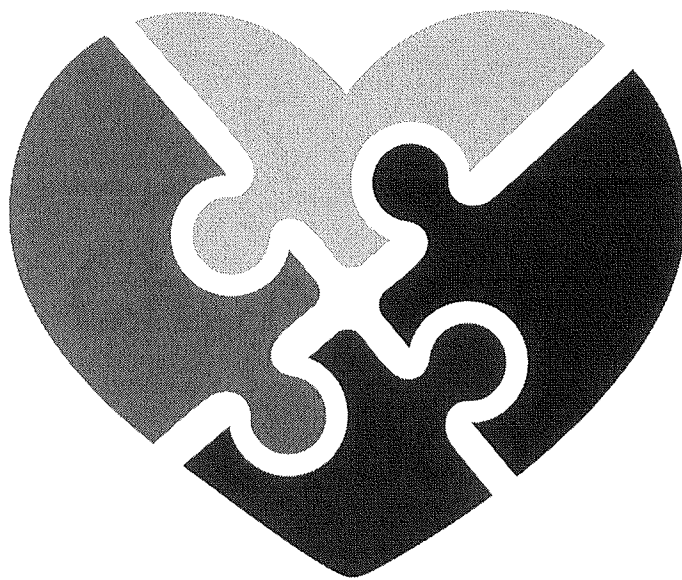


Cherokee Community School District



NATIONAL AUTISM AWARENESS MONTH

Board Members:

Mrs. Jodi Thomas- President
Mrs. Angie Anderson-Vice President
Mrs. Patty Brown
Mr. Brian Freed
Mr. Ray Mullins

Regular Board Meeting
April 18, 2022
5:30 p.m.
WHS Library

Mrs. Joyce Lundsgaard, Business Manager/Board Secretary
Dr. Kimberly Lingenfelter, Superintendent

**Board of Education Work Session – No Action
Cherokee Community School District, 600 West Bluff Street
Agenda for Monday, April 18, 2022 @ 12:00 PM**

The tentative agenda contains a list of subjects known at the time of distribution. A copy of the agenda kept continuously current is available for inspection at the office of the superintendent during regular business hours. This agenda may be changed up to 24 hours before the scheduled commencement of the meeting. The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning.

1. Call the work session to order
2. Tour of buildings/grounds
3. Bonding capacity, PPEL/SAVE revenues, Voter PPEL, ESSER funds
4. Staff Survey, Facility Condition Assessment, Program Compatibility Assessment
5. Iowa Department of Education guidance, Virtual WHS renderings
6. SWOT - Strengths, Weaknesses, Opportunities, Threats
7. Board Survey
8. Adjournment

**Regular Board of Education Meeting
Cherokee Community School District, 600 West Bluff Street
Agenda for Monday, April 18, 2022 @ 5:30 PM**

The tentative agenda contains a list of subjects known at the time of distribution. A copy of the agenda kept continuously current is available for inspection at the office of the superintendent during regular business hours. This agenda may be changed up to 24 hours before the scheduled commencement of the meeting. The agenda sequence is provided as a courtesy only. The board reserves the right to consider each item in any sequence it deems appropriate. Therefore, we encourage visitors to attend the meeting from the beginning.

NOTICE: If you have comments that you wish to be considered please submit those comments to: Kimberly Lingenfelter, Superintendent, at klingenfelter@ccsd.k12.ia.us by April 18, 2022 by 2:00 PM along with your phone number and you will be called prior to the agenda item you wish to address.

1. Call the meeting to order
2. Pledge of Allegiance and Mission Statement
3. Approve the agenda
4. Roll call of members in attendance
5. Action to excuse board members not in attendance
6. Welcome Visitors
Recognition of persons who wish to speak to the board regarding a school issue not on the agenda
7. Consent agenda
 - A. Approve the minutes of the regular meeting [3-21-22], the public hearing [3-21-22], budget hearing [4-04-22], and the special meeting [4-04-22]
 - B. Approve financial statements
 - C. Approve monthly bills
 - D. Approve TLC Budget - included in packet
 - E. Approve resignations
Korrie Coombs - WHS Student Council Advisor
Scot Aden - CMS Principal
Casey Kingdon - CMS Band Teacher
Samantha Krusemark - CES Paraprofessional
Sara Groepper - CMS Art Teacher
Ami Burch - CMS Special Education Teacher
 - F. Approve retirements

*** Note: The Board of Education, with a majority vote of the Board, may enter into an closed/exempt session for the purpose of discussing confidential records, litigation, suspension/expulsion hearings, personnel, purchase of real estate, and security or negotiation strategy.**

<p>Brenda Ludwig - Custodian</p> <p>G. Approve internal transfers Amy Letsche - CES 4th-Grade Teacher to CMS STEM Teacher Grades 5-8 Josh Landhuis - Part-time WHS AD + Part-time 5th-Grade Math to Full-time CMS 5th-Grade Math + CMS AD</p> <p>H. Approve contract extensions Teacher Leadership Contract Extensions - list included in packet Josh Landhuis - CMS Boys/Girls Basketball Coach Dusty Wright - CMS Band Teacher, pending release from contract Matt Malausky - CMS Principal</p>
<p>8. Communication and Reports A. Principals' Building Reports/ Instructional Coaches' Reports B. Directors'/ Superintendent's Report</p>
<p>9. Policy Clerical Change(s): Clerical changes and edits as recommended by IASB Policy Manual Review by Siobhan Schneider, IASB Policy/Legal Services Director, received on 12/22/21 Affirm: 403.3 Communicable Diseases - Employees; 403.3E1 Hepatitis B Vaccine Information and Record; 403.3R1 Universal Precautions Regulation; 403.4 Hazardous Chemical Disclosure; 403.5 Substance-Free Workplace; 403.5E1 Substance-Free Workplace Notice to Employees; 403.5R1 Substance-Free Workplace Regulation; 403.6 Drug and Alcohol Testing Program; 404 Employee Conduct and Appearance; 404R1 Code of Professional Conduct and Ethics Regulation</p>
<p>10. New Business A. Discussion of/ information concerning CMS Braves Mentoring B. Discussion of/ action concerning a request for AP Biology to visit the zoo in Omaha, Nebraska C. Discussion of/ action concerning a partnership with Buena Vista University - employee tuition assistance D. Discussion of/ action concerning the agreement of service and addendum between Timberline Billing Service and Cherokee CSD July 1, 2022 - June 30, 2025 E. Discussion of/ action concerning lease or purchase of new copiers for all buildings F. Discussion of/ action concerning a resolution to continue participation in the Iowa Local Government Risk Pool for the purchase of natural gas G. Discussion of/ action concerning an online public auction in June for the disposition of equipment H. Discussion of/ action concerning bid for Washington High School Greenhouse I. Discussion of/ action concerning 2022 graduates from Cherokee Washington High School J. Discussion of/ information concerning Graduation Requirements - Board Policy 505.5 K. Discussion of/ information concerning Graduation Commencement - Sunday, May 22, at 2:00 PM L. Discussion of/ information concerning Board Policy 502.3 Student Expression and Student Publications [First Reading - Mandatory Policy]</p>
<p>11. Board Committee Reports A. Curriculum and Instruction – Anderson and Thomas B. Policy – Brown and Freed C. Finance* – Freed and Mullins D. Building, Grounds, Capital Projects – Brown and Mullins E. Transportation, Nutrition – Anderson and Thomas</p>
<p>12. Items of Interest for the Next Meeting [May 16, 2022 @ 5:30 PM] A. Discussion of/ action concerning extracurricular contract extensions B. Discussion of/ action concerning English Language Arts Curriculum Presentation</p>
<p>13. Adjournment</p>

Projected Dates/Times for Regular Board of Education Meetings 2022-2023

April 18th, 2022 @ 5:30 pm	May 16th, 2022 @ 5:30 pm	June 13th, 2022 @ 5:30 pm	July 18th, 2022 @ 5:30 pm
August 15th, 2022 @ 5:30 pm	September 19th, 2022 @ 5:30 pm	October 17th, 2022 @ 5:30 pm	November 21st, 2022 @ 5:30 pm
December 19th, 2022 @ 5:30 pm	January 15th, 2023 @ 5:30 pm	February 20th, 2023 @ 5:30 pm	March 20th, 2023 @ 5:30 pm

*** Note: The Board of Education, with a majority vote of the Board, may enter into an closed/exempt session for the purpose of discussing confidential records, litigation, suspension/expulsion hearings, personnel, purchase of real estate, and security or negotiation strategy.**

**Cherokee Community School District
Public Hearing
March 21, 2022**

The Cherokee Community School District Board of Education held a Public Hearing on Monday, March 21, 2022, beginning at 5:30 P.M. The meeting was held in the WHS Library at 600 W. Bluff St., Cherokee, Iowa.

1. Call the hearing to order

The hearing was called to order at 5:30 P.M.

Board Members Present: Brian Freed, Patty Brown, Angie Anderson, Jodi Thomas, Ray E. Mullins II

2. Approve the Agenda

Moved by Freed, seconded by Anderson to approve the agenda. All Ayes

3. Public Hearing on Washington High School Facility Improvements

There were no public comments regarding the Washington High School facility improvements for the science suite renovations, greenhouse, and window and door replacement.

4. Objections to the proposed the Washington High School Facility Improvements

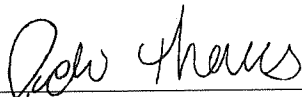
No objections were filed.

5. Close the public hearing

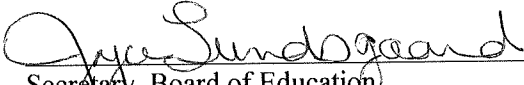
The public hearing was closed.

6. Adjournment

Moved by Brown, seconded by Freed to adjourn the meeting at 5:31 P.M. All Ayes



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

**Cherokee Community School District
Regular Meeting
March 21, 2022**

The Cherokee Community School District Board of Education held a Regular Meeting on Monday, March 21, 2022 following the public hearing. The meeting was held in the WHS Library at 600 W. Bluff St., Cherokee, Iowa.

1. Call the meeting to order

The meeting was called to order at 5:31 P.M.

2. Pledge of Allegiance and Mission Statement

The Pledge of Allegiance and Mission Statement were recited.

3. Approve the agenda

Moved by Anderson, seconded by Mullins to approve the agenda. All Ayes

4. Roll call of members in attendance

Roll call was taken. Board members present: Brian Freed, Patty Brown, Ray E. Mullins II, Angie Anderson, Jodi Thomas

6. Welcome Visitors

Visitors were welcomed. Thomas referenced board policy 213, Public Participation in Board Meetings. There were no public comments.

7. Consent Agenda

Moved by Anderson, seconded by Freed to approve the consent agenda. All Ayes

- Minutes of the meetings – Regular Meeting – 2/28/22; Public Hearing – 2/28/22; Special Meeting-3/9/22
- Financial Statements
- Monthly Bills

8. Communication & Reports

Administrator and Director reports were given and are included in the board packet.

9. Policy

Moved by Anderson, seconded by Brown, to affirm board policies 401.14 Employee Expression; 402.1 Release of Credit Information; 402.2 Child Abuse Reporting; 402.2R1 Child Abuse Reporting Regulation; 402.3 Abuse of Students by School District Employees; 402.3E1 Abuse of Students by School District Employees; 402.3R1 Abuse of Students by School District Employees Regulation; 402.4 Gifts to Employees; 402.6 Employee Outside Employment; 403.1 Employee Physical Examination; 403.2 Employee Injury on the Job. Clerical changes and edits as recommended by IASB Policy Manual Review by Siobhan Schneider, IASB Policy/Legal Services Director, received on 12/22/21. All Ayes

10. New Business

A. Discussion of/information concerning WHS Future Ready Team

WHS staff and Jordan Menning, NWAEA Future Ready Coordinator presented information regarding the expansion of future ready career and college goals.

B. Discussion of/action concerning a board resolution to levy property tax for fiscal year 2022-23 for the regular program budget adjustment

Moved by Freed, seconded by Anderson to approve a board resolution to levy property tax for fiscal year 2022-23 for the regular program budget adjustment as allowed under section 257.14 Code of Iowa. All Ayes

C. Discussion of/action concerning Chromebook purchases for the 2022-23 school year

Moved by Freed, seconded by Anderson to approve Chromebook purchases from Sterling for \$78,226.50 for the 2022-23 school year. All Ayes

D. Discussion of/action concerning readmittance of students expelled for violating board policy 502.75, Students and Illicit Drugs

Moved by Brown, seconded by Freed to approve readmittance of students expelled for violating board policy 502.75, Students and Illicit Drugs, upon completion of substance abuse evaluation, therapy recommended, and cannabis diversion classes. All Ayes

E. Discussion of/action concerning the agreement for participation in the AEA Cooperative Purchasing Program

Moved by Brown, seconded by Mullins to approve the agreement for participation in the AEA Cooperative Purchasing Program. All Ayes

F. Discussion of/action concerning Board Policy 106 Discrimination Based on Sex Prohibited (Second Reading)

Moved by Mullins, seconded by Freed to approve Board Policy 106-Discrimination Based on Sex Prohibited. All Ayes

G. Discussion of/action concerning Board Policy 401.6 Limitations to Employment Records (Second Reading)

Moved by Anderson, seconded by Brown to approve Board Policy 401.6 Limitations to Employment Records. All Ayes

H. Discussion of/information concerning Board Policy 501.16 Homeless Children and Youth (Second Reading)

Moved by Anderson, seconded by Mullins to approve Board Policy 501.16 Homeless Children and Youth. All Ayes

I. Discussion of/information concerning a date for the Budget Hearing

The Budget Hearing will be held on Monday, April 4, 2022 at 5:30 P.M.

J. Discussion of/information concerning a date for a board work session to tour facilities and review challenges – Monday, April 18, 2022

The board will have a Board Work Session to tour facilities and review challenges on Monday, April 18, 2022 prior to the regular board meeting.

11. Exempt Session

The board entered into exempt session at 6:18 P.M. for the purpose of discussing collective bargaining strategies and issues.

The board resumed in open session at 7:19 PM.

12. Collective Bargaining

A. Discussion of/action concerning the Master Working Agreement with the CEA – 2022-2023

Moved by Brown, seconded by Freed to approve the Master Working Agreement with the Cherokee Education Association – certified contracts for the 2022-23 school year with \$1050 added to the base wage, \$100 added to TSS, and a change to Schedule B with an increase in WHS FTC as presented – a total package increase of 3.3%. All Ayes

B. Discussion of/action concerning contracts for support staff for the 2022-2023 school year

Moved by Anderson, seconded by Brown to approve contracts for support staff for the 2022-2023 school year with an hourly pay schedule, increased base wages, insurance deductions for nine and ten month employees with the cost of the deductions covered by the increase in wages as presented. All Ayes

C. Discussion of/action concerning contracts for directors for the 2022-2023 school year

Moved by Brown, seconded by Mullins to approve contracts for directors for the 2022-23 school year with a 3.3% total package increase plus 50% of the family insurance package offered as a benefit to all directors on a percentage prorated according to their contracts as presented. All Ayes

D. Discussion of/action concerning contracts for administrators for the 2022-2023 school year

Moved by Mullins, seconded by Anderson to approve contracts for administrators for the 2022-23 school year with a 3.3% total package increase as presented. Tom Ryherd, according to Iowa Code is a probationary administrator, Year 1 of 1; Brian Christiansen, according to Iowa Code is a probationary administrator, Year 1 of 1; Scot Aden, Year 1 of 2; Kim Lingenfelter Year 1 of 3. All Ayes

13. Discussion of/information concerning CCSD buildings/grounds challenges

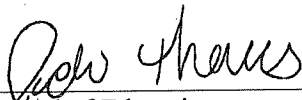
The board discussed PPEL and SAVE priorities for addressing building and grounds challenges at Washington High School.

14. Adjournment

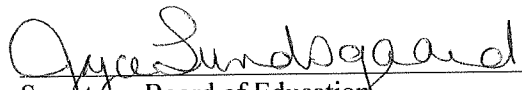
Moved by Brown, seconded by Freed to adjourn the meeting at 7:55 PM. All Ayes

Budget Hearing – April 4, 2022 – 5:30 P.M.

Regular Meeting – April 18, 2022 – 5:30 P.M.



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

**Cherokee Community School District
Public Hearing
April 4, 2022**

The Cherokee Community School District Board of Education held a Budget Hearing on Monday, April 4, 2022 beginning at 5:30 P.M. The hearing was held in the WHS Library, 600 W. Bluff St., Cherokee, Iowa.

1. Call the hearing to order

The hearing was called to order at 5:30 P.M.

Board Members Present: Jodi Thomas, Ray E. Mullins II, Angie Anderson – present by phone

2. Approve the agenda

Moved by Mullins, seconded by Anderson to approve the agenda. All Ayes

3. Overview of the 2022-23 Budget

Lundsgaard presented an overview of the 2022-23 Budget. The proposed tax rate for FY23 is 12.73191 per \$1,000 taxable valuation compared to 12.75901 for FY22.

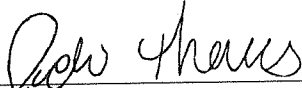
No objections were filed.

4. Close the public hearing

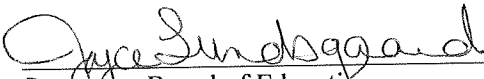
The public hearing was closed.

5. Adjournment

Moved by Anderson, seconded by Mullins to adjourn the hearing at 5:35 P.M. All Ayes



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

**Cherokee Community School District
Special Meeting
April 4, 2022**

The Cherokee Community School District Board of Education held a Special Meeting on Monday, April 4, 2022, following the budget hearing. The meeting was held in the WHS Library at 600 W. Bluff St., Cherokee, Iowa.

1. Call the meeting to order

The meeting was called to order at 5:35 P.M.

Board Members Present: Brian Freed, Jodi Thomas, Ray E. Mullins II, Angie Anderson – Present by Phone

2. Approve the Agenda

Moved by Mullins, seconded by Anderson to approve the agenda. All Ayes

Freed arrived at 5:36 P.M.

3. New Business

A. Discussion of/action concerning the 2022-23 Budget

Moved by Anderson, seconded by Mullins to approve the 2022-23 budget as presented. All Ayes

B. Discussion of/action concerning a student request for early graduation

Moved by Anderson, second by Freed to approve Kiersten Ryherd's request for early graduation. All Ayes

C. Discussion of/action concerning termination of a teacher's contract

Moved by Anderson, seconded by Freed to terminate the teaching contract for Pete Haag. All Ayes

D. Discussion of/information concerning Washington High School Facility Improvements

Discussion was held concerning bids for the Washington High School Facility Improvements including the Science Suite Renovations, Greenhouse, Window and Door Replacement. Bids received were higher than originally budgeted for all facility improvements.

E. Discussion of/action concerning Washington High School Facility Improvements

Moved by Freed, seconded by Mullins to approve the bids for packages C, C1, D and E for the WHS window and door replacements up to \$725,000 using approved ESSER funds. Lingenfelter will submit a request to the Department of Ed to use committed ESSER funds to cover additional costs for the window and door improvements. All Ayes

Anderson left the meeting at 6:32 P.M. and rejoined at 6:40 P.M.

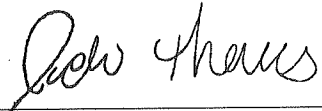
Moved by Freed, seconded by Anderson to approve the bids for Package A for the WHS Science Suite Renovation in the amount of \$1,303,940 with change orders for the countertops and dishwashers totaling approximately \$31,600. All Ayes

Moved by Mullins, seconded by Freed to table action on the Greenhouse until the Regular Board Meeting on April 18th. All Ayes

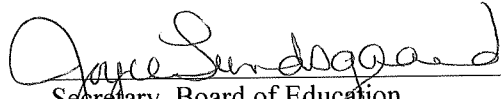
4. Adjournment

Moved by Freed, seconded by Mullins to adjourn the meeting at 6:59 P.M. All Ayes

Board Work Session – April 18th, 12:00 Noon
Regular Meeting – April 18th, 5:30 P.M.



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

Financial Report - 3/31/22

Fund	Beginning Balance	Receipts	Expenditures	Ending Balance
Operating	\$ 3,372,350.64	888,317.45	1,069,282.62	3,191,385.47
Management	793,171.20	17,279.31	12,927.50	797,523.01
Self-Insurance Fund	993,034.94	9,071.32	11,800.79	990,305.47
Subtotal General Fund	5,158,556.78	914,668.08	1,094,010.91	4,979,213.95
Activity	124,277.61	21,127.13	13,208.35	132,196.39
PPEL	1,131,305.61	49,465.74	13,685.67	1,167,085.68
Capital Projects (Sales Tax)	1,476,423.45	179,483.73	6,324.33	1,649,582.85
Bond Proceeds	-	-	-	-
Debt Service	60,802.56	13,858.10	-	74,660.66
Hot Lunch	415,572.68	73,989.97	34,476.86	455,085.79
Trust and Agency	37,709.03	0.17	-	37,709.20
Braves Bank	5,854.66	1,187.70	-	7,042.36
Total - All Funds	\$ 8,410,502.38	\$ 1,253,780.62	\$ 1,161,706.12	\$ 8,502,576.88

* \$0.00 transferred from SAVE/Hospital Proceeds to Capital Projects for Elementary Addition

Published Budget Report
 All Funds
 3/31/2022

Category	Function #'s	Sub Total Exp.	Expenditures	Amt Published	% of Published
INSTRUCTION	(1000-1999)	5,822,871.43	5,822,871.43	9,500,000.00	61%
Perkins	(5210)	-			
SUPPORT SERVICES	(2000-2999)				
Student Support Svcs	(2000-2199)	244,389.74			
Inst. Staff Support Svcs	(2200-2299)	486,182.04			
General Administration	(2300-2399)	238,952.07			
Building Administration	(2400-2499)	439,913.51			
Business Administration	(2500-2599)	449,369.88			
Plant Operation & Maint	(2600-2699)	915,930.10			
Student Transportation	(2700-2799)	262,625.98			
TOTAL SUPPORT SERVICES			3,037,363.32	4,500,000.00	67%
NON INSTRUCTIONAL PGMS	(3000-3999)	459,563.72	459,563.72	650,000.00	71%
OTHER EXPENDITURES	(4000-5999)				
Facilities	(4000-4999)	2,065,561.69			
Debt Service	(5000-5999)	221,465.63			
AEA Support Direct	(5200)	494,552.00			
Transfer to Debt Service	(6240)(6900)	-			
TOTAL OTHER EXPENDITURES			2,781,579.32	4,808,325.00	58%
TOTAL EXPENDITURES			12,101,377.79	19,458,325.00	62%

Elementary School Addition/HS Locker Room Renovations

3/31/2022

Revenue:	Subtotals	Total	Received to Date
2018 GO Bond	9,400,000		9,400,000
Premium	598,041		598,041
Discount - UW Fee (Janney)	(83,642)		(83,642)
2019 GO Bond	2,600,000		2,600,000
Premium	34,421		34,421
Discount - UW Fee (Baird)	(17,775)		(17,775)
Net GO Bond Proceeds		12,531,045	12,531,045
Est Investment Income:		347,000	346,283
PTA - Playground Equipment		10,000	10,000
Rebate		41,318	41,318
	12,531,045	12,929,363	12,928,646

Cost:		Expended to Date	Remaining Balance
Base Bid (Add'l Classroom, Temp Control, Fire Alarm System)	13,825,125	13,824,978	147
Contingency/Change Orders	52,228	52,228	(0)
CTS - Special Inspections	65,150	65,150	-
Life Cycle Cost Analysis	6,600	6,600	-
Plan Review Fee	6,732	6,732	-
FEH Design	785,329	785,329	-
FEH Design (Misc./Restroom/H.S. Office)	37,782	37,782	-
Beck Engineering/Baseball Relocation	208,548	208,548	-
EDA - Commissioning	10,200	10,200	-
Concrete - CES Bus Lane/Dumpster	37,943	37,943	(0)
CES - Add'l Fencing	3,431	3,431	-
LED Sign	2,588	2,588	-
JP Boiler Services	1,652	1,652	-
Waldners -Hydro Seeding	1,800	1,800	-
Certified Testing - Soil Testing	2,815	2,815	-
Furniture	275,000	278,954	(3,954)
Technology	100,000	96,299	3,701
Playground Equipment	150,000	138,924	11,076
Piper Jaffray	52,700	52,700	-
Ahlers Law	33,435	33,435	-
Moody's	26,250	26,250	-
UMB/S&P	1,900	1,900	-
Service Lines - Relocation	15,057	15,057	-
C-M-L Telephone - Fiber Optic Splices	1,056	1,056	-
Midwest Technology	1,761	1,761	-
Woodall Electric - Locate Wires	855	855	-
WHS Restroom Renovation	278,214	278,215	(1)
Sound Panels	10,710	10,710	-
Relocate Baseball Field/Electrical	196,971	192,718	4,253
		16,191,832	16,176,611
			(3,247,965)

3/31/2022

Net "Bond Proceeds": (3,262,469)

Sale - Hospital 3,993,601
SAVE \$\$ 750,000

Remaining for Other Priorities 1,480,415

*Funds not spent may remain in Capital Project Funds, subject to legal guidance

04/07/2022 11:38 AM

User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID 1	Fund Number 10	GENERAL FUND
13763	360 Custom Designs	400.00
14649	Advanced Network Professionals	421.85
14716	AGParts Worldwide, Inc.	1,324.25
13610	Airgas USA, LLC	308.12
13771	Amazon Capital Services	4,128.43
14750	American Center for Puccini Studies	180.00
14754	American Red Cross	5,501.58

Monthly Server Maintenance
Anitvirus, AntiMalware, Data Backup, etc

airgas refill

garage door openers - busses & employees

Quality Park 6 x 9 Clasp Envelopes, Clas

Creativity Street Wood Craft Jumbo Craft

blue heat transfer vinyl

Individualized Healthcare Plans for the

dremel

Epson VS260 3-Chip 3LCD XGA Projector, 3

32 Pieces Plastic Key Cap Covers in 8 As

rotating surface cleaner for power washe

Shipping Books

120mm Computer Fan Filter Grills with Sc

gloves

white vinyl

Amazon Basics Masking Tape - 0.7 Inch x

Key rings 50 pc

Elodea

Unity Virtual Reality Project Book

Fellowes Powershred 12cs 12 Sheet Cross-

Pencil Basket (12 pack) colored

Sargent Art 24-2488 16-Ounce Acrylic Pai

tape

Pallet of Paper

wire

Lathe tools

KOLSOL Network Cable Tester

Choral Accompanist Solo/Ensemble Contest

CMS Donation to Winterset

04/07/2022 11:38 AM

Vendor Number	Vendor Name	Amount
	Invoice Detail Description	
	Theatre Tickets	
12581	American Theatre	40.00
	Mop Service	
	Mop Service	
10183	Aramark Uniform Services AUCA Chicago Lockbox	55.18
	Repairs outside labor	
	Softener Salt	
	Trans Supplies - Rent Cooler & Softener	
	Nurse Supplies WHS	
	Nurse Supplies CMS	
10079	Blaine's Culligan and Sundance Spas	224.55
	Maintenance Supplies	
	COVID Sprayers	
	Maintenance Supplies	
	foam paint	
	Animal Science Lab Supplies	
	Maintenance Supplies	
	PVC, reducer, bulk - Jolly Horse	
	backpack blower for football field	
	Maintenance Supplies	
	Maintenance Supplies	
	Maintenance Supplies	
	plastic wood	
	Maintenance Supplies	
	Lbow	
	Maintenance Supplies	
	Maintenance Supplies	
	paint	
10021	Bomgaars	1,039.43
	Audio Equipment Basketball Booth	
14751	Bringle, Dan	143.24
	Internet/Data	
14427	C-M-L Telephone Cooperative Assoc	1,089.25
	replace outlets in a room	
	photo cell replacement and light check b	
	new lights installed at baseball field	
10034	Champion Electric	536.32
	Welcome Bag Program - School Flyer Added	
11818	Cherokee Chamber of Commerce	20.00
	Garbage Collection - couches	
13534	Cherokee County Solid Waste Commission	12.00
	Bid Letting, Notice 3/21/2, Budget Legal	
18221	Chronicle Times & Area Advertiser	298.08
	heat pump check had to move	

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Vendor Number	Vendor Name	Amount
Invoice- Detail	Description	
thermostat t		
20223	Control System Specialist	448.00
Legal Service 3/8/22		
10305	Cornwall, Avery, Bjornstad & Scott	150.00
Speech Coaches Meals @ All State Speech		
10967	De Vos, James	75.00
WHS Art Instructional Supplies		
WHS Art Instructional Supplies		
10067	Fareway Stores, Inc.	5.68
monitoring cost		
replacement strobe CES after water damag		
14222	Feld Fire	798.00
Choral Accompanist @ Solo/Ensemble		
14749	Hinkeldey, Jeanette	90.00
floor wax		
light blubs		
Bio spray		
13294	Home Depot Pro, The	4,612.48
Groceries - Culinary 1 BP vs BS		
Groceries - Culinary 1 Air Lab x2		
Groceries - Culinary 1 Yeast Lab + Human		
10274	Hy-Vee Food Stores, Inc	173.96
Human Development Baby Food Activity Sup		
14027	Karels, Katie	7.25
Mileage for Conference		
13474	Lingenfelter, Kimberly	133.60
Mileage for Conference		
10628	Lundsgaard, Joyce	142.00
1x6@10- storage shed		
11735	Marcus Lumber	115.92
pail		
12791	Menards	13.86
Flex Plan		
13725	Mid-American Benefits, Inc.	264.00
Electricity - 206 E Indian CMS & CES		
Electricity - 600 W Bluff WHS		
Electricity - 600 W Bluff Concessions		
Electricity - Doupe Ballfields		
Electricity - 334 Gillette Dr Bus Barn		
Electricity - 336 Gillette Dr		

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Armory		
12363	MidAmerican Energy Company	8,904.68
new toilet for fullers student		
replaced broken spud in the		
middle schoo		
new grab bar for handicap		
student		
11495	Modern Heating and Cooling, Inc.	470.33
Garage door opener electricity		
12338	Nelson Electric	5,300.00
Bus 14 coolant leak		
11226	O'Halloran International	814.17
Installation/Parts Stage		
Curtains		
14722	Omaha Stage Equipment	636.00
Gasoline for Van for Jazz		
Champs		
14123	Patterson, Amy	91.04
Lodging		
13594	Prairie Meadows	271.04
Ball fields Dumped		
10217	Sanitary Services, Inc.	66.20
5106441- CES Book Fair		
13825	Scholastic Boook Fairs -8	3,682.82
Scotch Heavy Duty Packaging		
Tape		
11884	School Specialty, LLC	37.76
DOT Physical - Pigott		
14747	Sioux Valley Family Health	300.00
Preschool Transportation - February		
Preschool Transportation - March		
11955	Siouxland Regional Transit System	272.20
grass seed for jamie		
14661	Siouxland Seeds LLC	2,492.00
Time & Attendance Service		
11578	Time Management Systems	295.87
Cell phone charges - AD Directore		
18319	Verizon Wireless	650.99
Accompanist for Contest		
30789	Wells, Barbara	150.00
Great Start - 1st Semester		
10248	Western Iowa Tech Comm College	36,448.00
Vinyl Patch		

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Board Report

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
14736	Worldwide Vinyl Repair Systems	119.74
Fund Number	10	
Checking Account ID	1	
Administration Fee		
13725	Mid-American Benefits, Inc.	1,748.00
Fund Number	71	
Checking Account ID	1	
Checking Account ID	2	
Engineer -Greenhouse		
13841	Beck Engineering, Inc.	7,451.25
new mower for jamie		
10396	Builder's Sharpening and Service	13,888.43
new sheet metal for new air handler unit		
14748	Christians Sheet Metal, HVAC, Inc.	220,522.00
Architect - HS Science Renovations		
HS Window/Door Replacement		
Architect- HS Science Greenhouse		
20224	FEH Design	100,774.00
new hot water heater in boiler room		
11495	Modern Heating and Cooling, Inc.	1,212.47
fixed broken steam pipe in tunnel		
13215	Plains Boiler Service	2,666.64
Instrument Storage		
14326	School Specialty Furniture	16,082.05
Fund Number	36	
Checking Account ID	2	
Checking Account ID	3	
Boys Shirts Fundraiser Account		
13763	360 Custom Designs	523.00
ground shipping		
14510	AATSP-STORE	149.00
Totes for storage		
Gartner Studios Certificate Holder (pack		
spikes for track season 2022		
13771	Amazon Capital Services	112.98
33 gal. bag of popcorn		
12581	American Theatre	120.00
4/26/22 V Girls Track Ref		
30839	Anderson, Curt	175.00
Honorary Referee plaque		
30835	Awards Unlimited, Inc.	76.00

Cherokee Community School

Board Report

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Tomahawk Coronation - Flowers/Plants		
14753	Botanicals by Katie	170.00
Track Signs		
14683	Brave Designs	160.00
Boys Golf Fees 2022		
30641	CHEROKEE COUNTRY CLUB	5,000.00
softball bases		
10676	Decker Sporting Goods	338.00
March Ag Leadership Supplies		
water bottles for officials and workers		
March Meeting Supplies		
10274	Hy-Vee Food Stores, Inc	176.02
51012W1 Jazz and Choral awards		
30806	Instrumentalist Awards, LLC	146.00
Mixed chorus entry fee		
31080	Iowa High School Music Association	100.00
4/22/22 MS Track Ref		
14297	Kruse, Dan	110.00
WHS Concession Supplies		
18253	MARTIN BROS. DISTRIBUTING CO., INC.	608.90
FFA Banquet supplies		
FFA Banquet supplies		
FFA Banquet supplies		
30928	NATIONAL FFA ORGANIZATION	1,066.00
T-shirt		
10188	Pilot Rock Signs	693.00
4/26 track official for Lynn Jolly co-ed		
5/3/22 MS Track Ref		
14506	Sones, Linda	285.00
Girls Tomahawk Medals 2022		
30903	Trophies Plus, Inc.	914.43
5/5/22 V Girls Track Ref		
14727	Walker, Charles	175.00
2022 WHS Yearbook		
13776	Walsworth Publishing Company, Inc.	4,637.78
Order total		
14306	Wyhe's Choice Fundraising	2,327.50

Fund Number 21

Checking Account ID 3

Checking Account ID 4 Fund Number 61

SCHOOL NUTRITION FUND

solenoid broke 2x on dishwasher

14433 ACE Refrigeration Co. 1,301.08

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
FS Health		
19014	Cherokee Comm School District	79,076.47
Ala Carte Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
11224	Chesterman Co.	933.00
Milk - WHS		
Milk - CMS		
Milk - CES		
Milk - CMS		
Milk - CES		
Milk - WHS		
Milk - CMS		
Milk - CES		
Milk - CMS		
Milk - CES		
Milk - WHS		
40114	DFA Dairy Brands Corporate	2,172.67
COVID Food Purchases		
COVID food purchases		
40032	Earthgrains	470.95
COVID General Supplies		
Ala Carte Purchases		
COVID Food Purchases		
Cookies - Music Boosters		
COVID General Supplies		
COVID Food Purchases		
COVID General Supplies		
Ala Carte Purchases		
18253	MARTIN BROS. DISTRIBUTING CO., INC.	15,284.65
Fund Number 61		
Checking Account ID 4		

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
WHS Ind Art Instructional Supplies		
13610	Airgas USA, LLC	25.43
Mop Service		
Mop Service		
10183	Aramark Uniform Services AUCA Chicago Lockbox	55.18
Maintenance Supplies		
Main Supplies		
Main Supplies		
screws rubber feet		
PVC		
PB blast, bolts		
paint		
Maintenance Supplies		
Maintenance Supplies		
thinner		
Maintenance Supplies		
10021	Bomgaars	291.57
8th grade rewards trip		
Refund - Flocabulary cancelled		
ITEC Registration Timmerman & Husman		
Shipping GMO test strips		
Transporting Wrestling Mats to CMS		
IBA Membership 22-23		
Director Room (2 nights)		
12882	Cardmember Service	1,612.66
Shipping perishable items		
10157	Carolina Biological Supply Co	141.57
Garbage Maintenance		
13534	Cherokee County Solid Waste Commission	12.18
DOT Physical		
11157	Cherokee Regional Medical Center	128.00
Water - 600 Bluff W Lawn		
10084	City of Cherokee	2,013.61
Shipping Staples for Copier		
13762	Counsel	54.95
Helping Hands Supplies		
10067	Fareway Stores, Inc.	45.45
Pest Extermination		
10979	Guardian Pest Solutions	173.25
Refund-lost book found		
13798	Hill, Josh and Torrie	4.00
vac bags		
stainless cleaner		
freight - wet/dry vac		
vac for CES		

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Vendor Number	Vendor Name	Amount
	Invoice Detail Description	
	vac bags	
	light blubs for middle school	
13294	Home Depot Pro, The	2,210.64
	Culinary 1 - Flours Lab	
	Groceries (x2)	
	15 gallons of gasoline	
	13.5 gallons of gasoline	
	18.2 gallons of gasoline	
	21.2 gallons of gasoline	
	22.8 gallons of gasoline	
	13.48 gallons of gasoline	
	24.37 gallons of gasoline	
	17 gallons of gasoline	
	19 gallons of gasoline	
	27 gallons of gasoline	
	25 gallons of gasoline	
	23 gallons of gasoline	
	23 gallons of gasoline	
	20 gallons of gasoline	
	26.48 gallons of gasoline	
	27gallons of gasoline	
	16gallons of gasoline	
	21 gallons of gasoline	
	36 gallons of gasoline	
	25.1 gallons of gasoline	
10274	Hy-Vee Food Stores, Inc	1,531.96
	IASB Board President Conference	
10002	Iowa Association of School Boards	140.00
	Medicaid	
12846	Iowa Department of Human Services	6,628.72
	11th grade	
10555	Iowa Testing Programs	3,100.00
	This Little Light of Mine Three Part Mix	
	Sisi Ni Moja SAB by Jacob Naverud	
	Dos Cancioncitas/Two little songs	
12200	J.W. Pepper and Son, Inc.	101.05
	2x6 Treated	
	1x4 8	
	closet rod	
	6@ 122/ screws/ foams	
	3/8 ply	
	1/4 4x8 LUAN	
	1x2@8- Sydney Resale	
11735	Marcus Lumber	975.07
	PVC T	
12791	Menards	67.99
	Bari Sax Reeds #2.5	
10894	MidBell Music, Inc.	45.99

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Vendor Number	Vendor Name	Amount
	Invoice Detail Description	
	fix and repair broken sprinkler line in	
14672	Midwestern Mechanical, Inc	1,594.36
	tunnel work	
11495	Modern Heating and Cooling, Inc.	150.00
	Shoes	
14740	Retleff, Roddy	100.00
	Garbage Collection	
	Garbage - Dumped Armory	
10217	Sanitary Services, Inc.	2,612.40
	sanding parking lots after ice storm	
	sanding parking lots after ice storm	
13615	SCE, LLC	1,785.00
	Play Visions Water Wiggles Jellyfish	
11884	School Specialty, LLC	13.89
	Shared PD Speaker	
10797	South O'Brien Schools	1,750.00
	Gas - Heating	
14354	Symmetry Energy Solutions, LLC	17,956.93
	Earbud	
14312	TFD Supplies	220.00
	Refund-lost book found	
14738	Thomas, Paige	5.00
	Negotiations Software	
14737	Vista Software LLC	1,800.00
	Jim Leonard - online driver training	
10248	Western Iowa Tech Comm College	100.00
	Teacher Aide Pay	
14465	Wilson, Morgan	120.00
	60.9 gallons of diesel	
	25.02 gallons of diesel	
	33.15 gallons of diesel	
	16.67 gallons of diesel	
	68.36 gallons of diesel	
	15.31 gallons of diesel	
	13.94 gallons of diesel	
	27.64 gallons of diesel	
	28.66 gallons of diesel	
	35 gallons of Diesel	
	44.3 gallons of Diesel	
	39.7 gallons of Diesel	
	41.8 gallons of Diesel	
	37 gallons of Diesel	
	27.9 gallons of Diesel	

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
	.44 gallons of Diesel	
	35 gallons of Diesel	
	20.4 gallons of Diesel	
	78 gallons of Diesel	
	51.2 gallons of Diesel	
	44 gallons of Diesel	
	73.44 gallons of diesel	
	Diesel Rebate	
	52 gallons of Diesel	
	30 gallons of Diesel	
10361	Your FleetCard Program	4,461.21
Fund Number 10		
Checking Account ID 1		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
Pro Tricep Rope & Freight & Discount		
14668	2nd Wind Exercise Equipment, Inc.	64.00
brand new 72 inch mower deck		
14533	AgriVision Equipment Group	3,775.00
install new fence		
14503	American Fence Company	2,531.00
door knobs		
10021	Bomgaars	59.99
Sound equipment for baseball complex		
14578	InControl Electronics	3,253.77
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
Tomahawk Boys V Track Ref 4/7/22		
Tomahawk Girls V Track Ref 4/8/22		
30839	Anderson, Curt	320.00
8th Grade Rewards Trip		
tennis skirts		
tennis skirts		
Piñata Buster		
Student Rooms (2 Nights)		
Basketball - Boosters		
12882	Cardmember Service	2,553.34
IE All State Speech Meals		
13234	Cash and Joyce Lundsgaard	180.00
WHS Concession Supplies		
WHS Concession Supplies		
WHS Concession Supplies		
11224	Chesterman Co.	1,067.60
WHS Concessions Supplies		
WHS Concessions Supplies		
30880	Core-Mark Midcontinent,	605.71

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
	Inc, dba Farner Bocken Company	
Softball scrimmage April 10		
30936	HARRIMAN, WADE	115.00
softballs		
31069	Hauff Mid-America Sports, Inc.	1,378.90
Hinton wrestling tournament entry fee		
12907	Hinton High School	100.00
Registration (Large group Contest)		
31080	Iowa High School Music Association	125.00
IE ALL-STATE SPEECH		
30733	Iowa High School Speech Association	55.00
WHS Concession Supplies		
18253	MARTIN BROS. DISTRIBUTING CO., INC.	273.94
2022 Yearbook Ad Sponsor Banner		
10188	Pilot Rock Signs	132.00
2 liter pop (coupon 2 for \$5)		
10428	Pizza Hut	98.00
Tomahawk Boys V Track Ref 4/7/22		
Tomahawk Girls V Track Ref 4/8/22		
14506	Sones, Linda	320.00
Girls Track Fee -South O'Brien		
10797	South O'Brien Schools	190.00
All-State Photo		
31086	TIM VORLAND PHOTOGRAPHY	23.00
Fund Number 21		
Checking Account ID 3		
Checking Account ID 4	Fund Number 61	SCHOOL NUTRITION FUND
Transfer Lunch to Tuition Mallory Weede		
19014	Cherokee Comm School District	66.90
Ala Carte Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
11224	Chesterman Co.	988.00
soap for dishwashers		
soap for dishwashers		
14486	Cole Papers Inc.	320.79
Milk - CMS		
Milk - CES		
Milk - CMS		
Milk - CES		
Milk - WHS		

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Vendor Number Vendor Name

Amount

Invoice Detail Description

Milk - CES

Milk -WHS

Milk -CMS

Milk -CES

Milk - WHS

Milk - CMS

Milk -CES

40114 DFA Dairy Brands Corporate 2,312.25

COVID Food Purchases

COVID food purchases

40032 Earthgrains 302.80

COVID purchased food

Ala Carte Food Purchases

COVID supplies

COVID purchased food

COVID purchased food

COVID purchased food

COVID purchased food

18253 MARTIN BROS. DISTRIBUTING 7,697.33
CO., INC.

Fund Number 61

Checking Account ID 4

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Board Report

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Vendor Number	Vendor Name	Amount
Invoice Detail Description:		
Checking Account ID 1	Fund Number 10	GENERAL FUND
14722	Omaha Stage Equipment	2,851.27
Fund Number 10		
Checking Account ID 1		

Teacher Leadership Positions 2022-2023

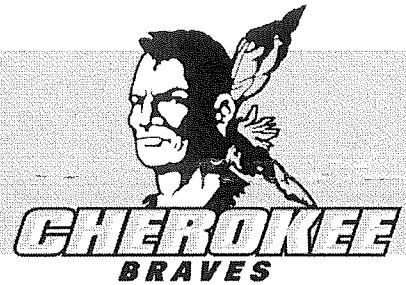
- A. Instructional Coaching teacher assignments
 - a. Natalie Barkley - TK-12 Instructional Coach
 - b. Linda Ducommun - TK-12 Instructional Coach
 - c. Jen Burch - TK-12 Instructional Coach
- B. School Improvement (data) teacher assignments:
 - a. CES -
 - b. CMS - Kasey Stowater
 - c. WHS - Tim Stoneking
- C. Model (professional development) teacher assignments:
 - a. CES - Mandi Koedam
 - b. CMS -
 - c. WHS - Jaylene De Vos
- D. Communication teacher assignments:
 - a. CES - Amy Brunsting
 - b. CMS - Katie Leonard
 - c. WHS - Jill Phillips
- E. Climate/Culture teacher assignments:
 - a. CES - Kelsey Todd
 - b. CMS - Natasha Timmerman
 - c. WHS - Alanna Fuller
- F. Curriculum Lead teacher assignments:
 - a. TK-4 Math - Wendy Richardson
 - b. TK-4 Language Arts - Kate Leavitt
 - c. TK-4 Science - Gail Kremer
 - d. TK-4 Social Studies - Mandi Koedam
 - e. 5-8 Math -
 - f. 5-12 Language Arts - Christy Alquist
 - g. 5-12 Science - Charity Anderson
 - h. 5-12 Social Studies - Trish Engelke
 - i. Special Education - Alanna Fuller
 - j. Physical Education/Health - Danielle Cox
 - k. CTE - Tim Stoneking
 - l. Fine Arts - Joe Vannatta
 - m. Guidance - Amy Brunsting
- G. BLT [Building Leadership Team] teacher assignments:
 - a. CES - Tricia Vannatta, Stacey Zwiefel, Sue Laursen, Abby James, Angela Carver, Kim Miller, Kate Leavitt
 - b. CMS - Katie Leonard, Bob Lee, Sara Riley, Collin Johnson, Cindy Husman, Stephanie Maass, Shauna Henke
 - c. WHS - Darcie Olson, Amy Fowler, Joe Vannatta, Matt Hoskinson, Trish Engelke, James De Vos
- H. Mentor teacher assignments:
 - a. Year 2 (Colton Younie) -
 - b. Year 2 (Lucas Woock) - Patricia Engelke
 - c. New to District (Jake Kromminga) - Jaylene De Vos
 - d. New to District (Taylor Weidauer) - Charity Anderson
 - e. New to District (Ashley Brady) - Matt Hoskinson

Cherokee Elementary School

April 2022

Brian Christiansen, Principal

Jen Burch, Instructional Coach



DISTRICT GOAL 1

**COLLEGE & CAREER
READINESS**

Summer school will be June 14th, 15th, 16th, 21st, 22nd, 23rd, 28th, 29th, and 30th from 9:00 am to 12:00 pm. For summer school this year, the school has partnered with area programs to engage students. Each day the students will spend an hour and a half on rigorous academic lessons and the second hour and a half will be spent participating in activities throughout our community. Once we have completed our Spring FAST testing, letters will be go home with students who are eligible for summer school.

CES is excited to announce that our 1st grade team applied for and has been awarded a STEM Scale-Up Grant called Ioponics. The Ioponics curriculum is designed for students to engage with living organisms for agriculture and scientific purposes.

CES is getting ready to administer an annual school climate and culture survey called Conditions for Learning to students in grades 3rd-4th. This survey administration is required by the state's plan to meet a federal law called the Every Student Succeeds Act. Our school will conduct the survey on April 20th.

DISTRICT GOAL 2

21ST CENTURY SKILLS

**PROBLEM SOLVING,
TEAM BUILDING &
INTERPERSONAL SKILLS**

Mrs. Burch along with math interventionist, Mrs. Richardson, visited elementary schools in Le Mars to observe students engaged with teachers using the math program *Building Fact Fluency*. This program helps students develop deep conceptual understanding of the operations and fact fluency at the same time. Research-based and standards-aligned, the toolkit invites students to think strategically about the mathematics through multiple, rich, real-world contexts.

The April CES Healthy Hero recipient is Asher Schossow in Mrs. Freed's 4th grade classroom. A quote from Asher's teacher, "Asher is a great leader in class. Asher knows how to be a quiet leader who leads by example, but when we start games he is a great all around leader and very competitive. Asher is always active in class and is someone who I can rely on to help myself or peers".

DISTRICT GOAL 3

**COMMUNICATION &
POSITIVE
RELATIONSHIPS**

ISASP testing at CES is complete! We want to thank all our teachers, students, and families for their help in preparing students to do their best work. We are excited to get results back to begin making educational decisions as we move forward.

Important Dates Coming Up...

Important Dates Coming Up...	
K-4 Spring FAST Testing	April 25th-April 29th
Spring MAP Testing for 3rd and 4th Grade	May 9th and May 10th
Spring Art Show	April 26, 27, 28
Spring Music Concert	May 10th-1st and 2nd May 16th- 3rd and 4th



CHEROKEE MIDDLE SCHOOL

April 2022



STUDENT RECOGNITION

Ava Bouchard, daughter of Maria & Cory Bouchard of Cherokee is the April Cherokee Chamber Student of the Month.

INSTRUCTION & TESTING

We are wrapping up the ISASP testing and moving forward into the MAP and FAST testing windows soon. We are excited to see the results of the ISASP testing when they come back. Students have already been asking when they will know if they made growth from last year! They are very interested to see if they have made their goals! MAP testing will begin the week of April 25. The building wide goal is showing recommended growth in MAP and growth in ISASP by grade level. The reward for achieving this goal is Arnold's Park May 19th and 20th.

PROFESSIONAL DEVELOPMENT

Our staff participated in the district wide Seizure training provided through the Epilepsy Foundation. It was very good information and teachers were amazed at how much they learned. It will be helpful to have this information in our instructional tool belts. We wrapped up our discussions in the "Making Grades Matter" book study. The discussions have been invaluable.

STEM & CAREER AWARENESS

Northwest Iowa Regional STEM Advisory Board of the Iowa Governor's STEM Advisory Council awarded CMS three STEM Scale-Up Program applications for PLTW: Energy and the Environment, Nepris - Real World Connections to STEM Career Professionals, and Ioponics. These will be used in the regular classroom as well as our new STEM/Career exploratory class.

CMS is partnering with Cherokee Chief of Police; Nate James to bring in some people to talk to students about the adverse effects of drug use and how it has affected their lives. This will take place April 21st at 2:25 in the CMS gym.

Our staff has been working hard to finish the year strong. We have participated in various activities this Spring, such as Art Madness (organized and led by Mrs. Groepper), and teacher activities including March Positivity, and April Wellness. We have had great participation in these events and activities.

We are thankful for our partnerships with PTA and Education Foundation. Their support throughout the year is really appreciated by students and staff. They have helped fund and support various initiatives and projects through the year.

At this time, it looks like CMS will not be able to have Summer School due to limited availability of staff.

Our students are enjoying the spring sports. They look forward to their track meets!

Positivity
Respect
Integrity
Determination
Empathy

Scot Aden, Principal
Linda Ducommun, Instructional Coach





April 2022 WHS Building Report



District Mission: *With community involvement, we will empower learners to become contributing members to our changing world"*

<p>Board Goals</p> <p>Work Based Learning Problem Solving and Team Building Skills Technology Iowa Core Communication</p>	<ul style="list-style-type: none"> ● Summer School Plans <ul style="list-style-type: none"> ○ Summer school will be available to students who failed a core or required class in either the first or second semester. ○ Summer School will start May 26 and continue until July 1 from 8:30 - 11:30, Monday through Friday. ○ If a student's final percentage is a 50% or more in the class the teacher will provide materials for credit recovery. If the student has less than a 50% in the class they will earn credit recovery through Edmentum. ○ Once a student finishes the class they need to complete, they will not need to attend after their completion. It's an incentive to come in, get your work done and do what you need to do to get into their summer. ● Continuing to work with CRMC for apprenticeship opportunities for our students in CNA. ● We are working on forming a Freshmen Transition Team to help students as they enter high school this fall. ● The ELA team is working hard to finalize purchase decisions for their curriculum.
<p>Staff Positives</p>	<ul style="list-style-type: none"> ● ISASP testing went well! We took teacher suggestions to test on Wednesdays (when we already have different schedules) and tested two tests each day. ● We are gearing up to celebrate Teacher Appreciation Week the first week of May. We have many things planned to celebrate our amazing teachers! ● Certified teachers provided a great breakfast for all support staff who did not receive the state stipend of \$1,000.
<p>Student Positives</p>	<ul style="list-style-type: none"> ● Spring sports are in full swing and we're hoping there will be nice weather in the days ahead for all of our outdoor events. ● We heard positive feedback from the students regarding our ISASP incentives this year. ● Students are collaborating to put on a Spring Spirit Week the week after Easter. ● Prom is Saturday, April 23. There is a meal for any students wishing to attend at the Cherokee Golf Course.
<p>Looking Ahead...</p>	<ul style="list-style-type: none"> ● Seniors last day in class is May 17. They will be taking proctored finals on May 18 & 19. ● Senior Checkout Day and Commencement practice will be May 20. ● Graduation is on May 22 at 2pm.

Mr. Tom Ryherd- WHS Principal & Mrs. Natalie Barkley- Instructional Coach

Notes for the Board from the Superintendent – April 2022

Cherokee Community School District: *Empowering Learners*

Standards for Effective School Boards

April Standard: Lead through sound policy, ensuring transparent, ethical, legal operations by developing sound, written policy to clarify the board's intent for district direction; by ensuring that board and district actions are in compliance with state and federal laws, appropriately addressing legal issues when they arise; by modeling ethical and legal behaviors which enable the board to stay focused on district goals; and by establishing policies and ensuring processes that are open and accountable.

The Iowa School Board Standards are designed for use by local school boards as common framework for excellence in school board governance. Based on best practice and research, the standards encourage boards to focus on student achievement as their primary responsibility. IASB

April Rotary Student of the Month is Jessica Tuttle! Jessica is the daughter of Mark and Kim Tuttle and she was nominated for this recognition by staff members. Jessica is involved in concert choir, FFA, Spanish Club, Spanish Honor Society, 4-H, and National Honor Society. A quote from one of Jessica's teachers "Jess is a model student. She is also a silent leader. After working with her the past two years, I have learned she is quiet, but mighty. She works diligently to provide unique opportunities for her peers through FFA, 4-H, County Council, and NHS. Jess has grown tremendously through her leadership roles within those organizations, especially FFA and in the meantime helped add value to the organizations in which she serves." Congratulations to Jessica!

Technology Update

- **News from the Technology Team, Dan Bringle and Carson Elston**
 - The Cherokee School District School Board has awarded Sterling Computers, the lowest winning bid for next school year's Chromebook purchase. We look forward to working with them. For our firewall, we have gone with Secure School. Our current firewall provider is shutting down that division. For AP support and service, we have chosen to continue with Pine Cove.
 - We are currently in the interview process to hire 4 students to help this summer. There will be 2 students in the Middle school, and 2 in the High School, that will work a Monday, Wednesday shift, and a Tuesday, Thursday shift.

Career Opportunities Update – Board/District Goal #1

- Building Reports - Principals/Instructional Coaches - on the agenda
- TPRA Grant with RSAI - Teacher Para-educator and Registered Apprenticeship
- BVU - Employee Tuition Assistance

Curriculum and Instruction Update – Board/District Goal #2

- Building Reports - Principals/Instructional Coaches - on the agenda
- Purchasing Year: Language Arts - May Board Meeting
- Professional Development Focus: Leadership [Joe Sanfelippo], STEM, and Science of Reading
- Iowa Department of Education Public Reporting Site: reports.educateiowa.gov

This website provides access to a variety of reports covering multiple areas including district profiles, financial reports and school plans.

Communication Update – Board/District Goal #3

- Building Reports - Principals/Instructional Coaches - on the agenda
- Braves Mentoring Presentation
- Gym floors at CES, CMS, and WHS will be refinished beginning June 18 and will not be available for use until June 27
- Online public auction - disposition of equipment

Nursing, Nutrition, and Transportation Update

- **News from Director of Nursing, Rachel Doeden**
 - We continue to have no new covid cases. Overall illness is minimal.

Board/District Goals

1. Expand Career Opportunities
2. Develop Problem Solving, Interpersonal, and Team Building Skills
3. Improve Communication Between All Stakeholders

Notes for the Board from the Superintendent – April 2022

Cherokee Community School District: *Empowering Learners*

- We have now officially updated all the AED machines throughout the district to new models and added a 2nd machine in the elementary building. Thank you Justin Pritts for providing us with 4 new ones throughout the year this school year.
- **News from Food Services Director, Cara Jacobson**
 - Things are going well in the kitchen. Numbers continue to stay 850 plus for lunch and 200-250 for breakfast.
 - We have received news that school lunches will NOT be FREE next year. We are putting together a letter alerting parents so they fill out the proper paperwork for FREE or REDUCED meals. Meals will be FREE until June 30th, and that is the end of our summer foods program, so starting the school year next year, is where the children will once again be charged for their meals.
 - We are having some plumbing work done in July, so we are looking at replacing some older sinks and possibly a new chemical company for dishwashing and sanitation.
 - Summer lunch will be held at the WHS commons, from June 1- June 30, and will run Monday-Friday, with a breakfast bag to go offered if the children are going straight home. The time will be 11-12:30, and parents may pick lunches up to go for their children. Thank you!
- **News from Transportation Director, Rachel Mallory**
 - Bus is still on schedule for May delivery.
 - Drivers say THANK YOU for the door openers, they work great!
 - Things are a little thin around here with so many spring sports on the same day but we are getting through so far. The drivers are amazingly flexible about changing things at the last minute. I am doing some research on new federal mandates for people wishing to become a bus driver or carry a CDL in general.

Strategic Planning – Finance Update

- Financials included in board packet
- Secretary/Treasurer's Report - on the agenda
- TLC Appointments - on the agenda

Building, Grounds, and Capital Projects Update

- **News from Mike Fiedler, Maintenance Director, and Jamie Hodgdon, Assistant Director**
 - Things have been going well and moving along nicely.
 - Repairs/replacement to the worn out, crusted plumbing for the ballfields is done.
 - Jamie is enjoying his new mower and seeder, he is busy prepping for summer items.
 - We have an employee retiring, so will be looking to hire their replacement. I have a couple leads and will be contacting them.
 - Have most everything purchased for floor and cleaning maintenance this summer.
 - Thanks to Kim and Joyce for helping Jamie and myself get what is needed so that our kids/staff have buildings and grounds looking their best.

IASB Update & Other

- Recorded Webinars Available for **Board Members** – School Board U – contact Lou Ann Gvist at lgvist@ia-sb.org or (515) 247-7064

Policy/Legislative Update [IASB/SAI/RSI/IDOE]

- Board Policy - 403.3-404R1 - on the agenda
- Legislative News/Updates/Priorities from our Partners in Education:

School Administrators of Iowa	Legislative Information - IDOE	Legislative Advocacy
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Board/District Goals

1. Expand Career Opportunities
2. Develop Problem Solving, Interpersonal, and Team Building Skills
3. Improve Communication Between All Stakeholders

COMMUNICABLE DISEASES - EMPLOYEES

Employees with a communicable disease will be allowed to perform their customary employment duties provided they are able to perform the essential functions of their position and their presence does not create a substantial risk of illness or transmission to students or other employees. The term "communicable disease" will mean an infectious or contagious disease spread from person to person, or animal to person, or as defined by law.

Prevention and control of communicable diseases is included in the school district's bloodborne pathogens exposure control plan. The procedures will include scope and application, definitions, exposure control, methods of compliance, universal precautions, vaccination, post-exposure evaluation, follow-up, communication of hazards to employees and record keeping. This plan is reviewed annually by the superintendent and school nurse.

The health risk to immunodepressed employees is determined by their personal physician. The health risk to others in the school district environment from the presence of an employee with a communicable disease is determined on a case-by-case basis by the employee's personal physician, a physician chosen by the school district or public health officials.

Health data of an employee is confidential and it will not be disclosed to third parties. Employee medical records are kept in a file separate from their personal file.

It is the responsibility of the superintendent, in conjunction with the school nurse, to develop administrative regulations stating the procedures for dealing with employees with a communicable disease.

Legal Reference:

29 U.S.C. §§ 794, 1910.
42 U.S.C. §§ 12101 *et seq.*
45 C.F.R. Pt. 84.3.
Iowa Code chs. 139; 141.
641 I.A.C. 1.2-.7.

Cross Reference:

401.5 Employee Records
403.1 Employee Physical Examinations
507.3 Communicable Diseases - Students

Approved _____ Reviewed 7/15/2013, 8/15/16, 4/15/19, 4/18/22 Revised _____

HEPATITIS B VACCINE INFORMATION AND RECORD

The Disease

Hepatitis B is a viral infection caused by the Hepatitis B virus (HBV) which causes death in 1-2% of those infected. Most people with HBV recover completely, but approximately 5-10% become chronic carriers of the virus. Most of these people have no symptoms, but can continue to transmit the disease to others. Some may develop chronic active hepatitis and cirrhosis. HBV may be a causative factor in the development of liver cancer. Immunization against HBV can prevent acute hepatitis and its complications.

The Vaccine

The HBV vaccine is produced from yeast cells. It has been extensively tested for safety and effectiveness in large scale clinical trials.

Approximately 90 percent of healthy people who receive two doses of the vaccine and a third dose as a booster achieve high levels of surface antibody (anti-HBs) and protection against the virus. The HBV vaccine is recommended for workers with potential for contact with blood or body fluids. Full immunization requires three doses of the vaccine over a six-month period, although some persons may not develop immunity even after three doses.

There is no evidence that the vaccine has ever caused Hepatitis B. However, persons who have been infected with HBV prior to receiving the vaccine may go on to develop clinical hepatitis in spite of immunization.

Dosage and Administration

The vaccine is given in three intramuscular doses in the deltoid muscle. Two initial doses are given one month apart and the third dose is given six months after the first.

Possible Vaccine Side Effects

The incidence of side effects is very low. No serious side effects have been reported with the vaccine. Ten to 20 percent of persons experience tenderness and redness at the site of injection and low grade fever. Rash, nausea, joint pain, and mild fatigue have also been reported. The possibility exists that other side effects may be identified with more extensive use.

HEPATITIS B VACCINE INFORMATION AND RECORD

CONSENT FORM OF HEPATITIS B VACCINATION

I have knowledge of Hepatitis B and the Hepatitis B vaccination. I have had an opportunity to ask questions of a qualified nurse or physician and understand the benefits and risks of Hepatitis B vaccination. I understand that I must have three doses of the vaccine to obtain immunity. However, as with all medical treatment, there is no guarantee that I will become immune or that I will not experience side effects from the vaccine. I give my consent to be vaccinated for Hepatitis B.

Signature of Employee (consent for Hepatitis B vaccination)

Date

Signature of Witness

Date

REFUSAL FORM OF HEPATITIS B VACCINATION

I understand that due to my occupational exposure to blood or other potentially infectious materials I may be at risk of acquiring the Hepatitis B virus infection. I have been given the opportunity to be vaccinated with Hepatitis B vaccine at no charge to myself. However, I decline the Hepatitis B vaccination at this time. I understand that by declining this vaccine, I continue to be at risk of acquiring Hepatitis B, a serious disease. If in the future I continue to have occupational exposure to blood or other potentially infectious materials and I want to be vaccinated with the Hepatitis B vaccine, I can receive the vaccination series at no charge to me.

Signature of Employee (refusal for Hepatitis B vaccination)

Date

Signature of Witness

Date

I refuse because I believe I have (check one)

_____ started the series

_____ completed the series

HEPATITIS B VACCINE INFORMATION AND RECORD

RELEASE FORM FOR HEPATITIS B MEDICAL INFORMATION

I hereby authorize _____ (individual or organization holding Hepatitis B records and address) to release to the _____ Community School District, my Hepatitis B vaccination records for required employee records.

I hereby authorize release of my Hepatitis B status to a health care provider, in the event of an exposure incident.

Signature of Employee

Date

Signature of Witness

Date

HEPATITIS B VACCINE INFORMATION AND RECORD

CONFIDENTIAL RECORD

Employee Name (last, first, middle)

Social Security No.

Job Title:

	Hepatitis B Vaccination Date	Lot Number	Site	Administered by
1	_____	_____	_____	_____
2	_____	_____	_____	_____
3	_____	_____	_____	_____

Additional Hepatitis B status information:

Post-exposure incident: (Date, time, circumstances, route under which exposure occurred)

Identification and documentation of source individual:

Source blood testing consent:

Description of employee's duties as related to the exposure incident:

Copy of information provided to health care professional evaluating an employee after an exposure incident:

Attach a copy of all results of examinations, medical testing, follow-up procedures, and health care professional's written opinion.

Training Record: (date, time, instructor, location of training summary)

UNIVERSAL PRECAUTIONS REGULATION

Universal precautions (UP) are intended to prevent transmission of infection, as well as decrease the risk of exposure for employees and students. It is not currently possible to identify all infected individuals, thus precautions must be used with every individual. UP pertain to blood and other potentially infectious materials (OPIM) containing blood. These precautions do not apply to other body fluids and wastes (OBFW) such as saliva, sputum, feces, tears, nasal secretions, vomitus and urine unless blood is visible in the material. However, these OBFW can be sources of other infections and should be handled as if they are infectious. The single most important step in preventing exposure to and transmission of any infection is anticipating potential contact with infectious materials in routine as well as emergency situations. Based on the type of possible contact, employees and students should be prepared to use the appropriate precautions prior to the contact. Diligent and proper hand washing, the use of barriers, appropriate disposal of waste products and needles, and proper decontamination of spills are essential techniques of infection control. All individuals should respond to situations practicing UP followed by the activation of the school response team plan. Using common sense in the application of these measures will enhance protection of employees and students.

Hand Washing

Proper hand washing is crucial to preventing the spread of infection. Textured jewelry on the hands or wrists should be removed prior to washing and kept off until completion of the procedure and the hands are rewashed. Use of running water, lathering with soap and using friction to clean all hand surfaces is key. Rinse well with running water and dry hands with paper towels.

- Hands should be washed before physical contact with individuals and after contact is completed.
- Hands should be washed after contact with any used equipment.
- If hands (or other skin) come into contact with blood or body fluids, hands should be washed immediately before touching anything else.
- Hands should be washed whether gloves are worn or not and, if gloves are worn, after the gloves are removed.

Barriers

Barriers anticipated to be used at school include disposable gloves, absorbent materials and resuscitation devices. Their use is intended to reduce the risk of contact with blood and body fluids as well as to control the spread of infectious agents from individual to individual. Gloves should be worn when in contact with blood, OPIM or OBFW. Gloves should be removed without touching the outside and disposed of after each use.

UNIVERSAL PRECAUTIONS REGULATION

Disposal of Waste

Blood, OPIM, OBFW, used gloves, barriers and absorbent materials should be placed in a plastic bag and disposed of in the usual procedure. When the blood or OPIM is liquid, semi-liquid or caked with dried blood, it is not absorbed in materials, and is capable of releasing the substance if compressed, special disposal as regulated waste is required. A band-aid, towel, sanitary napkin or other absorbed waste that does not have the potential of releasing the waste if compressed would not be considered regulated waste. It is anticipated schools would only have regulated waste in the case of a severe incident. Needles, syringes and other sharp disposable objects should be placed in special puncture-proof containers and disposed of as regulated waste. Bodily wastes such as urine, vomitus or feces should be disposed of in the sanitary sewer system.

Clean up

Spills of blood and OPIM should be cleaned up immediately. The employee should:

- Wear gloves.
- Clean up the spill with paper towels or other absorbent material.
- Use a solution of one part household bleach to one hundred parts of water (1:100) or other EPA-approved disinfectant and use it to wash the area well.
- Dispose of gloves, soiled towels and other waste in a plastic bag.
- Clean and disinfect reusable supplies and equipment.

Laundry

Laundry with blood or OPIM should be handled as little as possible with a minimum of agitation. It should be bagged at the location. If it has the potential of releasing the substance when compacted, regulated waste guidelines should be followed. Employees who have contact with this laundry should wear protective barriers.

Exposure

An exposure to blood or OPIM through contact with broken skin, mucous membrane or by needle or sharp stick requires immediate washing, reporting and follow-up.

- Always wash the exposed area immediately with soap and water.
- If a mucous membrane splash (eye or mouth) or exposure of broken skin occurs, irrigate or wash the area thoroughly.
- If a cut or needle stick injury occurs, wash the area thoroughly with soap and water.

The exposure should be reported immediately, the parent or guardian is notified, and the person exposed contacts a physician for further health care.

Approved: _____ Reviewed: 4/18/22 Revised: _____

HAZARDOUS CHEMICAL DISCLOSURE

The board authorizes the development of a comprehensive hazardous chemical communication program for the school district to disseminate information about hazardous chemicals in the workplace.

Each employee will annually review information about hazardous substances in the workplace. When a new employee is hired or transferred to a new position or work site, the information and training, if necessary, is included in the employee's orientation. When an additional hazardous substance enters the workplace, information about it is distributed to all employees, and training is conducted for the appropriate employees. The superintendent will maintain a file indicating which hazardous substances are present in the workplace and when training and information sessions take place.

Employees who will be instructing or otherwise working with students will disseminate information about the hazardous chemicals with which they will be working as part of the instructional program.

It is the responsibility of the superintendent to develop administrative regulations regarding this program.

Legal Reference: 29 C.F.R. Pt. 1910; 1200 *et seq.*
Iowa Code chs. 88; 89B.

Cross Reference: 403 Employees' Health and Well-Being
804 Safety Program

Approved _____ Reviewed 7/15/2013, 8/15/16, 4/15/19, 4/18/22 Revised _____

SUBSTANCE-FREE WORKPLACE

The board expects the school district and its employees to remain substance free. No employee will unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of, in the workplace, any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance or alcoholic beverage as defined by federal or state law. "Workplace" includes school district facilities, school district premises or school district vehicle, also includes nonschool property if the employee is at any school-sponsored, school-approved or school-related activity, event or function, such as field trips or athletic events where students are under the control of the school district or where the employee is engaged in school business.

If an employee is convicted of a violation of any criminal drug offense committed in the workplace, the employee will notify the employee's supervisor of the conviction within five days of the conviction.

The superintendent will make the determination whether to require the employee to undergo substance abuse treatment or to discipline the employee. An employee who violates the terms of this policy may be subject to discipline up to and including termination. If the employee fails to successfully participate in a program, the employee may be subject to discipline up to and including termination.

The superintendent is responsible for publication and dissemination of this policy to each employee. In addition, the superintendent will oversee the establishment of a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment programs.

It is the responsibility of the superintendent to develop administrative regulations to implement this policy.

Legal Reference: 41 U.S.C. §§ 81.
42 U.S.C. §§ 12101 *et seq.*
34 C.F.R. Pt. 85.
Iowa Code §§ 123.46; 124; 279.8.

Cross Reference: 404 Employee Conduct and Appearance

Approved 7/9/04 Reviewed 7/15/2013, 8/15/16, 4/15/19, 4/18/22 Revised _____

SUBSTANCE-FREE WORKPLACE NOTICE TO EMPLOYEES

EMPLOYEES ARE HEREBY NOTIFIED it is a violation of the Substance-Free Workplace policy for an employee to unlawfully manufacture, distribute, dispense, possess, use, or be under the influence of in the workplace any narcotic drug, hallucinogenic drug, amphetamine, barbiturate, marijuana or any other controlled substance or alcohol, as defined in Schedules I through V of section 202 of the Controlled Substances Act (21 U.S.C. 812) and as further defined by regulation at 21 C.F.R. 1300.11 through 1300.15 and IOWA CODE Chapter 124.

"Workplace" is defined as the site for the performance of work done in the capacity as an employee. This includes school district facilities, other school premises or school district vehicles. Workplace also includes nonschool property if the employee is at any school-sponsored, school-approved or school-related activity, event or function, such as field trips or athletic events where students are under the control of the school district or where the employee is engaged in school business.

The superintendent retains the discretion to discipline an employee for violation of the Substance-Free Workplace policy. If the employee fails to successfully participate in such a program the employee is subject to discipline up to and including termination.

EMPLOYEES ARE FURTHER NOTIFIED it is a condition of their continued employment that they comply with the above policy of the school district and will notify their supervisor of their conviction of any criminal drug statute for a violation committed in the workplace, no later than five days after the conviction.

SUBSTANCE-FREE WORKPLACE ACKNOWLEDGMENT FORM

I, _____, have read and understand the Substance-Free Workplace policy. I understand that if I violate the Substance-Free Workplace policy, I may be subject to discipline up to and including termination [*or I may be required to participate in a substance abuse treatment program*]. If I fail to successfully participate in a substance abuse treatment program, I understand I may be subject to discipline up to and including termination. I understand that if I am required to participate in a substance abuse treatment program and I refuse to participate, I may be subject to discipline up to and including termination. I also understand that if I am convicted of a criminal drug offense committed in the workplace, I must report that conviction to my supervisor within five days of the conviction.

(Signature of Employee)

(Date)

Approved: _____ Reviewed: 4/18/22 Revised: _____

SUBSTANCE-FREE WORKPLACE REGULATION

A superintendent who suspects an employee has a substance abuse problem will follow these procedures:

1. **Identification** - the superintendent will document the evidence the superintendent has which leads the superintendent to conclude the employee has violated the Substance-Free Workplace policy. After the superintendent has determined there has been a violation of the Substance-Free Workplace policy, the superintendent will discuss the problem with the employee.
2. **Discipline** - if, after the discussion with the employee, the superintendent determines there has been a violation of the Substance-Free Workplace policy, the superintendent may recommend discipline up to and including termination [*or may recommend the employee seek substance abuse treatment*]. Participation in a substance abuse treatment program is voluntary.
3. **Failure to participate in referral** – if the employee refuses to participate in a substance abuse treatment program or if the employee does not successfully complete a substance abuse treatment program, the employee may be subject to discipline up to and including termination.
4. **Conviction** - if an employee is convicted of a criminal drug offense committed in the workplace, the employee must notify the employer of the conviction within five days of the conviction.

DRUG AND ALCOHOL TESTING PROGRAM

Employees who operate school vehicles are subject to drug and alcohol testing if a commercial driver's license is required to operate the school vehicle and the school vehicle transports sixteen or more persons including the driver or the school vehicle weighs twenty-six thousand one pounds or more. For purposes of the drug and alcohol testing program, the term "employees" includes applicants who have been offered a position to operate a school vehicle.

The employees operating a school vehicle as described above are subject to pre-employment drug testing and random, reasonable suspicion and post-accident drug and alcohol testing. Employees operating school vehicles will not perform a safety-sensitive function within four hours of using alcohol. Employees governed by this policy are subject to the drug and alcohol testing program beginning the first day they operate or are offered a position to operate school vehicles and continue to be subject to the drug and alcohol testing program as long as they may be required to perform a safety-sensitive function as it is defined in the administrative regulations. Employees with questions about the drug and alcohol testing program may contact the superintendent at 600 West Bluff Street, Cherokee, Iowa 51012.

Employees who violate the terms of this policy are subject to discipline up to and including termination. The district is required to keep a record of all drug or alcohol violations by employees for a minimum of five years. Employees are put on notice that information related to drug or alcohol violations will be reported to the Federal Motor Carrier Safety Administration (FMCSA) Clearinghouse. Additionally, the district will conduct FMCSA Clearinghouse queries for employees annually. Employees must provide written consent for the district to conduct FMCSA Clearinghouse queries; however, employees who choose to withhold consent will be prohibited from performing any safety sensitive functions

It is the responsibility of the superintendent to develop administrative regulations to implement this policy in compliance with the law. The superintendent will inform applicants of the requirement for drug and alcohol testing in notices or advertisements for employment.

The superintendent will also be responsible for publication and dissemination of this policy and supporting administrative regulations and forms to employees operating school vehicles. The superintendent will also oversee a substance-free awareness program to educate employees about the dangers of substance abuse and notify them of available substance abuse treatment resources and programs.

This policy and its supporting documents also assume private contractors and nonpublic schools participating in the Iowa Drug and alcohol Testing Program (IDATP) have chosen to test only under the federal regulations and not to test under state law.

This policy and its supporting documents terminate a driver for violation of the policy and its supporting documents. Such a violation includes a positive drug test result. Should a school district, after careful consideration, choose to retain the option not to terminate for violation of this policy, consideration should be given to making the following changes:

School districts choosing to pay for OR to make the driver bear the personal and financial responsibility for the substance abuse evaluation and rehabilitation, if any:

IASB Drug and Alcohol Testing Program (IDATP) Web site:

https://www.ia-sb.org/Main/Affiliated_Programs/Iowa_Drug_Alcohol_Testing_Program.aspx.

DRUG AND ALCOHOL TESTING PROGRAM

Information about resources for a substance-free awareness program and related services may be obtained from the school district's employee assistance program, the Department of Education at (515) 281-3021 or Department of Health, Substance Abuse Division at (515) 281-3641.

Legal Reference: American Trucking Association, Inc., v. Federal Highway Administration, 51 Fed. 3rd 405 (4th Cir. 1995).
49 U.S.C. §§ 5331 et seq.
42 U.S.C. §§ 12101.
41 U.S.C. §§ 81.
49 C.F.R. Pt. 40; 382; 39.
34 C.F.R. Pt. 85.
Local 301, Internat'l Assoc. of Fire Fighters, AFL-CIO, and City of Burlington, PERB No. 3876 (3-26-91).
Iowa Code §§ 124; 279.8; 321.375(2); 730.5.

Cross Reference: 403.6 Substance-Free Workplace
409.2 Licensed Employee Personal Illness Leave

EMPLOYEE CONDUCT AND APPEARANCE

Employees are role models for the students who come in contact with them during and after school hours. The board recognizes the positive effect employees can have on students in this capacity. To this end, the board strongly suggests and encourages employees to dress themselves, groom themselves and conduct themselves in a manner appropriate to the educational environment.

Employees will conduct themselves in a professional manner. Employees will dress in attire appropriate for their position. Clothing should be neat, clean, and in good taste. Discretion and common sense call for an avoidance of extremes which would interfere with or have an effect on the educational process.

Licensed employees of the school district, including administrators, will follow the code of ethics for their profession as established by the Iowa Board of Educational Examiners.

Legal Reference: Iowa Code § 279.8.
282 I.A.C. 13.25, .26.

Cross Reference: 104 Anti-Bullying/Harassment
306 Administrator Code of Ethics
401.11 Employee Orientation
403.5 Substance-Free Workplace
407 Licensed Employee Termination of Employment
413 Classified Employee Termination of Employment

Approved 8/16/04 Reviewed 9/16/13, 9/19/16, 4/15/19, 4/18/22 Revised _____

CODE OF PROFESSIONAL CONDUCT AND ETHICS REGULATION

CHAPTER 25

282—25.1(272) Scope of standards.

This code of professional conduct and ethics constitutes mandatory minimum standards of practice for all licensed practitioners as defined in IOWA CODE chapter 272. The adherence to certain professional and ethical standards is essential to maintaining the integrity of the education profession.

282—25.2(272) Definitions.

Except where otherwise specifically defined by law:

“Administrative and supervisory personnel” means any licensed employee such as superintendent, associate superintendent, assistant superintendent, principal, associate principal, assistant principal, or other person who does not have as a primary duty the instruction of pupils in the schools.

“Board” means the Iowa board of educational examiners.

“Discipline” means the process of sanctioning a license, certificate or authorization issued by the board.

“Ethics” means a set of principles governing the conduct of all persons governed by these rules.

“Fraud” means knowingly providing false information or representations on an application for licensure or employment, or knowingly providing false information or representations made in connection with the discharge of duties.

“License” means any license, certificate, or authorization granted by the board.

“Licensee” means any person holding a license, certificate, or authorization granted by the board.

“Practitioner” means an administrator, teacher, or other school personnel, who provides educational assistance to students and who holds a license, certificate, or other authorization issued by the board.

“Responsibility” means a duty for which a person is accountable by virtue of licensure.

“Right” means a power, privilege, or immunity secured to a person by law.

“Student” means a person, regardless of age, enrolled in a prekindergarten through grade 12 school, who is receiving direct or indirect assistance from a person licensed by the board.

“Teacher” means any person engaged in the instructional program for prekindergarten through grade 12 children, including a person engaged in teaching, administration, and supervision, and who is required by law to be licensed for the position held.

282—25.3(272) Standards of professional conduct and ethics.

Licensees are required to abide by all federal, state, and local laws applicable to the fulfillment of professional obligations. Violation of federal, state, or local laws in the fulfillment of professional obligations constitutes unprofessional and unethical conduct which can result in disciplinary action by the board. In addition, it is hereby deemed unprofessional and unethical for any licensee to violate any of the following standards of professional conduct and ethics:

25.3(1) Standard I—conviction of crimes, sexual or other immoral conduct with or toward a student, and child and dependent adult abuse. Violation of this standard includes:

- a. *Fraud.* Fraud in the procurement or renewal of a practitioner’s license.
- b. *Criminal convictions.* The commission of or conviction for a criminal offense as defined by Iowa law or the laws of any other state or of the United States, provided that the offense is relevant to or affects teaching or administrative performance.

(1) Disqualifying criminal convictions. The board shall deny an application for licensure and shall revoke a previously issued license if the applicant or licensee has, on or after July 1, 2002, been convicted of, has pled guilty to, or has been found guilty of the following criminal offenses, regardless of whether the judgment of conviction or sentence was deferred:

CODE OF PROFESSIONAL CONDUCT AND ETHICS REGULATION

1. Any of the following forcible felonies included in IOWA CODE § 702.11: child endangerment, assault, murder, sexual abuse, or kidnapping;
 2. Any of the following criminal sexual offenses, as provided in IOWA CODE Ch. 709, involving a child:
 - First-, second- or third-degree sexual abuse committed on or with a person who is under the age of 18;
 - Lascivious acts with a child;
 - Assault with intent to commit sexual abuse;
 - Indecent contact with a child;
 - Sexual exploitation by a counselor;
 - Lascivious conduct with a minor; or
 - Sexual exploitation by a school employee;
 - Enticing a minor under Iowa Code section 710.10; or
 - Human trafficking under Iowa Code section 710A.2;
 3. Incest involving a child as prohibited by IOWA CODE § 726.2;
 4. Dissemination and exhibition of obscene material to minors as prohibited by IOWA CODE § 728.2; or
 5. Telephone dissemination of obscene material to minors as prohibited by IOWA CODE § 728.15.
 6. Any offense specified in the laws of another jurisdiction, or any offense that may be prosecuted in a federal, military, or foreign court, that is comparable to an offense listed in subparagraph 25.3(1)"b"(1).
 7. Any offense under prior laws of this state or another jurisdiction, or any offense under prior law that was prosecuted in a federal, military, or foreign court, that is comparable to an offense listed in subparagraph 25.3(1)"b"(1).
- (2) Other criminal convictions and founded child abuse. In determining whether a person should be denied a license or whether a licensee should be disciplined based upon any other criminal conviction, including a conviction for an offense listed in 25.3(1) "b"(1) which occurred before July 1, 2002, or a founded report of abuse of a child, the board shall consider:
1. The nature and seriousness of the crime or founded abuse in relation to the position sought;
 2. The time elapsed since the crime or founded abuse was committed;
 3. The degree of rehabilitation which has taken place since the crime or founded abuse was committed;
 4. The likelihood that the person will commit the same crime or abuse again;
 5. The number of criminal convictions or founded abuses committed; and
 6. Such additional factors as may in a particular case demonstrate mitigating circumstances or heightened risk to public safety.
- c. *Sexual involvement or indecent contact with a student.* Sexual involvement includes, but is not limited to, the following acts, whether consensual or nonconsensual: fondling or touching the inner thigh, groin, buttocks, anus or breasts of a student; permitting or causing to fondle or touch the practitioner's inner thigh, groin, buttocks, anus, or breasts; or the commission of any sex act as defined in IOWA CODE § 702.17.
- d. *Sexual exploitation of a minor.* The commission of or any conviction for an offense prohibited by IOWA CODE § 728.12, IOWA CODE Ch. 709 or 18 U.S.C. § 2252A(a)(5)(B).
- e. *Student abuse.* Licensees shall maintain professional relationships with all students, both inside and outside the classroom. The following acts or behavior constitutes unethical conduct without regard to the existence of a criminal charge or conviction:
- (1) Committing any act of physical abuse of a student;
 - (2) Committing any act of dependent adult abuse on a dependent adult student;
 - (3) Committing or soliciting any sexual or otherwise indecent act with a student or any minor;
 - (4) Soliciting, encouraging, or consummating a romantic or otherwise inappropriate relationship with a student;

CODE OF PROFESSIONAL CONDUCT AND ETHICS REGULATION

- (5) Furnishing alcohol or illegal or unauthorized drugs or drug paraphernalia to any student or knowingly allowing a student to consume alcohol or illegal or unauthorized drugs in the presence of the licensee; or
 - (6) Failing to report any suspected act of child or dependent adult abuse as required by state law.
 - (7) Committing or soliciting any sexual conduct as defined in Iowa Code section 709.15(3)"b" or soliciting, encouraging, or consummating a romantic relationship with any person who was a student within 90 days prior to any conduct alleged in the complaint, if that person was taught by the practitioner or was supervised by the practitioner in any school activity when that person was a student.
- 25.3(2) Standard II—alcohol or drug abuse.** Violation of this standard includes:
- a. Being on school premises or at a school-sponsored activity involving students while under the influence of, possessing, using, or consuming illegal or unauthorized drugs or abusing legal drugs.
 - b. Being on school premises or at a school-sponsored activity involving students while under the influence of, possessing, using, or consuming alcohol.
- 25.3(3) Standard III—misrepresentation, falsification of information.** Violation of this standard includes:
- a. Falsifying or deliberately misrepresenting or omitting material information regarding professional qualifications, criminal history, college credit, staff development credit, degrees, academic award, or employment history when applying for employment or licensure.
 - b. Falsifying or deliberately misrepresenting or omitting material information regarding compliance reports submitted to federal, state, and other governmental agencies.
 - c. Falsifying or deliberately misrepresenting or omitting material information submitted in the course of an official inquiry or investigation.
 - d. Falsifying any records or information submitted to the board in compliance with the license renewal requirements imposed under 282—Chapter 20.
 - e. Falsifying or deliberately misrepresenting or omitting material information regarding the evaluation of students or personnel, including improper administration of any standardized tests, including, but not limited to, changing test answers, providing test answers, copying or teaching identified test items, or using inappropriate accommodations or modifications for such tests.
- 25.3(4) Standard IV—misuse of public funds and property.** Violation of this standard includes:
- a. Failing to account properly for funds collected that were entrusted to the practitioner in an educational context.
 - b. Converting public property or funds to the personal use of the practitioner.
 - c. Submitting fraudulent requests for reimbursement of expenses or for pay.
 - d. Combining public or school-related funds with personal funds.
 - e. Failing to use time or funds granted for the purpose for which they were intended.
- 25.3(5) Standard V—violations of contractual obligations.**
- a. Violation of this standard includes:
 - (1) Asking a practitioner to sign a written professional employment contract before the practitioner has been unconditionally released from a current contract, unless the practitioner provided notice to the practitioner's employing board as set forth in subparagraph 25.3(5)"b"(2).
 - (2) Abandoning a written professional employment contract without prior unconditional release by the employer.
 - (3) As an employer, executing a written professional employment contract with a practitioner, which requires the performance of duties that the practitioner is not legally qualified to perform.
 - (4) As a practitioner, executing a written professional employment contract, which requires the performance of duties that the practitioner is not legally qualified to perform.

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- b. In addressing complaints based upon contractual obligations, the board shall consider factors beyond the practitioner's control. For purposes of enforcement of this standard, a practitioner will not be found to have abandoned an existing contract if:
- (1) The practitioner obtained a release from the employing board before discontinuing services under the contract; or
 - (2) The practitioner provided notice to the employing board no later than the latest of the following dates:
 1. The practitioner's last work day of the school year;
 2. The date set for return of the contract as specified in statute; or
 3. June 30.

25.3(6) *Standard VI—unethical practice toward other members of the profession, parents, students, and the community.* Violation of this standard includes:

- a. Denying the student, without just cause, access to varying points of view.
- b. Deliberately suppressing or distorting subject matter for which the educator bears responsibility.
- c. Failing to make reasonable effort to protect the health and safety of the student or creating conditions harmful to student learning.
- d. Conducting professional business in such a way that the practitioner repeatedly exposes students or other practitioners to unnecessary embarrassment or disparagement.
- e. Engaging in any act of illegal discrimination, or otherwise denying a student or practitioner participation in the benefits of any program on the grounds of race, color, religion, age, sex, disability, marital status, national origin, or membership in a definable minority.
- f. Soliciting students or parents of students to purchase equipment, supplies, or services from the practitioner for the practitioner's personal advantage.
- g. Accepting gifts from vendors or potential vendors where there may be the appearance of or an actual conflict of interest.
- h. Intentionally disclosing confidential information including, but not limited to, unauthorized sharing of information concerning student academic or disciplinary records, health and medical information, assessment or testing results, or family income. Licensees shall comply with state and federal laws and local school board policies relating to the confidentiality of student records, unless disclosure is required or permitted by law.
- i. Refusing to participate in a professional inquiry when requested by the board.
- j. Aiding, assisting, or abetting an unlicensed person in the completion of acts for which licensure is required.
- k. Failing to self-report to the board within 60 days any founded child abuse report, or any conviction for a criminal offense listed in 25.3(1) "b"(1) which requires revocation of the practitioner's license.
- l. Delegating tasks to unqualified personnel.
- m. Failing to comply with federal, state, and local laws applicable to the fulfillment of professional obligations.
- n. Allowing another person to use one's practitioner license for any purpose.
- o. Performing services beyond the authorized scope of practice for which the individual is licensed or prepared.
- p. Falsifying, forging, or altering a license issued by the board.
- q. Failure of the practitioner holding a contract under Iowa Code section 279.13 to disclose to the school official responsible for determining assignments a teaching assignment for which the practitioner is not properly licensed.

CODE OF PROFESSIONAL CONDUCT AND ETHICS REGULATION

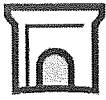
- r. Failure of a school official responsible for assigning licensed practitioners holding contracts under Iowa Code section 279.13 to adjust an assignment if the practitioner discloses to the official that the practitioner is not properly licensed for an assignment.

25.3(7) *Standard VII—compliance with state law governing student loan obligations and child support obligations, and board orders.* Violation of this standard includes:

- a. Failing to comply with 8 concerning payment of debts to state or local governments.
- b. Failing to comply with 282—Chapter 10 concerning child support obligations.
- c. Failing to comply with a board order.

25.3(8) *Standard VIII—incompetence.* Violation of this standard includes, but is not limited to:

- a. Willfully or repeatedly departing from or failing to conform to the minimum standards of acceptable and prevailing educational practice in the state of Iowa.
- b. Willfully or repeatedly failing to practice with reasonable skill and safety.



BVU – Cherokee Community School District Education Benefits

BVU Partner Grants

Full-time and part-time Cherokee Community School District employees are eligible for BVU partner grants. In addition, a spouse or domestic partner, and legal dependents (to age 26) of full-time employees are eligible.

- BVU Partner Grant available for online/hybrid undergraduate programs
 - **Up to 30% discount per credit hour in form of BVU grant**
- BVU Partner Grant available for Organizational Leadership graduate program
 - **Up to 30% discount per credit hour in form of BVU grant**
- BVU Partner Grant available for Storm Lake residential campus undergraduate programs
 - **Up to \$2,000 available annually** to attend BVU's residential campus in Storm Lake, IA

Cherokee Community School District Involvement

- Include BVU and partnership information in human resources packet and/or employee portal
- Agreed upon joint internal and external marketing to announce new partnership
 - Options could include news release, letters to employees, flyer, social media announcement, website announcement, etc.

Name/Logo Usage

This document serves as authorization to use organization name “Cherokee Community School District” and logo on Buena Vista University’s strategic partnerships website and partner announcement materials – www.bvu.edu/strategic-partnerships. BVU may not modify or change the name or logo in any way, and the name/logo may only be used for purposes of identifying Cherokee Community School District as a strategic partner.

This document also serves as authorization for Cherokee Community School District to use Buena Vista University’s logo on promotional materials, website, etc. upon material approval by BVU. Cherokee Community School District may not modify or change the BVU logo in any way.



2022 Graduating Seniors

<u>FirstName</u>	<u>MiddleName</u>	<u>LastName</u>	<u>FirstName</u>	<u>MiddleName</u>	<u>LastName</u>
Kyrstin	Dianne	Agnitsch-Riggs	Mary	Jane	Kozora
Savannah	Nicole	Bateman	William	Matthew	Lugar
Joseph	George	Benson	Sarah	Rose	Mesler
Trey	Emmett	Benson	West	Warner	Nelson
Rylee	Jo	Bezoni	Quinton	James	Olson
Autumn	Michelle	Booth	Rayann	Lynn	Patterson
Giovanny		Brambila	Gracie	Elizabeth	Paulsen
Calvin	Jeffrey	Brown	Anna	Jean	Paulsrud
Ryan	Kristopher	Brown	Nicole	Marie	Peters
Cayden	Michael	Carlson	Daxsten	Thomas	Pierce
Mason	Michael	Carver	Alexis	Caroline	Pingel
Nicholas	James	Clark, Jr.	Levi	William	Pingel
Winter	Dawn	Claussen	Molly	Lynn	Pitts
Dena	Lynn	Claycamp	Nathan	Alan Lee	Retleff
Samuel	Francis	Collins	Carson	Daniel Ernest	Reusch
Rogelio	Daniel	Corrales	Brynn	Mackenzie	Richter
Gabrielle	Riley	Cowart	Rena	Ann	Rogers
Andrew	Jack	Creel	London	Jo	Rogge
Raleigh	Madison	Cresap	Mekhi	Michael	Schueder
Cassady	Lanette	Curtis	Tion	Allen	Schuknecht
DeLani	LiCole	Doeden	Micah	Allen	Sieпка
Dominic	William	Foley	Anthony	Fox	Simmons
Jacob	Dean	Friedrichsen	Rhiannon	Shawn	Sluneka
Emma	Nicole	Good	Delaina	Marie	Spence
Hailea	Jean	Grause	Madison	Lyn	Stief
Gavin	Vernette	Gravenish	Jessica	Erin	Tuttle
Emilee	Paige	Guinn	Abbigayle	Kathleen	VandeLune
Arika	Ann	Hammond	Mac	Dean	Wahl
Kaley	Raine	Hember	Alekzander	Ellis	Wallace
Abigail	Eileen	Hirschman	Ty	Charlie Eldon	Westphal
Jacob	John	Hodgdon	Sara	Kristine	Williams
Braxten	Dean	Hoepfner	Tanner	Jon	Woodall
Angel	Marie	Jansen	Hamilton	Allan	Yearicks
Jena	Shelby	Jeness	Camille	Isabel	Zwiefel
Emmett	David	Johnson			
Samuel	Isaac	Jordan	Early Grad	Juniors	
Samuel	Jeb	Kach	Harley	Patrick	Roosa
Drew	William	Kennedy	Kiersten	Ann	Ryherd
Kurtis	Daniel	Kerns	Natasha	Mae	Ford
Phoenix	Rae	Kerns	Isabell		Olguin
Mikayla	Kathryn	Kinnetz			
Karrie	Marie	Kozora			

GRADUATION REQUIREMENTS

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

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

Class of 2018	48
Class of 2019	48
Class of 2020	48
Class of 2021	49
Class of 2022	49
Language Arts	8 credits
Science	6 credits
Mathematics	6 credits
Social Studies	6 credits
-United States Government	
-American History	
Physical Education	4 credits maximum (8 semesters)
Financial Literacy	1 credits
Fine Arts or Career & Technical Education Class	1
Electives	17 Credits

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

Beginning with the class of 2022, graduation requirements for special education students will include successful completion of four years of English, three years of math, three years of social studies and three years of science.

Students who complete a regular session in the Legislative Page Program of the general assembly at the state capitol will be credited $\frac{1}{2}$ credit of social studies.

Students enrolled in a junior officers' training corp will receive $\frac{1}{8}$ th physical education credit for each semester the student is enrolled in the program.

GRADUATION REQUIREMENTS

Legal Reference: Iowa Code §§ 256.11, .11A; 279.8; 280.3, .14
281 I.A.C. 12.2; .3(5).

Cross Reference: 505 Student Scholastic Achievement
603.3 Special Education

Approved 9/18/17 Reviewed 10/20/2014, 5/15/17, 2/17/20 Revised 7/16/2007/8/21/17,
4/18/22 4/19/21, 4/18/22 4/18/22

STUDENT EXPRESSION AND STUDENT PUBLICATIONS

Student expression, other than student expression in student-produced official school publications, made on the school district premises or under the jurisdiction of the school district or as part of a school-sponsored activity may be attributed to the school district; therefore, student expression must be responsible. Student expression must be appropriate to assure that the students learn and meet the goals of the school activity and that the potential audience is not exposed to material that may be harmful or inappropriate for their level of maturity.

Students will be allowed to express their viewpoints and opinions as long as the expression is responsible. The expression will not, in the judgment of the administration, encourage the breaking of laws, defame others, be obscene or indecent, or cause a material and substantial disruption to the educational program. The administration, when making this judgment, will consider whether the activity in which the expression was made is school-sponsored and whether review or prohibition of the students' speech furthers an educational purpose. Further, the expression must be done in a reasonable time, place, and manner that is not disruptive to the orderly and efficient operation of the school district.

Students who violate this policy may be subject to disciplinary measures. Employees are responsible for insuring students' expression is in keeping with this policy. It is the responsibility of the superintendent to develop administrative regulations regarding this policy.

Students may produce official school publications as part of the curriculum under the supervision of a faculty advisor and the principal. Official school publications include material produced in journalism, newspaper, yearbook, or writing classes and distributed to the student body either free or for a fee.

Any expression made by students, including student expression in official school publications, is not an expression of official school policy. The school district, the board, and the employees or officials are not liable in any civil or criminal action for any student expression made or published by students unless the employees or officials have interfered with or altered the content of the student speech or expression. The liability, if any, is only to the extent of the interference or alteration of the speech or expression.

Official school publications are free from prior restraint by employees or officials except as provided by law. A faculty advisor will supervise student writers to maintain professional standards of English and journalism and to comply with the law including, but not limited to, the restrictions against unlawful speech. The production of official school publications is guided by the law and by the ethical standards adopted by professional associations or societies of journalism.

Persons, other than students, who believe they have been aggrieved by student expression in a student-produced official school publication will follow the grievance procedure outlined in board policy 213.1. Students who believe their freedom of expression in a student-produced official school publication has been restricted will follow the grievance procedure outlined in board policy 502.4.

The superintendent is responsible for developing a student publications code. This code will include, but not be limited to, reasonable rules including time, place, and manner of restrictions. The superintendent will also be responsible for distributing this policy and the student publications code to the students and their parents.

STUDENT EXPRESSION AND STUDENT PUBLICATIONS

Legal Reference: U.S. Const. amend. I.
Iowa Const. art. I (sec. 7)
Morse v. Frederick, 551 U.S. 393 (2007)
Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).
Bethel School District v. Fraser, 478 U.S. 675 (1986).
New Jersey v. T.L.O., 469 U.S. 325 (1985).
Tinker v. Des Moines Ind. Comm. Sch. Dist., 393 U.S. 503 (1969).
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987).
Iowa Code §§ 279.8, .73; 280.22

Cross Reference: 102 Equal Educational Opportunity
502 Student Rights and Responsibilities
504 Student Activities
603.9 Academic Freedom
903.5 Distribution of Materials

Approved _____

Reviewed 6/16/2014 , 4/18/22 Revised 4/18/22

1st Reading with new edits