



### MISSION STATEMENT

The mission of the  
*Anamosa Community School District*  
is to provide **ALL** students  
**EDUCATIONAL OPPORTUNITIES**  
to **learn** and **achieve**  
in a rapidly **changing** global  
society.

Anamosa Community School District  
Board of Directors Regular Meeting  
Administrative Offices - Board Room  
**August 4, 2014 - 7:00 p.m.**

#### **TENTATIVE AGENDA -**

- |  |         |
|--|---------|
| 1. Call to Order   | Exhibit |
| 2. Roll Call and Determination of a Quorum   |         |
| 3. Adoption of Agenda  |         |
| 4. Communication from Individuals & Delegation<br>Recognize Visitors & Community Input |         |
| 5. Employee Resignations   | A       |
| 6. Consent Agenda (Review & Approval)<br>Personnel Appointments & Adjustments          | B       |
| 7. Educational Update  | C       |

#### **OLD BUSINESS**

- |                                    |   |
|------------------------------------|---|
| 1. Current/Future Building Project | D |
|------------------------------------|---|

#### **NEW BUSINESS**

- |  |   |
|--|---|
| 1. First Reading of Board Policies   | E |
| 2. Reschedule September 1, 2014 Board Meeting                                    | F |
| 3. Approval of Amendment to Employee Assistance Program Fee for Service Contract | G |
| 4. Legislative Priorities  | H |

#### **REPORTS**

1. Committee Reports
2. Board Comments
3. Principal Reports
4. Superintendent Report

#### **ADJOURN**

#### **IMPORTANT DATES**

- August 4, 2014 - Regular Board Meeting  
August 18, 2014 - First Day of School (full day of school)  
August 18, 2014 - Regular Board Meeting

The Anamosa Community School District does not intentionally discriminate on the basis of gender, color, gender identity, religion, socioeconomic status (for programs), race, national origin, creed, age (for employment), marital status (for programs), sexual orientation, or disability in the District educational programs, activities, or employment practices or as otherwise prohibited by statute or regulation.

BOARD OF EDUCATION MEETING  
August 4, 2014

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**ISSUE:** Employee Resignations

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**BACKGROUND:**

Individual employee resignations, as outlined below, are recommended for approval.

<u>Employee Name</u>	<u>Position</u>	<u>Reason</u>	<u>Effective Date</u>
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**THE RECOMMENDATION IS:**

“The Board of Education approves the employee resignation of \_\_\_\_\_”

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Personnel Appointments and Adjustments

**CONTACT:** Superintendent Lisa Beames

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**BACKGROUND:**

Routine personnel matters, as outlined in attachment, are recommended for approval.

**THE RECOMMENDATION IS:**

“The Board of Education approves the hire of Kiana Egge, 2nd Grade Teacher effective August 14, 2014.”

“The Board of Education approves the hire of David Stemper, Assistant Varsity Football Coach effective August 8, 2014.”

“The Board of Education approves the hire of Emily Korth, Head 7th Grade Volleyball Coach effective August 18, 2014.”

“The Board of Education approves the hire of Jillian Frater, Assistant 7th Grade Volleyball Coach effective August 18, 2014.”

PERSONNEL APPOINTMENTS & ADJUSTMENTS – 8-4-14

<u>BLDG. /SUBJECT</u>	<u>REASON</u>	<u>EFF. DATE</u>
<u>CERTIFIED STAFF</u> Kiana Egge	Open Position (Sabin)	August 14, 2014

CLASSIFIED STAFF

COACHING/EXTRA-CURRICULAR

David Stemper	Assistant Varsity Football Coach	August 8, 2014
Emily Korth	Head 7 <sup>th</sup> Grade Volleyball Coach	August 18, 2014
Jillian Frater	Assistant 7 <sup>th</sup> Grade Volleyball Coach	August 18, 2014

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Educational Update

**CONTACT:** Superintendent Lisa Beames

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**BACKGROUND:**

Jolene Biebrodt, Mentoring Induction Coordinator, will be present Monday night to give you information regarding the Mentoring Induction Program.

**INFORMATION ONLY**

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Current/Future Building Projects

**CONTACT:** Superintendent Lisa Beames

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**BACKGROUND:**

Discussion can continue on current and future building projects.

**THE RECOMMENDATION IS:**

If action is needed, it can be taken at this time.

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** First Reading of Board Policies

**CONTACT:** Superintendent, Lisa Beames

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**BACKGROUND:**

The following board policies are being presented for first reading.

- 402.1 Early Retirement Incentive
- 402.16 Licensed Employee Workday and Leave Time Determination (New Policy #409.10)
- 402.16 Classified Employee Workday and Leave Time Determination (New Policy #414.11)
- 403.12 Employee Travel Compensation (New Policy #401.4)
- 803.9 Travel Allowance (Delete Policy)
- RP803.9 Travel Allowance (Delete RP)
- 702.12 Employee Use of District Cars (Delete Policy)
- RP702.12 Employee Use of District Cars (Delete RP)
- RP702.12A Employee Use of District Cars (Delete RP)
- RP702.12B Employee Use of District Cars – Air Bags (Delete RP)

**THE RECOMMENDATION IS:**

“Approve policies as presented for First Reading.”

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Reschedule September 1, 2014 School Board Meeting

**CONTACT:** Superintendent, Lisa Beames

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**BACKGROUND:**

The first board meeting in September falls on Labor Day. The board will consider possible alternate dates, identifying their final choice for said meeting.

**THE SUPERINTENDENT'S RECOMMENDATION IS:**

“to approve a mutually agreed upon alternate date for the first meeting in September”



**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Approval of Amendment to Employee Assistance Program Fee for Service Contract

**CONTACT:** Superintendent, Lisa Beames

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**BACKGROUND:**

Attached you will find a copy of the Employee Assistance Program Fee for Service Contract. The rates will remain the same at \$80.00 per contact hour and \$300.00 annual administration fee.

The only revision was to make the term of the initial agreement for one year with additional one year terms by mutual agreement. This will be the first year of renewal; therefore, we are receiving an Amendment to the Service Contract.

**THE SUPERINTENDENT'S RECOMMENDATION IS:**

“Approve Amendment to Employee Assistance Program Fee for Service Contract.”

**Amendment to Employee Assistance Program  
Fee for Service Contract**

This Amendment effective June 1st, 2014 is made to the Employee Assistance Program Fee for Service Agreement ("Agreement") dated June 1st, 2013, by and between Mercy Medical Center, Cedar Rapids, Iowa (through its Employee Assistance Program "EAP") and Anamosa Community School District, 200 S Garnavillo St, Anamosa, IA 52205 ("Employer").

This Amendment changes only those provisions as specified below. The remainder of the Agreement is in full force and effect. The Agreement is amended to state as follows:

**Section II Employer Duties, letter B is deleted in its entirety and replaced with the following language:**

B. Compensate EAP at the stated rates for each service provided:

1. **Annual Administrative Fee** \$300.00 each year thereafter, which includes provision of initial supervisory training, initial employee orientation, promotional materials, supervisory consultations, external office and quarterly utilization reports.
2. **Additional Supervisory Training** \$80.00 per contact hour
3. **Additional Employee Orientation** \$80.00 per contact hour
4. **Topic Presentations** \$80.00 per contact hour
5. **EAP Counseling Services** \$80.00 per session, which includes any coordination of services and administrative follow-up that may occur after the initial assessment period.

**Section III Term and Termination, letter A is deleted in its entirety and replaced with the following language:**

- A. This Agreement shall commence on the Effective Date of this Agreement and shall continue in full force and effect for one (1) year (the "renewal term"). This Agreement may be renewed for additional one (1) year terms upon mutual prior written agreement of the parties.

IN WITNESS WHEREOF, this Agreement has been executed by the parties as of the day and year written above.

**EAP:**

**Employer:**

\_\_\_\_\_  
Ann B. Alliger, Director of Behavioral  
Services

\_\_\_\_\_  
name, Title

\_\_\_\_\_  
**Date**

\_\_\_\_\_  
**Date**

**BOARD OF EDUCATION MEETING**  
**August 4, 2014**

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**ISSUE:** Legislative Priorities

**CONTACT:** Lisa Beames, Superintendent

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**BACKGROUND:**

Annually, throughout the summer months, school boards across Iowa are asked to identify priorities for the upcoming legislative session through the Iowa School Board Association.

Districts are asked to identify 5 priorities drawing from the list of currently established resolutions, by adding new resolutions or by removing from the current list of resolutions.

During this meeting the board will establish their priorities of resolutions for formal submission to IASB.

Attached please find the current legislative resolution list.

Board Members are asked to review the list individually in advance of the meeting to identify his/her personal desired priorities so that upon arrival at the meeting an aggregated list of individual priorities can be created to expedite the discussion of desired priorities.

**THE RECOMMENDATION IS:**

“to approve 5 legislative priorities for submission to IASB.”



## 2014 IASB Legislative Resolutions Actions

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



## 2014 IASB Legislative Resolutions Actions

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



## 2014 IASB Legislative Resolutions Actions

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



## 2014 IASB Legislative Resolutions Actions

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



## **Board of Education Committees**

Policy Committee	Rich Crump, Kristine Kilburg, Nicole Claussen
Negotiations Committee	Anna Mary Riniker, Kristine Kilburg, Kandi Behnke
PPEL & Facilities Committee	Connie McKean, Rich Crump, Anna Mary Riniker
CADRE	Connie McKean, Rich Crump, Shaun Lambertsen
Jones Co. Conf. Bd.	Nicole Claussen
IASB Delegate Assembly Representative	Connie McKean
Ad Hoc Building/Long Range Planning	Kristine Kilburg, Shaun Lambertsen, Anna Mary Riniker