to the Provider.

IX. DISCRIMINATION CLAUSE:

Partner and Provider will not discriminate against any person employed in the performance of this Agreement, or against any applicant for employment because of race, sex, age, creed, religion, color, national origin, sexual orientation, political affiliation, veteran's status, or handicapping condition. This requirement shall apply to, but not be limited to the following: employment, upgrading, demotion or transfer, selection for training, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and all other privileges, terms and conditions of employment.

No person shall, on the grounds of race, religion, sex, creed, color, national origin, sexual orientation, political affiliation, veteran's status, or handicapping condition be excluded from participation in, be denied the benefits of, or be subject to discrimination in the performance of this Agreement.

X. POLITICAL ACTIVITY PROHIBITED:

None of the funds, materials, property, services contributed by the Provider or the Partner under this Agreement shall be used for any partisan political activity, (1) to further the election or defeat of any candidate for public office, or to pay directly or indirectly, the salary or expenses of either party to this contract or their agent, to engage in any activity designed to influence legislation or appropriations pending before Congress, (2) to provide voters or prospective voters with transportation to the polls or similar assistance in connection with any such election or (3) to assist any voter registration activity. Nothing in the above statement is intended in any way to inhibit or discourage any party from exercising its lawful rights to attempt to influence legislation pending before Congress as long as the costs are not charged to

this Preschool Contracted Services Agreement or the Head Start Program.

XI. DRUG FREE ENVIRONMENT:

Provider and Partner shall not permit use of drugs, alcohol, or tobacco by its employees or contractors at any Location used for Primary or Secondary Services, in any motor vehicles owned or provided by either party or otherwise used in conjunction with providing Primary or Secondary Services, or in any manner in the presence or in the view of the children and families being served under this Agreement.

XII. COMPLIANCE WITH APPROVED PROGRAM:

Provider agrees to perform all activities authorized by this Agreement in accordance with the approved work program, the approved program funding, and the grant conditions inclusive of Head Start Program Performance Standards, Program Instructions, CFR 45 (Administration of Grants), Audit Guide, Head Start guidelines and all other HHS/ACF directives.

XIII. SCHEDULE OF PAYMENT:

Provider agrees to pay the Partner as stated in the Method of Payment terms section of the Agreement. In no event shall the Partner payments to the Provider exceed the Maximum Funding for Services under this Agreement.

XIV. CHANGES IN SERVICE:

Either party may request changes in the scope of the services to be performed under this Agreement. Mutually agreed upon changes, including any increase or decrease in the amount of the Provider's compensation or modification of the program funding, must be reduced to written form before they shall be enforceable by either party.

XV. COVENANT AGAINST CONTINGENT FEES:

Provider and Partner warrants that no person, selling agency or other organization has been employed or retained to solicit or secure this contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee. For breach or violation of this warrant, either party shall have the right to annul this contract or otherwise recover the full amount of any such commission, percentage, brokerage or contingent fee, or to seek such other legal remedies as may be available.

XVI. HOLD HARMLESS, IDEMNIFICATION AND TERMINATION OF AGREEMENT:

Provider shall defend, indemnify, and hold harmless the Partner from and against any and all losses, claims, liabilities, damages, and expenses, including reasonable attorneys' fees and

costs, arising out of any negligence, willful misconduct, violation of law, and/or breach of this Agreement by the Provider, its employees, or agents. The Partner shall defend, indemnify, and hold harmless the Provider from and against any and all losses, claims, liabilities, damages, and expenses, including reasonable attorneys' fees and costs, arising out of any negligence, willful misconduct, violation of law, and/or breach of this Agreement by the Provider, its employees, or agents. The provisions of this paragraph shall survive termination of this Agreement. Term and Termination.

The term of this Agreement shall commence on August 1, 2020 and end on May 31, 2021. The parties may renew this Agreement for an additional term as mutually determined by the parties.

Either party may terminate this Agreement upon written notice to the other party if the other party fails to comply with any of the provisions of this Agreement, provided written notice of the breach shall be given to the breaching party and the breaching party shall have at least ten (10) days to cure the breach. Either party may terminate this Agreement immediately upon written notice to the other party if the other party becomes the subject of a proceeding under state or federal law for relief of debtors, or if an assignment is made for the benefit of creditors. In addition, either party may terminate this Agreement, with or without cause, and without penalty, upon at least thirty (30) days' written notice to the Provider. Upon the expiration or termination of this Agreement, the Provider will pay the Partner for all earned amounts up to the effective date of expiration or termination.

Except in the case of the Provider's loss of funding from HHS, financial assistance under this contract shall not be terminated or reduced, or an application for refunding denied or financial assistance suspended for longer than thirty (30) days unless the Provider has been afforded reasonable notice.

XVII. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION:

- A. Partner and Provider each certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- B. Partner or Provider is unable now, or at any time during the term of this Agreement to certify to any of the statements in this certification, either party shall immediately provide an explanation in writing to the other party and this contract shall be subject to immediate termination by either party in the event participation is disallowed as a result of that debarment or suspension.

XVIII. INSURANCE REQUIREMENTS:

General Liability: \$1,000,000.00 each occurrence

\$2,000,000.00 aggregate
\$5,000.00 medical expense per person
\$1,000,000.00 personal & adv injury
\$2,000,000.00 products/completed op.

Excess Liability Umbrella:

\$1,000,000.00 each occurrence
\$1,000,000.00 aggregate

Professional Liability:

\$2,000,000.00 each occurrence
\$2,000,000.00 aggregate

Sexual Abuse Coverage:

\$50,000.00 each person
\$250,000.00 maximum

Worker's Compensation:

\$500,000.00 each accident
\$500,000.00 each employee
\$500,000.00 total policy

CONTRACT AGREEMENT

East Mills Community School District and Red Oak Community School District
Shared Human Resource Position

This contract is entered into between the Board of Education of the East Mills Community School District, State of Iowa and the Board of Education of the Red Oak Community School District, State of Iowa.

Travel costs and any other costs related to performance of duties related to the shared agreement will be shared on a 50%-50% basis.

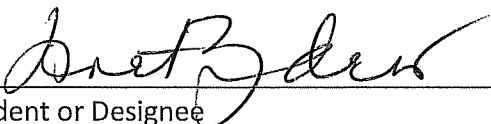
The East Mills Community School District will provide the following services to the Red Oak Community School District:

Human Resource Position .20 FTE

The East Mills Community School District will administer the employment contract in accordance with the current agreement with the East Mills Education Association and East Mills School Board Policies.

The East Mills Community School District will bill the Red Oak Community School District after the completion of the first and second semesters for the human resource costs during the 2020-2021 school year.

4-8-2020
Date


President or Designee
East Mills Community School District

Date

President or Designee
Essex Community School District

CONTRACT AGREEMENT
East Mills School District and Red Oak School District
Shared Guidance Counselor
2020-2021 School Year

This contract is entered into between the Board of Education of the East Mills Community School District, State of Iowa, and the Board of Education of Red Oak Community School District, State of Iowa, for the duration of the 2020-2021 school year.

The East Mills Community School District will reimburse the Red Oak Community School District a combined total of the FTE 20% of the total cost of the shared teacher or position which includes salary, benefits, and substitute teacher costs. Travel costs and any other costs related to performance of duties related to the sharing agreement will be shared on a 20%-80% basis.

The Red Oak CSD will provide the following teacher services to the East Mills Community School District:

Guidance Counselor .2 FTE

The Red Oak Community School District will administer the employment contract in accordance with the current agreement with the Red Oak Education Association and Red Oak School Board Policies.

The East Mills Community School District will reimburse the Red Oak Community School District a combined total of the FTE 20% of the total cost of the shared teacher or position which includes salary, benefits, substitute teacher costs. Travel costs and any other costs related to performance of duties related to the shared agreement will be shared on a 20% - 80% basis.

The Red Oak Community School District will bill the East Mills Community School District after the completion of the first and second semesters for the teacher costs during the 2019-2020 school year.

Date

President or Designee
East Mills Community School District

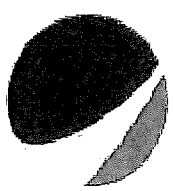
Date

President or Designee
Red Oak Community School District

***Red Oak Community Schools
(Certified Teachers)***

**Dental Renewal
July 1, 2020**

**Presented By:
Lisa Daniels**



NORTH RISK PARTNERS®

Red Oak Community Schools

(Certified Teachers)

5

Rate History

PRINCIPAL

7/1/16 to 7/1/18

2 Year Rate Guarantee

| | |
|-----------------|---------|
| Single | \$29.52 |
| Single + 1 | \$55.04 |
| Single + Family | \$91.31 |

-1.1% Decrease

7/1/18 to 7/1/19

1 Year Rate Guarantee

| | |
|-----------------|---------|
| Single | \$29.52 |
| Single + 1 | \$55.04 |
| Single + Family | \$91.31 |

0.0% Increase

2019 received 4.9% increase. Moved Life and Disability from Prudential for a rate pass and a 2 year rate guarantee on all coverages

7/1/19 to 7/1/21

2 Year Rate Guarantee

| | |
|-----------------|---------|
| Single | \$29.52 |
| Single + 1 | \$55.04 |
| Single + Family | \$91.31 |

0.0% Increase

| Carrier | PRINCIPAL Voluntary Dental | |
|---------------------------------------------------------------|-------------------------------------------------------------------------------------------------------|---------------------------------|
| | In-Network | Out-of-Network |
| Individual Deductible | \$50 | \$50 |
| Family Deductible | \$150 | \$150 |
| TYPE 1: DIAGNOSTIC AND PREVENTIVE SERVICES | | |
| Routine Exams (1 in 6 months) | 100% | 100% |
| Routine Cleanings (1 in 6 months) | Deductible Waived | Deductible Waived |
| Bitewing X-Rays (1 set per calendar year) | | |
| Full Mouth/Panoramic Series (1 in 60 months) | | |
| Fluoride Application (1 per 12 months; under age 14) | | |
| TYPE 2: BASIC SERVICES | | |
| Periodontal Prophylaxis (subject to Routine Cleaning limit) | | |
| Emergency Exams | | |
| Space Maintainers (under age 14) | 80% | 80% |
| Sealants (1 per tooth per 36 months; under age 14) | | |
| Fillings and Stainless Steel Crowns | | |
| Composite Fillings (on molars only) | | |
| Simple Oral Surgery | | |
| Repairs, Relines, Rebasins, Tissue Conditioning & Adjustments | | |
| TYPE 3: MAJOR SERVICES | | |
| General Anesthesia/IV Sedation | | |
| Complex Oral Surgical Procedures | | |
| Endodontics (Simple and Complex) | 50% | 50% |
| Periodontics (Surgical and Non-Surgical) | | |
| Crowns | | |
| Inlays, Onlays Cast Post and Core, Core Buildup | | |
| Implants | | |
| Initial Placement and Replacement of Dentures & Bridges | | |
| Calendar Year Maximum | \$1,000 | \$1,000 |
| | <u>Current</u> | <u>Renewal</u> |
| | Single 34 \$29.52 | Single 34 \$29.52 |
| | Employee + 1 11 \$55.04 | Employee + 1 11 \$55.04 |
| | Employee + 2 or More 10 \$91.31 | Employee + 2 or More 10 \$91.31 |
| ESTIMATED MONTHLY PREMIUM | \$2,522.22 | \$2,522.22 |
| ADDITIONAL INFORMATION | ■ Out-of-Network benefits are paid at the 99th Percentile of U & C ■ Rates guaranteed until 7/1/21 | |

This summary is for illustration purposes only. If there is a discrepancy between this summary and the policy, the policy governs.

2020 Open Enrollment

To: All Support Staff

Dental

July 1, 2020 marks the anniversary of our dental plan with Principal Financial Group. Red Oak Community School District strives to offer the most comprehensive benefit package possible to our employees. We are happy to announce that we have renewed with Principal on the same dental plan with no rate changes again this year.

The month of June is open enrollment. In previous years, if you had been enrolled in this plan then dropped coverage, you would have been allowed to re-enroll but would have been subject to late entrant penalties. Starting this year, Principal has removed these restrictions. If you would like to enroll, you may do so now without any restrictions or penalties.

| | In-Network | Out-of-Network |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|
| ANNUAL INDIVIDUAL DEDUCTIBLE | \$50 | \$50 |
| ANNUAL FAMIL DEDUCTIBLE | \$150 | \$150 |
| DIAGNOSTIC AND PREVENTIVE SERVICES Routine Exams and Cleanings, X-Rays, and Fluoride Treatments | 100% Deductible Waived | 100% Deductible Waived |
| BASIC RESTORATIVE SERVICES Fillings, Space Maintainers, Sealants, , Simple Extractions and Emergency Exams | 80% | 80% |
| MAJOR SERVICES General anesthesia/IV Sedation, Dentures, Partials and Bridges, Crowns, Implants, Complex Extractions, Endodontics and Periodontics | 50% | 50% |
| ANNUAL MAXIMUM | \$1,000 | \$1,000 |

As a reminder, in order to receive the highest level of payment for your dental procedures, we encourage you to utilize Principal contracted dentists. To locate a network dentist, go to www.Principal.com, click on "Find a Dentist" in the Quick Links for Customers box, then follow the prompts to locate a dentist in your area.

Keep in mind that with the pre-tax plan we have established, your dental payroll deductions can be withheld from your paycheck before taxes are figured. This will decrease the amount of taxes you pay, therefore, decreasing the net effect of the premiums on your take-home pay. Please see the pre-tax form below as an example.

Pre-Tax Illustration

Employee Only - \$0.00

Family - \$43.33

| | Without Dental | Family |
|----------------------------------|-------------------------------------|----------------|
| Gross Monthly Salary | \$3,000.00 | \$3,000.00 |
| Monthly Dental Payroll Deduction | \$0.00 | \$43.33 |
| New Gross Monthly Salary | \$3,000.00 | \$2,956.67 |
| Social Security Taxes (7.65%) | \$229.50 | \$226.19 |
| Federal Taxes (15%) | \$450.00 | \$443.50 |
| State Taxes (6%) | \$180.00 | \$177.40 |
| Monthly Take-Home Pay | \$2,140.50 | \$2,109.58 |
| | Cost for Dental with Pre-Tax | \$30.92 |
| | Savings with Pre-Tax | \$12.41 |

43

Voluntary Term Life

The month of June is also open enrollment for the voluntary life coverage through Principal. Any employee who is already covered under the voluntary life plan will have the ability to increase their coverage by one increment, up to the guarantee issue amount, without answering health questions. See the plan summary and rates below.

Please note: If you did not elect Voluntary Term Life coverage when you were first eligible, or if you request any amount above the guarantee issue amounts shown below, you will be required to fill out a Statement of Health and go through underwriting before being approved.

| | <i>Employee</i> | <i>Spouse</i> | <i>Child</i> |
|--------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------|
| Guarantee Issue (No health questions) | < age 70 - \$150,000 > age 70 - \$10,000 | < age 70 - \$20,000 > age 70 - \$10,000 | > 14 days of age or older - \$2,000 or \$4,000 or \$10,000 |
| Maximum Benefit | Up to \$500,000 in \$10,000 Increments | Up to \$200,000 in \$5,000 increments – Cannot exceed 50% of EE benefit | \$10,000 – Cannot exceed 50% of EE benefit |

Monthly Cost per Increment

| Age | Employee Rate per \$10,000 | Spouse Rate per \$5,000 | Child Rate per Family Unit |
|--------------|---------------------------------------|------------------------------------|---------------------------------------|
| 0-24 | \$0.64 | \$0.32 | \$0.20 per \$2,000 |
| 25-29 | \$0.64 | \$0.32 | \$0.40 per \$4,000 |
| 30-34 | \$0.85 | \$0.43 | \$1.00 per \$10,000 |
| 35-39 | \$0.96 | \$0.48 | |
| 40-44 | \$1.06 | \$0.53 | |
| 45-49 | \$1.60 | \$0.80 | |
| 50-54 | \$2.45 | \$1.23 | |
| 55-59 | \$4.58 | \$2.29 | |
| 60-64 | \$7.02 | \$3.51 | |
| 65-69 | \$13.52 | \$6.76 | |
| 70+ | \$21.93 | \$10.97 | |

OTHER BENEFITS

Red Oak Community Schools also provides a \$20,000 Life and AD&D policy as well as a Long-Term Disability policy that will replace up to 70% of your gross monthly income to a maximum of \$7,583 to each of our eligible employees. This coverage is paid at 100% by the district so there is no cost to you.

If you are interested in enrolling in Dental coverage or changing your current Voluntary Life election, please complete the appropriate forms and return them to Deb Drey by May 29th.

Lisa Daniels with North Risk Partners handles our dental, life and disability benefit plans. If you have questions now or in the future, please feel free to contact Lisa or her account manager, Jenny, and they will be happy to assist you. Their contact information is outlined below:

Lisa Daniels
Office Phone (402) 905-9057
Toll Free (800) 863-8323
Cell Phone (402) 350-5426
Lisa.Daniels@NorthRiskPartners.com

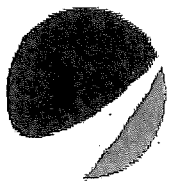
Jenny Leidy
Office Phone (402) 905-9065
Toll Free (800) 863-8323
Jenny.Leidy@NorthRiskPartners.com

444

Red Oak Community Schools
(Administration & Support Staff)

Dental Renewal
July 1, 2020

Presented By:
Lisa Daniels



NORTH RISK PARTNERS[®]

Red Oak Community Schools

(Administration and Support Staff)

97

Rate History

PRINCIPAL

7/1/16 to 7/1/18

| 2 Year Rate Guarantee | |
|-----------------------|---------|
| Single | \$28.43 |
| Family | \$71.76 |
| -7.5% Decrease | |

7/1/18 to 7/1/19

| 1 Year Rate Guarantee | |
|-----------------------|---------|
| Single | \$28.43 |
| Family | \$71.76 |
| 0.0% Increase | |

2019 received 4.9% increase. Moved Life and Disability from Prudential for a rate pass and a 2 year rate guarantee on all coverages

7/1/19 to 7/1/21

| 2 Year Rate Guarantee | |
|-----------------------|---------|
| Single | \$28.43 |
| Family | \$71.76 |
| 0.0% Increase | |

4

| Carrier | PRINCIPAL Contributory Dental | |
|----------------------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------------|
| | In-Network | Out-of-Network |
| Individual Deductible | \$50 | \$50 |
| Family Deductible | \$150 | \$150 |
| TYPE 1: DIAGNOSTIC AND PREVENTIVE SERVICES | | |
| Routine Exams (1 in 6 months) | 100% | 100% |
| Routine Cleanings (1 in 6 months) | Deductible Waived | Deductible Waived |
| Bitewing X-Rays (1 set per calendar year) | | |
| Full Mouth/Panoramic Series (1 in 60 months) | | |
| Fluoride Application (1 per 12 months; under age 14) | | |
| TYPE 2: BASIC SERVICES | | |
| Periodontal Prophylaxis (subject to Routine Cleaning limit) | | |
| Emergency Exams | | |
| Space Maintainers (under age 14) | | |
| Sealants (1 per tooth per 36 months; under age 14) | 80% | 80% |
| Harmful Habit Appliance (under age 14) | | |
| Fillings and Stainless Steel Crowns | | |
| Composite Fillings (on molars only) | | |
| Simple Oral Surgery | | |
| Repairs, Relines, Rebasings, Tissue Conditioning & Adjustments | | |
| TYPE 3: MAJOR SERVICES | | |
| General Anesthesia/IV Sedation | | |
| Complex Oral Surgical Procedures | | |
| Endodontics (Simple and Complex) | 50% | 50% |
| Periodontics (Surgical and Non-Surgical) | | |
| Crowns | | |
| Inlays, Onlays Cast Post and Core, Core Buildup | | |
| Implants | | |
| Initial Placement and Replacement of Dentures & Bridges | | |
| Calendar Year Maximum | \$1,000 | \$1,000 |
| | <u>Current</u> | <u>Renewal</u> |
| | \$28.43 | \$28.43 |
| | \$71.76 | \$71.76 |
| ESTIMATED MONTHLY PREMIUM | \$1,968.52 | \$1,968.52 |
| ADDITIONAL INFORMATION | <ul style="list-style-type: none"> Out-of-Network benefits are paid at the 99th Percentile of U & C Rates guaranteed until 7/1/21 | |

This summary is for illustration purposes only. If there is a discrepancy between this summary and the policy, the policy governs.

Red Oak Community Schools

Contribution Summary

| | Principal - Current | Principal - Renewal |
|---------------------------------------|---------------------|---------------------|
| Monthly Premium Rates | Dental | Dental |
| Employee Only | \$28.43 | \$28.43 |
| Family | \$71.76 | \$71.76 |
| Red Oak's Monthly Contribution | Dental | Dental |
| Employee Only | \$28.43 | \$28.43 |
| Family | \$28.43 | \$28.43 |
| Employee Monthly Contribution | Dental | Dental |
| Employee Only | \$0.00 | \$0.00 |
| Family | \$43.33 | \$43.33 |
| Total Monthly Plan Premiums | \$1,968.52 | \$1,968.52 |
| Monthly Employer Premiums | \$1,535.22 | \$1,535.22 |
| Annual Employer Premium | \$18,422.64 | \$18,422.64 |
| Monthly Employee Premiums | \$433.30 | \$433.30 |
| Red Oak's Percentage | 78% | 78% |
| Employees' Percentage | 22% | 22% |

Renewal contributions are based on Red Oak contributing 100% of Single Premium

78

2020 Open Enrollment

To: All Certified Teachers

Dental

July 1, 2020 marks the anniversary of our dental plan with Principal Financial Group. Red Oak Community School District strives to offer the most comprehensive benefit package possible to our employees. This year we are happy to announce that we have renewed with Principal with no plan or rate changes.

The month of June is open enrollment. In previous years, if you had been enrolled in this plan, then dropped coverage you would have been allowed to re-enroll but would have been subject to late entrant penalties. Starting this year, Principal has removed these restrictions. If you would like to enroll, you may do so now without any restrictions or penalties.

| | In-Network | Out-of-Network |
|--------------------------------------------------------------------------------------------------------------------------------------------------------------|---------------------------|---------------------------|
| ANNUAL INDIVIDUAL DEDUCTIBLE | \$50 | \$50 |
| ANNUAL FAMIL DEDUCTIBLE | \$150 | \$150 |
| DIAGNOSTIC AND PREVENTIVE SERVICES Routine Exams and Cleanings, X-Rays, and Fluoride Treatments | 100% Deductible Waived | 100% Deductible Waived |
| BASIC RESTORATIVE SERVICES Fillings, Space Maintainers, Sealants, , Simple Extractions and Emergency Exams | 80% | 80% |
| MAJOR SERVICES General anesthesia/IV Sedation, Dentures, Partials and Bridges, Crowns, Implants, Complex Extractions, Endodontics and Periodontics | 50% | 50% |
| ANNUAL MAXIMUM | \$1,000 | \$1,000 |

As a reminder, in order to receive the highest level of payment for your dental procedures, we encourage you to utilize Principal contracted dentists. To locate a network dentist, go to www.Principal.com, click on "Find a Dentist" in the Quick Links for Customers box, then follow the prompts to locate a dentist in your area.

Keep in mind that with the pre-tax plan we have established, your dental payroll deductions can be withheld from your paycheck before taxes are figured. This will decrease the amount of taxes you pay, therefore, decreasing the net effect of the premiums on your take-home pay. Please see the pre-tax form below as an example.

Pre-Tax Illustration

| | Employee Only - \$29.52 | EE + 1 - \$55.04 | EE + 2 or More - \$91.31 | |
|-------------------------------------|-------------------------|------------------|--------------------------|----------------|
| | Without Dental | EE Only | EE + 1 | EE + 2 or More |
| Gross Monthly Salary | \$3,000.00 | \$3,000.00 | \$3,000.00 | \$3,000.00 |
| Monthly Dental Payroll Deduction | \$0.00 | \$29.52 | \$55.04 | \$91.31 |
| New Gross Monthly Salary | \$3,000.00 | \$2,970.48 | \$2,944.96 | \$2,908.69 |
| Social Security Taxes (7.65%) | \$229.50 | \$227.24 | \$225.29 | \$222.51 |
| Federal Taxes (15%) | \$450.00 | \$445.57 | \$441.74 | \$436.30 |
| State Taxes (6%) | \$180.00 | \$178.23 | \$176.70 | \$174.52 |
| Monthly Take-Home Pay | \$2,140.50 | \$2,119.44 | \$2,101.23 | \$2,075.35 |
| Cost for Dental with Pre-Tax | | \$21.06 | \$39.27 | \$65.14 |
| Savings with Pre-Tax | | \$8.46 | \$15.77 | \$26.16 |

49

Voluntary Term Life

The month of June is also open enrollment for the voluntary life coverage through Principal. Any employee who is already covered under the voluntary life plan will have the ability to increase their coverage by one increment, up to the guarantee issue amount, without answering health questions. See the plan summary and rates below.

Please note: If you did not elect Voluntary Term Life coverage when you were first eligible, or if you request any amount above the guarantee issue amounts shown below, you will be required to fill out a Statement of Health and go through underwriting before being approved.

| | <i>Employee</i> | <i>Spouse</i> | <i>Child</i> |
|--------------------------------------------------|---------------------------------------------|-------------------------------------------------------------------------------|---------------------------------------------------------------|
| Guarantee Issue (No health questions) | < age 70 - \$150,000 > age 70 - \$10,000 | < age 70 - \$20,000 > age 70 - \$10,000 | > 14 days of age or older - \$2,000 or \$4,000 or \$10,000 |
| Maximum Benefit | Up to \$500,000 in \$10,000 Increments | Up to \$200,000 in \$5,000 increments – Cannot exceed 50% of EE benefit | \$10,000 – Cannot exceed 50% of EE benefit |

Monthly Cost per Increment

| Age | Employee Rate per \$10,000 | Spouse Rate per \$5,000 | Child Rate per Family Unit |
|--------------|---------------------------------------|------------------------------------|---------------------------------------|
| 0-24 | \$0.64 | \$0.32 | \$0.20 per \$2,000 |
| 25-29 | \$0.64 | \$0.32 | \$0.40 per \$4,000 |
| 30-34 | \$0.85 | \$0.43 | \$1.00 per \$10,000 |
| 35-39 | \$0.96 | \$0.48 | |
| 40-44 | \$1.06 | \$0.53 | |
| 45-49 | \$1.60 | \$0.80 | |
| 50-54 | \$2.45 | \$1.23 | |
| 55-59 | \$4.58 | \$2.29 | |
| 60-64 | \$7.02 | \$3.51 | |
| 65-69 | \$13.52 | \$6.76 | |
| 70+ | \$21.93 | \$10.97 | |

OTHER BENEFITS

Red Oak Community Schools also provides a \$30,000 Life and AD&D policy as well as a Long-Term Disability policy that will replace up to 70% of your gross monthly income to a maximum of \$7,583 to each of our eligible employees. This coverage is paid at 100% by the district so there is no cost to you.

If you are interested in enrolling in Dental coverage or changing your current Voluntary Life election, please complete the appropriate forms and return them to Deb Drey May 29th.

Lisa Daniels with North Risk Partners handles our dental, life and disability benefit plans. If you have questions now or in the future, please feel free to contact Lisa or her account manager, Jenny, and they will be happy to assist you. Their contact information is outlined below:

Lisa Daniels
Office Phone (402) 905-9057
Toll Free (800) 863-8323
Cell Phone (402) 350-5426
Lisa.Daniels@NorthRiskPartners.com

Jenny Leidy
Office Phone (402) 905-9065
Toll Free (800) 863-8323
Jenny.Leidy@NorthRiskPartners.com

Red Oak Community Schools

**Basic Life and AD&D, Voluntary Term Life
and Long-Term Disability Renewal**

July 1, 2020

Presented By:

Lisa Daniels



NORTH RISK PARTNERS[®]

Red Oak Community Schools

Rate History

Prudential

BASIC LIFE AND AD&D

7/1/15 to 7/1/17

(2 year rate guarantee to 2017)

Life \$0.155 per \$1,000

AD&D \$0.017 per \$1,000

7/1/17 to 7/1/19

(2 year rate guarantee to 2019)

Life \$0.155 per \$1,000

AD&D \$0.017 per \$1,000

LONG-TERM DISABILITY

7/1/15 to 7/1/17

(2 year rate guarantee to 2017)

LTD \$0.242 per \$100 of CME

7/1/17 to 7/1/19

(2 year rate guarantee to 2019)

LTD \$0.242 per \$100 of CME

Principal

BASIC LIFE AND AD&D

7/1/19 to 7/1/21

(2 year rate guarantee to 2021)

Life \$0.154 per \$1,000

AD&D \$0.020 per \$1,000

LONG-TERM DISABILITY

7/1/19 to 7/1/21

(2 year rate guarantee to 2021)

LTD \$0.240 per \$100 of CME

Red Oak Community Schools

| CARRIER | Principal Basic Life and AD&D |
|----------------------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Class 1 - Superintendent | \$100,000 |
| Class 2 - Teachers | \$30,000 |
| Class 3 - All Others | \$20,000 |
| Class 4 - Principals & Vice Principals | \$75,000 |
| Reduction Schedule | 35% @ age 65; 50% @ age 70 Terminates at Retirement |
| Accidental Death & Dismemberment | Full benefit - Loss of life, both hands, both feet, sight of both eyes, one hand and sight of one eye, one foot and sight of one eye, or one hand and one foot. Half the benefit - Loss of one hand, one foot, or sight of one eye. One fourth the benefit - Loss of thumb and index finger on same hand. |
| Accelerated Life Benefit | 75% to \$250,000 |
| Portability & Conversion | Included |
| Waiver of Premium | 9 months of disability before waiver applies; continues to age 65 |
| Monthly Volume (141 Lives) | \$3,696,500 |
| Rates per \$1,000 | \$0.154 |
| | \$0.020 |
| | \$643.19 |
| Estimated Monthly Premium | |
| Rate Guarantees | Guaranteed until 7/1/21 |
| Additional Information | * 100% Participation Required |

This summary is for illustration purposes only. If there is a discrepancy between this summary and the policy, the policy governs.

Red Oak Community Schools

| CARRIER | Principal | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|-------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------|-------------------|--------------------------------------|-------------------|------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|------|---------|
| Maximum Benefit | Voluntary Term Life and Dependent Life | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Guarantee Issue | Up to \$500,000 in \$10,000 increments \$150,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Coverage Increase | During the annual Open Enrollment, Principal allows an employee or eligible dependent to increase the benefit amount by 1 increment up to the guarantee issue amount. | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Reduction Schedule | 35% at age 65, 50% at age 70, Terminates at retirement | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Accelerated Life Benefit | 75% to \$250,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Portability & Conversion | Included | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Waiver of Premium | 9 months of disability before waiver applies; continues to age 65 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Maximum Spouse Benefit | Up to \$200,000 in \$5,000 increments not to exceed 50% of the Employee's benefit | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Spouse Guarantee Issue | \$20,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Maximum Child Benefit | Live birth to 14 days - \$1,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Child Guarantee Issue | 14 days or older - \$2,000, \$4,000 or \$10,000 not to exceed 50% of the Employee's benefit \$10,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Life Rates per \$1,000 | <table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;"><u>Ages</u></th> <th style="text-align: center;"><u>EE / Sp</u></th> <th style="text-align: center;"><u>Ages</u></th> <th style="text-align: center;"><u>EE / Sp</u></th> </tr> </thead> <tbody> <tr> <td>< 19</td> <td style="text-align: center;">\$0.064</td> <td>45 - 49</td> <td style="text-align: center;">\$0.160</td> </tr> <tr> <td>20 - 24</td> <td style="text-align: center;">\$0.064</td> <td>50 - 54</td> <td style="text-align: center;">\$0.245</td> </tr> <tr> <td>25 - 29</td> <td style="text-align: center;">\$0.064</td> <td>55 - 59</td> <td style="text-align: center;">\$0.458</td> </tr> <tr> <td>30 - 34</td> <td style="text-align: center;">\$0.085</td> <td>60 - 64</td> <td style="text-align: center;">\$0.702</td> </tr> <tr> <td>35 - 39</td> <td style="text-align: center;">\$0.096</td> <td>65 - 69</td> <td style="text-align: center;">\$1.352</td> </tr> <tr> <td>40 - 44</td> <td style="text-align: center;">\$0.106</td> <td>70 +</td> <td style="text-align: center;">\$2.193</td> </tr> </tbody> </table> | <u>Ages</u> | <u>EE / Sp</u> | <u>Ages</u> | <u>EE / Sp</u> | < 19 | \$0.064 | 45 - 49 | \$0.160 | 20 - 24 | \$0.064 | 50 - 54 | \$0.245 | 25 - 29 | \$0.064 | 55 - 59 | \$0.458 | 30 - 34 | \$0.085 | 60 - 64 | \$0.702 | 35 - 39 | \$0.096 | 65 - 69 | \$1.352 | 40 - 44 | \$0.106 | 70 + | \$2.193 |
| <u>Ages</u> | <u>EE / Sp</u> | <u>Ages</u> | <u>EE / Sp</u> | | | | | | | | | | | | | | | | | | | | | | | | | | |
| < 19 | \$0.064 | 45 - 49 | \$0.160 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 20 - 24 | \$0.064 | 50 - 54 | \$0.245 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 25 - 29 | \$0.064 | 55 - 59 | \$0.458 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 30 - 34 | \$0.085 | 60 - 64 | \$0.702 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 35 - 39 | \$0.096 | 65 - 69 | \$1.352 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| 40 - 44 | \$0.106 | 70 + | \$2.193 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Dependent Rate | Child per \$1,000 \$0.100 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Employee Volume (36 Lives) | \$3,080,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Spouse Volume (12 Lives) | \$171,500 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Child Volume (10 Lives) | \$97,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Estimated Monthly Premium | <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="text-align: right;">Current</td> <td style="text-align: center;">\$949.28</td> <td style="text-align: right;">Renewal with Age Band Charges</td> <td style="text-align: center;">\$1,116.05</td> </tr> </table> | Current | \$949.28 | Renewal with Age Band Charges | \$1,116.05 | | | | | | | | | | | | | | | | | | | | | | | | |
| Current | \$949.28 | Renewal with Age Band Charges | \$1,116.05 | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Rate Guarantee | Guaranteed to 7/1/21 | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Additional Information | <ul style="list-style-type: none"> ▪ Minimum participation: Greater of 10 lives or 15% ▪ Spouse's benefit and premium rates are based on the spouse's attained age | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

This summary is for illustration purposes only. If there is a discrepancy between this summary and the policy, the policy governs.

54

Red Oak Community Schools

| CARRIER | Principal Long-Term Disability |
|-----------------------------------------------------|---------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Maximum Annual Covered Salary | \$130,000 |
| Maximum Monthly Benefit | \$7,583 |
| Minimum Monthly Benefit | Greater of \$100 or 10% of GMB |
| Benefit Percentage | 70% |
| Elimination Period | 90 Days |
| Definition of Disability | <p>An employee will be considered disabled if, because of sickness, injury or pregnancy, during the elimination period and own occupation period, one of the following applies:</p> <ul style="list-style-type: none"> ▪ Unable to perform a majority of the substantial and material duties of his/her own occupation; OR ▪ Unable to earn 80% of his/her predisability income while working in his/her own |
| Benefit Duration | ADEA 1/SSNRA |
| Own Occupation | 3 Years |
| Mental Health Limitation | 24 Months |
| Drug & Alcohol Limitation | 24 Months |
| Self Reported Symptoms | No Limit |
| Survivor Benefit | 3 x GMB |
| Pre-Ex Limitation | 6 / 12 |
| Covered Monthly Earnings | \$509,525 |
| Per \$100 of Insured Monthly Payroll (144 Lives) | \$0.240 |
| Monthly Premium | \$1,222.86 |
| Rate Guarantee | Guaranteed until 7/1/21 |
| Additional Information | •100% Participation Required |

This summary is for illustration purposes only. If

55

Voluntary Term Life Census

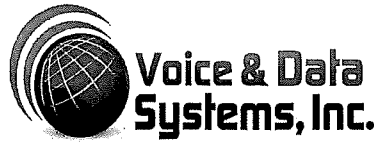
| First Name | Last Name | Optional Employee Life | Optional Spouse Life | Optional Dependent Life | Current Vol Life Premium | Renewal Vol Life Premium |
|-----------------|--------------|------------------------|----------------------|-------------------------|--------------------------|--------------------------|
| Sharon | Allison | \$100,000 | | | \$24.50 | \$24.50 |
| Zoey | Baker | \$10,000 | | | \$0.64 | \$0.64 |
| Shauna | Berendes | \$10,000 | \$5,000 | \$2,000 | \$2.33 | \$2.33 |
| Mesbell | Billings | \$50,000 | \$20,000 | | \$21.41 | \$21.41 |
| Kendall | Candor | \$10,000 | | | \$0.64 | \$0.64 |
| Kennedy | Candor | \$10,000 | | | \$0.64 | \$0.64 |
| Kristina | Chilton | \$150,000 | \$20,000 | \$10,000 | \$17.32 | \$17.32 |
| Daniel | DeGroot | \$100,000 | \$20,000 | \$10,000 | \$34.66 | \$34.66 |
| Chris | Deter | \$230,000 | | | \$105.34 | \$161.46 |
| Robert | Deter | \$230,000 | | | \$105.34 | \$105.34 |
| Melissa | Freiberg | \$50,000 | | | \$5.30 | \$5.30 |
| Savannah | Gohlinghorst | \$20,000 | | \$10,000 | \$3.13 | \$3.13 |
| Linda | Guerra | \$100,000 | | | \$10.60 | \$10.60 |
| Heather | Hall | \$190,000 | \$20,000 | \$10,000 | \$26.04 | \$26.04 |
| Heidi | Harris | \$100,000 | | | \$16.00 | \$16.00 |
| Kevin | Herrick | \$180,000 | | | \$11.52 | \$11.52 |
| Lisa | Joint | \$100,000 | | \$10,000 | \$9.50 | \$9.50 |
| Cheri | Klimek | \$200,000 | \$10,000 | | \$23.65 | \$23.65 |
| Laura | Laprell | \$100,000 | \$10,000 | | \$10.66 | \$11.66 |
| Tessa | Mittag | \$10,000 | | | \$0.64 | \$0.64 |
| Nathan | Namanny | \$10,000 | | | \$0.64 | \$0.64 |
| Carol | Nielsen | \$52,000 | \$10,000 | | \$83.82 | \$83.82 |
| Martha | Pfeiffer | \$50,000 | | \$10,000 | \$22.90 | \$35.10 |
| Kimberly | Reeve | \$140,000 | | | \$35.30 | \$65.12 |
| Sherae | Rhodes | \$65,000 | | | \$87.88 | \$87.88 |
| Debra | Robertson | \$20,000 | \$6,500 | | \$17.95 | \$17.95 |
| Brittan | Sindt | \$150,000 | | | \$9.60 | \$9.60 |
| James | Solt | \$6,500 | | | \$8.79 | \$8.79 |
| Margaret | Sondag | \$10,000 | | | \$0.64 | \$0.64 |
| Jacque | Stephens | \$50,000 | | \$10,000 | \$13.25 | \$13.25 |
| Rebecca | Sterbick | \$97,500 | | | \$68.45 | \$131.82 |
| Chris | Vannauscle | \$39,000 | | | \$52.73 | \$52.73 |
| Kim | Walford | \$140,000 | \$20,000 | | \$73.28 | \$73.28 |
| Linnea | Wernhoff | \$150,000 | | | \$24.00 | \$24.00 |
| Jenfre | Wilcoxon | \$100,000 | \$20,000 | \$10,000 | \$11.20 | \$11.20 |
| Felisha | Wingfield | \$50,000 | | \$10,000 | \$9.00 | \$13.25 |
| Volume Enrolled | | \$3,080,000 | \$171,500 | \$92,000 | | |
| Premium | | 36 | 12 | 10 | \$949.28 | \$1,116.05 |

Highlighted employees have age banded rate changes which are effective at renewal (7/1).
 *In addition to her age band change at renewal, Rebecca Sterbick had a 35% reduction in benefits due to the attainment of age 65 effective 2/1/2020. The benefits shown above reflect those reductions.

56

Voice & Data Systems, Inc.

Phone: 402-571-9049
 Fax: 402-991-9837
 8436 Wirt Street
 Omaha, NE 68134



Quote

No.: **2383**
 Date: 3/16/2020

Prepared for:

Prepared by: Kevin Thomas
 Account No.: 2726

Red Oak Community Schools
 2011 N. 8th St.
 Red Oak, NE 51566 U.S.A.

| Quantity | Item ID | Description | UOM |
|----------------------------------------------------------|--------------------|----------------------------------------------------------------------------|-----|
| ERATE CAT6 / CAT6A | | | |
| SPIN-#143046634 | | | |
| Proposal includes licensing for Meraki equipment. | | | |
| Proposal includes configuration. | | | |
| CABLE | | | |
| 6,000 | COM-UN874035104/10 | CommScope CAT6A Ultra 10G Plenum, Blue, Reel 6AP4P24-BL-R-CMS-AP | |
| 20,000 | COM-UN874049914/10 | CommScope Media 6 CS34P Category 6 U/UTP Cable Plenum, BLUE | |
| WORK AREA OUTLET | | | |
| 37 | COM-760150011 | CommScope Uniprise CAT6A UNJ10G-BL Information Outlet, Blue | |
| 124 | COM-760237778 | CommScope Uniprise UNJ600 Category 6 U/UTP Information Outlet, Blue | |
| 105 | Com-107984015 | CommScope M101 Type Surface Mount Box, single port white | |
| 28 | COM-760067207 | CommScope M202 2-Port Plenum SMB-262 Surface Box White | |
| CONNECTIVITY | | | |
| 1 | COM-760162818 | CommScope Uniprise CAT6A Universal 10G Panel 2U 48 Port | |
| 1 | HDW-Miscellaneous | CommScope Uniprise CAT6A Universal 10G Panel 24 Port | |
| 3 | COM-760180059 | CommScope Uniprise Universal Cat6 Panel 2U 48 Port | |
| 37 | COM-UC1AAA2-0ZF005 | CommScope Uniprise CAT6A Patch Cord, Snagless, Blue Jacket @ 5-FT (Closet) | |
| 124 | COM-UC1BBB2-0ZF005 | CommScope Uniprise CAT6 Patch Cord, Boot, Snagless, Blue, 5-Ft (Closet) | |
| 124 | COM-UC1BBB2-0ZF007 | CommScope Uniprise CAT6 Patch Cord, Boot, Snagless, Blue, 7-Ft (Location) | |
| 1 | ADI#2G-SMC1500C | APC Smart-UPS 1500VA LCD | |
| 2 | Meraki MS350-48FP | L3 Cld-Mngd 48x GigE 740W Poe Switch | |
| 2 | Meraki MX250 | Router/Security Appliance | |
| 9 | Meraki MR33 | Wireless Access Point | |

57

Quote

No.: **2383**

Date: 3/16/2020

| Quantity | Item ID | Description | UOM |
|----------|-------------------|----------------------------------------------------------|-----|
| 1 | VEL-189645 | 3/4-Inch x 25-YD Velcro Black | |
| 1 | HUB-XPLCBLA2 | Label, Self Laminating, Cable - 49 per sheet - 10 sheets | |
| 1 | HDW-Miscellaneous | Miscellaneous Hardware | |
| 5,200.00 | PERDIEM | Fuel | |
| 160.00 | Labor - Travel | Labor Travel Time | |
| 320.00 | Labor | Labor - Installation | |
| 160.00 | Labor | Labor - DEMO | |
| 1.00 | Labor | Labor - Switches /Router / WAP set up configuration | |

Your Price: \$99,096.72

Total: \$99,096.72

Prices are firm until 4/15/2020

Terms:

Prepared by: Kevin Thomas, kevin@voicendata.net

Date: 3/16/2020

SPIN-#143046634

Proposal includes licensing for Meraki equipment.

Proposal includes configuration.

Accepted by: _____ **Date:** _____

Disclaimer

Quote does not include Freight, Shipping, Trip charges or Tax.

This is a confidential and proprietary document of Voice & Data Systems, Inc. In receipt of this document, the recipient agrees not to reproduce or transmit this document or the information contained herein without prior authorization.

58



April 17, 2020

Red Oak Community School District
1901 N. Broadway, Suite A
Red Oak, IA 51566-1974

Dear Bob Deter,

This letter is an agreement that confirms Red Oak Community School District's decision to purchase \$98,007.16 of Erate eligible hardware/professional services from Riverside Technologies, Inc. during the Funding Year 2020 as specified in the attached specification and price quotations.

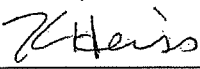
The procurement of the hardware/professional services will be dependent upon your acceptance of the below terms and conditions:

- No products will be ordered prior to Red Oak Community Schools having been approved for funding and the project is approved by the Red Oak School Board. Red Oak Community Schools reserves the right to reduce the number/quantities that are stated in the 470 request"
- I certify an FCC Form 470 was posted and that any related RFP was made available for at least 28 days before considering all bids received and selecting a service provider.
- I certify that the entity or entities listed on this application have not received anything of value or a promise of anything of value, as prohibited by the Commission's rules, other than services and equipment sought by means of this form, from the service provider, or any representative or agent thereof or any consultant in connection with this request for services.
- RTI will not invoice Red Oak Community School District until after July 1, 2020.
- A separate PO must be issued to Riverside Technologies, Inc. for Non-Erate services or hardware.
- The Service Provider will use the FCC Form 474, Service Provider Invoice (SPI) Form, to request reimbursements from the Universal Service Administrative Company (USAC) for eligible services provided at discounted prices. The service provider must provide the service and give a discounted bill to the applicant prior to submitting the FCC Form 474.
- I acknowledge that the Billed Entity is responsible for the full Purchase Order/Agreement dollar amount. Billed Entity is also responsible to check/understand their approved commitment dollar amount from USAC. After 120 days without USAC approval, the Billed Entity is required to pay the outstanding invoice in full and file a BEAR form when approved. I acknowledge that failure to comply with program rules could result in civil or criminal prosecution by the appropriate law enforcement authorities.

We look forward to working with Red Oak Community School District on this project.

Riverside Technologies, Inc.
Kevin Heiss, President

Red Oak Community School District
Bob Deter

By: 

By: _____

Date: 4/17/2020

Date: _____

59



www.RiversideTechnologies.com



866.804.4388



2020 E-Rate

Quote #MC041574 v1

Prepared For:
Red Oak School District

Prepared by:
Riverside Technologies

Date Issued:
04.06.2020

Bob Deter
2011 N. 8th Street

Matt Collins
748 N 109th Court
Omaha, NE 68154

Expires:
04.10.2020

Red Oak, IA 51566

P: (402) 880-2414
E: deterb@roschools.org

P: 866.804.4388
E: mcollins@1rti.com

Contract:

| Meraki MS350 Switches | | Price | Qty | Ext. Price |
|-----------------------|-------------------------------------------------------------|------------|-----------|--------------------|
| MA-PWR-1025WAC | Meraki 1025WAC PSU | \$661.04 | 2 | \$1,322.08 |
| MS350-48FP-HW | Meraki MS350-48FP L3 Stck Cld-Mngd 48x GigE 740W PoE Switch | \$4,243.35 | 2 | \$8,486.70 |
| LIC-MS350-48FP-5YR | Meraki MS350-48FP Enterprise License and Support, 5YR | \$749.47 | 2 | \$1,498.94 |
| MA-CBL-40G-1M | Meraki 40GbE QSFP Cable, 1 Meter | \$80.24 | 2 | \$160.48 |
| | | | Subtotal: | \$11,468.20 |

| Meraki Firewall's | | Price | Qty | Ext. Price |
|-------------------|-------------------------------------------------------|------------|-----------|--------------------|
| MX250-HW | Meraki MX250 Router/Security Appliance | \$3,645.24 | 2 | \$7,290.48 |
| LIC-MX250-ENT-5YR | Meraki MX250 Enterprise License and Support, 5YR | \$5,470.59 | 2 | \$10,941.18 |
| MA-PWR-CORD-US | Meraki AC Power Cord for MX and MS (US Plug) | \$8.66 | 4 | \$34.64 |
| MA-CBL-TA-3M | Meraki 10 GbE Twinax Cable with SFP+ Modules, 3 Meter | \$60.18 | 4 | \$240.72 |
| | | | Subtotal: | \$18,507.02 |

| Meraki MR33 AP's | | Price | Qty | Ext. Price |
|------------------|-----------------------------------|----------|-----------|-------------------|
| MR33-HW | Meraki MR33 Cloud Managed AP | \$295.00 | 9 | \$2,655.00 |
| LIC-ENT-5YR | Meraki MR Enterprise License, 5YR | \$296.59 | 9 | \$2,669.31 |
| | | | Subtotal: | \$5,324.31 |

| Tripp Lite UPS | | Price | Qty | Ext. Price |
|----------------|----------------------|------------|-----------|-------------------|
| SMART5000RT3U | 5kVA 4000W UPS RM 3U | \$2,903.93 | 1 | \$2,903.93 |
| RTI-SVC-SHP | Shipping Fee | \$246.80 | 1 | \$246.80 |
| | | | Subtotal: | \$3,150.73 |

| RTI Cabling | | Price | Qty | Ext. Price |
|-------------|--------------------------|-------------|-----------|--------------------|
| RTI-SVC-CBL | 42 Cat 6A runs | \$14,614.44 | 1 | \$14,614.44 |
| RTI-SVC-CBL | 121 Cat 6 runs | \$32,437.56 | 1 | \$32,437.56 |
| RTI-SVC-CBL | Removal of 85 Old Cables | \$7,709.90 | 1 | \$7,709.90 |
| | | | Subtotal: | \$54,761.90 |

60



| RTI Professional Services | | Price | Qty | Ext. Price |
|---------------------------|-----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------|-----------|-------------------|
| RTI-SVC-ENG | Engineering Migration and Installation <ul style="list-style-type: none"> • Migrate Existing Firewalls to Meraki • Migrate off Existing Core Switches to New Meraki • Install & Setup (1) Tripp Lite UPS • Test and confirm Connectivity | \$4,795.00 | 1 | \$4,795.00 |
| | | | Subtotal: | \$4,795.00 |

| Quote Summary | Amount |
|---------------------------|---------------------------|
| Meraki MS350 Switches | \$11,468.20 |
| Meraki Firewall's | \$18,507.02 |
| Meraki MR33 AP's | \$5,324.31 |
| Tripp Lite UPS | \$3,150.73 |
| RTI Cabling | \$54,761.90 |
| RTI Professional Services | \$4,795.00 |
| | Total: \$98,007.16 |

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

61



March 12, 2020

Red Oak Community School District
1901 N. Broadway, Suite A
Red Oak, IA 51566-1974

Dear Bob Deter,

This letter is an agreement that confirms Red Oak Community School District's decision to purchase \$7,200.00 of Erate eligible hardware/professional services from Riverside Technologies, Inc. during the Funding Year 2020 as specified in the attached specification and price quotations.

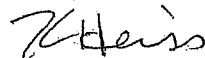
The procurement of the hardware/professional services will be dependent upon your acceptance of the below terms and conditions:

- No products will be ordered prior to Red Oak Community Schools having been approved for funding and the project is approved by the Red Oak School Board. Red Oak Community Schools reserves the right to reduce the number/quantities that are stated in the 470 request.
- I certify an FCC Form 470 was posted and that any related RFP was made available for at least 28 days before considering all bids received and selecting a service provider.
- I certify that the entity or entities listed on this application have not received anything of value or a promise of anything of value, as prohibited by the Commission's rules, other than services and equipment sought by means of this form, from the service provider, or any representative or agent thereof or any consultant in connection with this request for services.
- RTI will not invoice Red Oak Community School District until after July 1, 2020.
- A separate PO must be issued to Riverside Technologies, Inc. for Non-Erate services or hardware.
- The Service Provider will use the FCC Form 474, Service Provider Invoice (SPI) Form, to request reimbursements from the Universal Service Administrative Company (USAC) for eligible services provided at discounted prices. The service provider must provide the service and give a discounted bill to the applicant prior to submitting the FCC Form 474.
- I acknowledge that the Billed Entity is responsible for the full Purchase Order/Agreement dollar amount. Billed Entity is also responsible to check/understand their approved commitment dollar amount from USAC. After 120 days without USAC approval, the Billed Entity is required to pay the outstanding invoice in full and file a BEAR form when approved. I acknowledge that failure to comply with program rules could result in civil or criminal prosecution by the appropriate law enforcement authorities.

We look forward to working with Red Oak Community School District on this project.

Riverside Technologies, Inc.
Kevin Heiss, President

Red Oak Community School District
Bob Deter

By: 

By: _____

Date: 4/17/2020

Date: _____

62



www.RiversideTechnologies.com



866.804.4388



E-Rate MSP 2020

Quote #RO041313 v1

Prepared For:
Red Oak School District

Bob Deter
2011 N. 8th Street

Red Oak, IA 51566

P: (402) 880-2414
E: deterb@roschools.org

Prepared by:
Riverside Technologies

Ralph Oxley
748 N 109th Court
Omaha, NE 68154

P: 866.804.4388
E: roxley@riversidetechnologies.com

Date Issued:

03.09.2020

Expires:

07.24.2020

Contract:

| e-Rate Managed Services | | Price | Qty | Ext. Price |
|-------------------------|----------------------------------------------------------------------------------------------------------------|----------|-----------|-------------------|
| RTMSP-T0002 | Management for Network Switches, Access Points and Firewall. 1 Year Agreement = \$600.00/month = \$7,200 total | \$600.00 | 12 | \$7,200.00 |
| | | | Subtotal: | \$7,200.00 |

| Quote Summary | | Amount |
|-------------------------|--|-------------------|
| e-Rate Managed Services | | \$7,200.00 |
| Total: | | \$7,200.00 |

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

63

TO: Mr. Tom Messinger & Board of Directors
FROM: Mr. Nate Perrien, Principal
DATE: April 17, 2020

RE: 2020 List of Graduating Seniors

I am pleased to present to the board of education these 83 candidates for graduation. This list is subject to their fulfillment of graduation requirements as set forth by the Red Oak Community School Board of Directors. Four of these students will receive a certificate of attendance.

The candidates are:

*****See attached Sheet**

| student_lastName | student_firstName | |
|----------------------|-------------------|-------------------------------------|
| Anderson | Calista | |
| Arzola | Angel | |
| Athen | Jacob | |
| Bartlett | Domenique | |
| Bass | Hannah | |
| Baucom | Derek | |
| Bennett | Claire | |
| Berkey | Emily | |
| Bingham | Katelynn | |
| Brandon | Lani-kristiana | |
| Bright | Landon | |
| Brummett | Noah | |
| Butz | Caitlyn | *Certificate of Attendance |
| Clemons | Brianna | |
| Clemons | Brittney | |
| Conn | Brandon | |
| Connell | Sydney | |
| Duffield-Cunningham | Nathaniel | |
| Erp | Johnathon | |
| Eubank | Aidan | |
| Fink | Savannah | |
| Gilleland | Chelsey | |
| Graham | Avery | |
| Graham | Hunter | |
| Grantz | BreeAnna | |
| Graves | Lydia | Not Walking @ Graduation (mid-year) |
| Gray | Talya | |
| Gregory | Dayton | *Certificate of Attendance |
| Guerra | Zacarias | |
| Gutierrez-Echternach | Jacob | |
| Hall | Caden | |
| Hernandez-Gutierrez | Dawson | |
| Hewett | Madison | |
| Higgins | Brandon | |
| Holloway | Ember | |
| Hurt | Garrett | |
| Jansky | Carson | |
| Johnson | Chloe | |
| Johnson | Lillian | |
| Kammerer | Alexis | |
| Kells | Kyndal | |
| Klimek | Holly | |
| Koppa | Connor | |
| Lukehart | Bruce | |
| Maynes | Carter | |
| McCunn | Justin | |

65

| | |
|------------|------------|
| Meek | Carrington |
| Mensen | Libby |
| Nunez | Juanita |
| Patel | Yash |
| Pendleton | Abigail |
| Perkins | Sienna |
| Philby | Kaylee |
| Plambeck | Haley |
| Ramos | Yaeline |
| Ray | Victoria |
| Redd | Emma |
| Rengstorf | Ellie |
| Richardson | Caspian |
| Rogers | Haley |
| Rogers | John |
| Ruhl | Kaitlyn |
| Sederburg | Wyatt |
| Shiple | Andrew |
| Shirley | Drew |
| Swagel | Madilynn |
| Torbett | Nadine |
| Turek | Taylor |
| Vanderhoof | Randi |
| VanHoose | Brandon |
| Vera | Sandro |
| Walker | Erica |
| Walker | Sophia |
| Wenstrand | Anika |
| West | Allie |
| Westerlund | Noah |
| Westover | Savanna |
| Whitten | Hannah |
| Wilkins | Austin |
| Wilkinson | Beau |
| Wingert | Alex |
| Wright | Darryan |
| Zamarron | Michelle |

*Certificate of Attendance

*Certificate of Attendance

- cart
- address
- ship via
- payment
- review
- receipt

shopping cart

Just Added R6-S-X16 to your cart.



Palladium® Rub Rails

item number: r6-s-x16

Size

.060 16" X 96"

Style

0151 Graystone



price:

\$52.07

Setup Fee
0.00

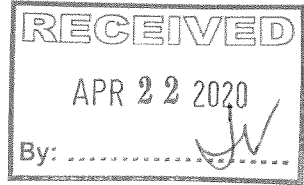
quantity: **160** subtotal:

Out of stock
Available: 0 **\$8,331.20**

Available to
ship in 17
business days
or less.



67



GAYLE L ALLENSWORTH

2071 Evergreen Avenue, Red Oak IA 51566 (712) 621-5454 gayle_allensworth@live.com

April 21, 2020

Red Oak Community School District Board of Directors,

Please accept this letter as formal notification that I am resigning from my position as Elementary Principal with the Red Oak Community School District, effective at the end of my 2019-2020 contract.

Thank you so much for the opportunity to work in this position for the last nine years. I've greatly enjoyed and appreciated the elementary staff, students and families and the positive relationships and accomplishments we have achieved together.

During the remainder of my time with Red Oak Community School District, I will do everything possible to wrap up my duties and make a smooth transition.

Sincerely,

Mrs. Gayle Allensworth
Mrs. Gayle Allensworth

68

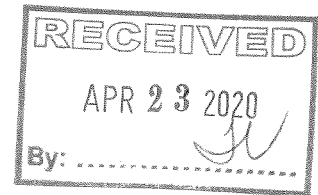
To whom it may concern,

I am formally resigning from my assistant bowling coach position at Red Oak Community Schools as of April 22nd, 2020.

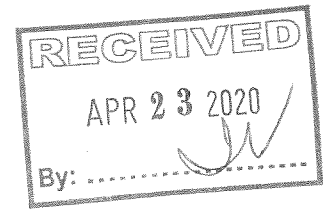
This decision has been difficult for myself and family, but we do believe it makes sense for us moving forward.

I would like to thank everyone from administration, the schools staff, and the students I have had the pleasure working with. I have cherished my time with the bowling teams the past 2 years.

David Terry



pg 69



March 11, 2020

Mr. Tom Messinger, Superintendent
Red Oak Community School District
904 North Broadway
Red Oak, IA 51566

Mr. Messinger,

Please accept my resignation as Assistant Activities Director of the Red Oak Community School District, effective at the end of my 2019-2020 contract.

I sincerely thank you, the Board of Education, and Mr. Perrien for the opportunity the past two years to serve the District. I have thoroughly enjoyed working with the ROCSD staff, students, parents, boosters, and all other stakeholders. My resignation will allow my wife and I the freedom to pursue other interests during our retirement.

During the last few months, I will do everything possible to insure a smooth transition.

I wish the Red Oak Community School District continued success, and I will stay in touch in the future. *Go Tigers!*

Sincerely,

A handwritten signature in cursive script that reads 'Ken Blackman'.

Ken Blackman

Cc: Mr. Nate Perrien