



Cherokee Community School District

Board Members:

Mrs. Jodi Thomas- President

Mrs. Angie Anderson-Vice President

Mrs. Patty Brown

Mr. Brian Freed

Mr. Ray Mullins

Mrs. Joyce Lundsgaard, Business Manager/Board Secretary

Dr. Kimberly Lingenfelter, Superintendent

Regular Board Meeting

September 19, 2022

5:30 p.m.

WHS Library

**Regular Board of Education Meeting
Cherokee Community School District, 600 West Bluff Street
Agenda for Monday, September 19, 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 September 19, 2022 by 2:00 PM along with your phone number and you will be called prior to the agenda item you wish to address.

<ol style="list-style-type: none"> 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
<ol style="list-style-type: none"> 6. Welcome Visitors Recognition of persons who wish to speak to the board regarding a school issue not on the agenda
<ol style="list-style-type: none"> 7. Consent agenda <ol style="list-style-type: none"> A. Approve the minutes of the regular meeting [8-15-22] and the special meeting [9-12-22] B. Approve financial statements C. Approve monthly bills D. Approve fundraising requests E. Approve resignations Karl Larson - CES Custodian/Maintenance F. Approve retirements G. Approve internal transfers H. Approve contract extensions Stephanie Maas - Mentor for Dusty Wright [second year] Kyle Schuck - WHS Volunteer Football Coach Michael Morris and Veranda Johnson - WHS Student Council Sponsors Victoria Morse - WHS Paraprofessional
<ol style="list-style-type: none"> 8. Communication and Reports <ol style="list-style-type: none"> A. Principals' Building Reports/ Instructional Coaches' Reports B. Directors'/ Superintendent's Report
<ol style="list-style-type: none"> 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: 411.4 Classified Employee Licensing-Certification; 411.5 Classified Employee Assignment; 411.6 Classified Employee Transfers; 411.7 Classified Employee Evaluation; 411.8 Classified Employee Probationary Status; 412.1 Classified Employee Compensation; 412.2 Classified Employee Wage and Overtime Compensation; 412.3 Classified Employee Group Insurance Benefits; 413.1 Classified Employee Resignation; 413.2 Classified Employee Retirement; 413.3 Classified Employee Suspension; 413.4 Classified Employee Dismissal; 413.5 Classified Employee Reduction in Force
<ol style="list-style-type: none"> 10. New Business <ol style="list-style-type: none"> A. Discussion of/ information concerning Student Council - Homecoming B. Discussion of/ action concerning Board Policy 506.1 Educational Records Access [Second Reading - Mandatory Policy] C. Discussion of/ action concerning contract amendments due to lane advancement D. Discussion of/ action concerning SIAC [School Improvement Advisory Committee] Members E. Discussion of/ action concerning participation in IDATP [Iowa Drug and Alcohol Testing Program] for the 2022-2023 school year

*** 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.**

<ul style="list-style-type: none"> F. Discussion of/ action concerning Memorandum of Agreement with Transition Alliance Program G. Discussion of/ action concerning Martin Family request H. Discussion of/ action concerning 2nd-grade out-of-state field trip to the Omaha Zoo in October I. Discussion of/ action concerning FFA out-of-state travel to Indianapolis to attend National Convention in October J. Discussion of/ information concerning Board Policy 502.6 - Weapons K. Discussion of/ information concerning preliminary enrollment numbers L. Discussion of/ information concerning Building and Grounds Committee Meeting - WHS Greenhouse, WHS Loading Dock, WHS Projects/Priorities M. Discussion of/ information concerning Board Self-Assessment N. Discussion of/ information concerning IASB's Annual Convention - November 16-18, 2022
<p>11. Board Committee Reports</p> <ul style="list-style-type: none"> 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>12. Items of Interest for the Next Meeting [October 17, 2022 @ 5:30 PM]</p> <ul style="list-style-type: none"> A. Discussion of/ action concerning cooperative sharing agreements B. Discussion of/ information concerning CCSD Job Descriptions C. Discussion of/ information concerning ISASP scores D. Discussion of/ information concerning certified enrollment numbers
<p>13. Adjournment</p>

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

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
April 17th, 2023 @ 5:30 pm	May 15th, 2023 @ 5:30 pm	June 19th, 2023 @ 5:30 pm	July 17th, 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
Regular Meeting
August 15, 2022**

The Cherokee Community School District Board of Education held a Regular Meeting on Monday, August 15, 2022 at 5:30 P.M. 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 5:36 P.M.

2. Pledge of Allegiance and Mission Statement

The Pledge of Allegiance and Mission Statement were recited.

3. Approve the agenda

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

4. Roll call of members in attendance

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

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 Freed, seconded by Mullins to approve the Consent Agenda. All Ayes

- Minutes of the meetings – Regular Meeting – 7/18/22
- Financial Statements
- Monthly Bills
- Resignations: Kelly Mullins – Freshman Softball; Katie Hilmoe – CMS Paraprofessional; Rosanne Loucks – EL Paraprofessional
- Contract Extensions: Nicole Kruse – CMS Paraprofessional; Carter Jacobson – CMS Paraprofessional; Kris Alesch – WHS Volunteer Football Coach

8. Communication & Reports

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

9. Policy

Moved by Brown, seconded by Anderson to affirm board policies 409.5 Licensed Employee Political Leave; 409.6 Licensed Employee Jury Duty Leave; 409.7 Licensed Employee Military Service Leave; 409.8 Licensed Employee Unpaid Leave; 410.1 Substitute Teachers; 410.2 Summer School Licensed Employees; 410.4 Education Associate; 411.1 Classified Employee Defined; 411.2 Classified Employee - Qualifications, Recruitment, Selection; 411.3 Classified Employee Contracts. 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 the School Resource Officer (SRO) Partnership

School Resource Officer, Sergeant Brett Gannon, was present to discuss the new partnership with the district. Sergeant Gannon, who is contracted with the city, will have an active presence in all school buildings and attend student activities.

B. Discussion of/action concerning Board Policy 506.1 Educational Records Access (First Reading – Mandatory Policy)

The board reviewed Policy 506.1 Educational Records Access – First Reading. All Ayes

C. Discussion of/action concerning preliminary enrollment numbers

Preliminary enrollment for the 2022-23 school year is 1193 students.

D. Discussion of/action concerning the Affirmative Action Plan for the 2022-24 school years

Information regarding the Affirmative Action Plan for the 2022-24 school years was given to the board and is posted on the district website. The plan includes demographic information for Cherokee School District employees as compared to state and county averages.

E. Discussion of/action concerning ISFIS – CCSD Fiscal Facts

The board reviewed the ISFIS Fiscal Facts. Information included property tax rates, certified enrollment, solvency ratio and unspent authorized balance.

F. Discussion of/action Back to School Carnival

The Back to School Carnival will be Thursday August 18 from 5-7 at CES.

G. Discussion of/information concerning IASB's Annual Convention – November 16-18

IASB Annual Convention will be held November 16-18 in Des Moines.

H. Closed Session – Emergency Operations Plan

Moved by Freed, seconded by Brown to enter into Closed Session at 6:45 P.M. as provided in section 21.5(1)(g) of the open meetings law to avoid disclosure of specific law enforcement matters, such as current or proposed investigations, inspection or auditing techniques or schedules, which if disclosed would enable law violators to avoid detection. Ayes: Mullins, Brown, Freed, Thomas, Anderson – Phone

The board resumed in open session at 7:25 P.M.

I. Closed Session – Conduct Evaluation of Superintendent


Moved by Freed, seconded by Brown to enter into Closed Session at 7:32 P.M. as provided in section 21.5(1)(i) of the open meetings law to evaluate the professional competency of an individual whose appointment, hiring, performance or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session. Ayes: Freed, Brown, Mullins, Thomas, Anderson – By Phone

The board resumed in open session at 8:16 P.M.

11. Adjournment

Moved by Mullins, seconded by Brown to adjourn the meeting at 8:16 PM. All Ayes

Regular Meeting – September 19, 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
Special Meeting
September 12, 2022**

The Cherokee Community School District Board of Education held a Special Meeting on Monday, September 12, 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 meeting to order

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

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

2. Approve the agenda

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

3. New Business

A. Discussion of/action to enter into closed session under Iowa Code 21.5(1)(e) of the open meetings law

Moved by Mullins, seconded by Freed to enter into closed session as allowed under Iowa Code 21.5(1)(e) of the open meetings law to conduct a hearing to suspend or expel students for violating board policy 502.75, Students and Illicit Drugs. Roll Call Vote: Ayes: Mullins, Brown, Freed, Thomas

The board entered into closed session at 5:31 P.M.

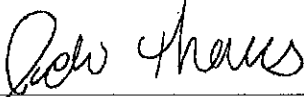
The board resumed in open session at 5:41 P.M.

Moved by Brown, seconded by Mullins to expel CMS student with online instruction from home and academic support provided by the district. The student will meet off campus with Mrs. Haack to address social emotional needs. Prior to readmission, the student shall be required to submit documentation of a substance abuse evaluation and provide evidence of completion of any recommended treatment program. Roll Call Vote - Ayes: Brown, Mullins, Freed, Thomas

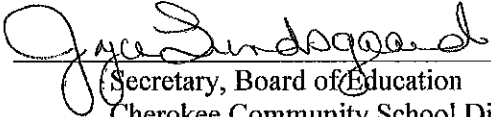
4. Adjournment

Moved by Freed, seconded by Brown to adjourn the meeting at 5:43 P.M. All Ayes

Regular Meeting, September 19, 2022



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

Financial Report - 8/31/22

Fund	Beginning Balance	Receipts	Expenditures	Ending Balance
Operating	\$ 2,549,506.42	570,948.23	745,712.74	2,374,741.91
Management	583,494.99	1,739.42	-	585,234.41
Self-Insurance Fund	975,022.46	6,237.50	24,053.72	957,206.24
Subtotal General Fund	4,108,023.87	578,925.15	769,766.46	3,917,182.56
Activity	104,136.15	16,563.37	8,245.67	112,453.85
PPEL	742,525.84	309,460.72	206,656.49	845,330.07
Capital Projects (Sales Tax)	1,517,269.46	99,055.16	-	1,616,324.62
Debt Service	17,114.88	723.93	-	17,838.81
Hot Lunch	496,117.82	45,859.81	69,097.31	472,880.32
Trust and Agency	39,069.35	5,109.38	3,850.00	40,328.73
Braves Bank	7,789.75	-	4.00	7,785.75
Total - All Funds	\$ 7,032,047.12	\$ 1,055,697.52	\$ 1,057,619.93	\$ 7,030,124.71

Published Budget Report
 All Funds
 8/31/2022

Category	Function #'s	Sub Total Exp.	Expenditures	Amt Published	% of Published
INSTRUCTION	(1000-1999)	387,304.02	387,304.02	9,975,000.00	4%
Perkins	(5210)	-			
SUPPORT SERVICES	(2000-2999)				
Student Support Svcs	(2000-2199)	24,842.58			
Inst. Staff Support Svcs	(2200-2299)	59,210.30			
General Administration	(2300-2399)	64,652.43			
Building Administration	(2400-2499)	92,710.03			
Business Administration	(2500-2599)	131,562.47			
Plant Operation & Maint	(2600-2699)	425,113.00			
Student Transportation	(2700-2799)	44,159.85			
TOTAL SUPPORT SERVICES			842,250.66	4,752,000.00	18%
NON INSTRUCTIONAL PGMS	(3000-3999)	22,368.30	22,368.30	800,000.00	3%
OTHER EXPENDITURES	(4000-5999)				
Facilities	(4000-4999)	187,814.47			
Debt Service	(5000-5999)				
AEA Support Direct	(5200)	512,417.00			
TOTAL OTHER EXPENDITURES			700,231.47	5,032,266.00	14%
TOTAL EXPENDITURES			1,952,154.45	20,559,266.00	9%

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
Macbook pro for DeVoss class		
11505	Apple, Inc.	3,597.00
Mop Service		
Mop Service		
10183	Aramark Uniform Services AUCA Chicago Lockbox	60.86
Freight for Science Supplies		
13135	Bio Corporation	681.36
Water Softener Repair		
Water Treatment		
Softener & Cooler Rental		
Nurse Supplies - WHS		
Nurse Supplies - CMS		
10079	Blaine's Culligan and Sundance Spas	215.16
Two Stroke Engine Repair and Maintenance		
Library Books - CES		
13052	Book Vine, The	30.59
rain drips guards for doors		
14831	BV W Glass Co.	295.00
Internet/Data		
14427	C-M-I Telephone Cooperative Assoc	2,130.00
Classifying across kingdoms		
10157	Carolina Biological Supply Co	993.03
locate and move photo control for new fo		
stuff for installing cameras		
ballast for light in middle school		
10034	Champion Electric	262.52
Publication Expense		
Central Office Subscription Renewal		
18221	Cherokee Chronicle Times	352.55
Garbage Collection		
13534	Cherokee County Solid Waste Commission	15.96
cleaned roof top unit to locker rooms pr		
20223	Control System Specialist	674.00
Legal Services 8/8/22		
10305	Cornwall, Avery, Bjornstad & Scott	125.00
Annual Membership Fee		
13308	Crisis Prevention Institute, Inc.	200.00
NWIBA membership fee - Wright		
Membership - Vannatta		
13249	Dan Mangold - NWIBA Treasurer	50.00
TLC Instructional Supplies		

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Vendor Number	Vendor Name	Amount
14832	Donovan Group Iowa	2,500.00
roof inspections for the schools		
14092	Elevate Roofing	745.37
coffee, creamer, cups		
10067	Fareway Stores, Inc.	25.73
Shipping Science Supplies		
Shipping UPS Ground		
11332	Flinn Scientific	1,364.49
shipping		
CARLTON AEROBLADE 2000 RACQUET - CARLTON		
11005	Gopher Sport	679.28
sand for 5 sand boxes at the CES School		
14443	Hallett Materials	21.15
ceiling tiles for schools		
ceiling tiles		
light blubs		
ceiling tiles for schools		
uraniaal screens		
small bags		
13294	Home Depot Pro, The	3,577.67
brownie mix		
food		
Cleaning Supplies		
Groceries - Culinary 2 - Flavors Lab		
10274	Hy-Vee Food Stores, Inc	149.76
Registration Fee		
31544	ICCA Membership	50.00
IHSADA		
14858	IHSADA	160.00
Becoming a Problem-Solving Genius		
11751	Iowa Talented and Gifted Association	310.00
Shipping		
10145	Lakeshore Learning Materials	90.14
Shipping		
13718	Learning without Tears	1,316.54
spraying for new nature grass lands		
11460	Mallison & Waldner LLC	436.78
1x2fir		
11735	Marcus Lumber	697.95
75" BenQ Displays		
14789	Midwest Computer Products,	19,837.00

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User ID: ALG

Vendor Number	Vendor Name	Amount
	Invoice Detail Description	
	Inc.	
	Trans Return	
	Trans Supplies	
10180	Motor Parts Sales	42.67
	Firewall Equipment and service	
14744	Networks & More!, Inc.	2,982.16
	NWEA MAP Renewal	
12781	NWEA	10,627.50
	Repair Parts - Vehicles	
	Bus 4 DOT Inspection & Repairs	
	New water pump bus 4	
11226	O'Halloran International	6,924.23
	E-Rate 70% Discount for	
	Equip/Labor	
14342	Pine Cove Consulting	1,009.47
	operating agreement	
13215	Plains Boiler Service	386.66
	VINABIND (Real Wrap)	
14524	Prestwick House	14,389.50
	Outside Labor Repairs	
11459	Ron's Repair, Inc.	217.50
	replaced floor drains add sink	
	- kitchen	
13615	SCE, LLC	3,856.28
	ISP Curriculum - Preschool	
11114	Scholastic, Inc.	117.35
	shipping thermal laminator	
	EXPO Low Odor Dry Erase	
	Markers, Chisel	
	EXPO Low Odor Dry Erase Markers	
	Chisel T	
	expos	
	Childcraft Alphabet Fun	
	Education Carpet	
	Crayola Model Magic Non-Toxic	
	Modeling D	
	BIC Xtra Sparkle Mechanical	
	Pencils, 0.7	
	AMACO Teacher's Palette Glaze,	
	Lemon TP-	
	St. Louis Crafts 36 Gauge	
	Aluminum Metal	
	TI 30 X IIS Calculator	
	Bostitch SuperPro 6 Commercial	
	Electric	
	bostitch pencil sharpener	
	Scotch Long Lasting Storage	
	Packaging Ta	
	Pendaflex Expanding File	
	Pocket, Letter	
	Pentel Metal Tip Correction Pen	
	student marker board eraser	

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User ID: ALG

Vendor Number	Vendor Name	Amount	
	Invoice Detail Description		
	Kleenex Comfort Touch Facial Tissues, 12		
	Science Supply		
	2 class record books		
	Crayola Modeling Clay, 1/4 lb, Assorted		
	3M Post-it Super Sticky Notes Cubes -- P		
	Gorilla Glue Tough & Clear Mounting Tape		
	School Smart Ruled Index Cards, 3 x 5 In		
11884	School Specialty, LLC	2,434.16	
	Home Sweet Record Book		
	MAGazine rack		
14763	Staples	41.78	
	Natural Gas Monitoring - 2 meters		
14247	Stokes Energy Consulting, LLC	50.00	
	Gas - Heating		
14354	Symmetry Energy Solutions, LLC	1,113.85	
	Time & Attendance Software		
11578	Time Management Systems	291.92	
	Superintendent Cell Charges		
18319	Verizon Wireless	427.50	
	Fund Number 10		
	Checking Account ID 1		
	Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
	material for new air handler unit		
14748	Christians Sheet Metal, HVAC, Inc.	10,813.00	
	rehab meter pit added new water hydrant		
13615	SCE, LLC	26,535.52	
	Fund Number 36		
	Checking Account ID 2		
	Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
	Varsity Bound Web Site Fees		
31079	ASPI Solutions, Inc.	500.00	
	9/8/22 MS football official		
31550	BEALS, RON	80.00	
	JV Vball Fees for 9/12/22		
30197	BISHOP HEELAN HIGH SCHOOL	75.00	
	WHS Concession Supplies		
	WHS Concession Supplies		
11224	Chesterman Co.	3,182.40	
	9/2/22 varsity football		
14119	Evans, Lynn	120.00	
	WHS Concession Supplies		

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
WHS Concession Supplies		
10067	Fareway Stores, Inc.	62.36
9/19/22 JV football		
13602	Goettsch, Eric	90.00
WHS Concession Supplies		
10274	Hy-Vee Food Stores, Inc	64.41
roses for senior night		
11242	Hy-Vee Pharmacy	135.00
WHS Athletic Supplies		
12780	Koenig Portable Toilets	350.00
9/2/22 varsity football		
30706	PEDERSEN, LES	120.00
WHS Concession Supplies		
10428	Pizza Hut	49.99
9/2/22 varsity football		
30735	ROBERTS, JEFFREY	120.00
8/15/22 Vball ref		
31418	Rolfes, Mark	110.00
Baseball ump 6/29/22		
14814	Roufs, Fred	120.00
9/19/22 JV football		
30666	Slaughter, Brandon	90.00
9/10/22 vball tourney fees		
30805	Spirit Lake High School	100.00
XC Fees for Storm Lake Meet		
9/13/22		
30731	Storm Lake High School	160.00
Deb Hankens XC Meet Timer and		
Bib #'s		
12764	Tesch, Shannon	235.00
9/19/22 JV football		
9/20 ms football		
14810	Toklheim, Dale	170.00
9/2/22 varsity football		
30528	Wagner, James	120.00
JV VB Tourney Fees		
30832	Western Christian High School	100.00
WHS Concession Supplies		
10779	Wiese Oil and Supply	40.00

Fund Number 21

Checking Account ID 3

Checking Account ID 4

Fund Number 61

SCHOOL NUTRITION FUND

Ala Carte Purchases

Ala Carte Purchases

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
11224	Chesterman Co.	637.50
General Supplies		
14486	Cole Papers Inc.	50.62
Milk - WHS		
Milk - CES		
Milk - CMS		
Milk - CES		
Milk - CMS		
Milk - WHS		
14860	East Side Jersey Dairy ESJD	851.47
Conference Meal		
40232	Gravenish, Cindy	12.30
Conference Meal		
14299	Horton, Laura	10.70
Conference Meal		
12942	Jacobson, Cara	13.75
Conference Meal		
14653	Leonard, Gena	13.75
Credit		
Food Purchases		
Food Purchases		
Ala Carte Purchases		
Ala Carte Purchases		
General Supplies		
General Supplies		
Ala Carte Purchases		
18253	MARTIN BROS. DISTRIBUTING CO., INC.	22,362.29
Food Purchases		
14861	PAN-O-GOLD BAKING CO	232.50
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
Equipment Repair				
13215	Plains Boiler Service		3,093.30	

Fund Number 10

Checking Account ID 1

Checking Account ID	2	Fund Number	36	PHYSICAL PLANT & EQUIPMENT
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CMS Boilers

13215	Plains Boiler Service		505.00	
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Fund Number 36

Checking Account ID 2

Checking Account ID	4	Fund Number	61	SCHOOL NUTRITION FUND
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New stackable ovens

40074	Hobart Sales and Service		11,150.00	
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Fund Number 61

Checking Account ID 4

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User ID: ALG

Vendor Number	Vendor Name	Fund Number	Amount	
Invoice Detail Description				
Checking Account ID 1		Fund Number 10		GENERAL FUND
4.3 gallons gasoline - Baseball				
30041	Hoskinson, Matt		20.00	
9th-11th ISASP Testing				
10555	Iowa Testing Programs		2,782.75	
Tradition of Excellence - Clarinet - Boo				
10894	MidBell Music, Inc.		32.85	
Care/Upkeep Grounds- Outside Labor				
Care/Upkeep Grounds- Outside Labor				
13588	Reams Sprinkler Supply		1,081.82	
2nd Semester OE TLC				
2nd semester OE tuition				
13182	Storm Lake Community School District		577.99	
Fund Number 10				
Checking Account ID 1				
Checking Account ID 2		Fund Number 36		PHYSICAL PLANT & EQUIPMENT
WHS Greenhouse Donor Refund				
14841	Ag State		2,500.00	
WHS Greenhouse Donor Refund				
14855	Cherokee Chamber of Commerce		500.00	
WHS Greenhouse Donor Refund				
14856	Cherokee Co Ag Extension		100.00	
WHS Greenhouse Donor Refund				
14847	Cherokee County Farm Bureau		2,000.00	
WHS Greenhouse Donor Refund				
14853	Cherokee County Legacy Foundation		10,000.00	
WHS Greenhouse Donor Refund				
14848	Cherokee County Soil & Water Conservation District		500.00	
WHS Greenhouse Donor Refund				
14845	Conley, Frances		500.00	
WHS Greenhouse Donor Refund				
14849	Conley, Marla		500.00	
WHS Greenhouse Donor Refund				
14850	Fowler, Amy		200.00	
WHS Greenhouse Donor Refund				
14842	Iowa Lakes Electric Member-Owners Charitable Foundation		5,000.00	
WHS Greenhouse Donor Refund				
14851	Landhuis, Josh		100.00	
WHS Greenhouse Donor Refund				

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
14843	Little Sioux Red Power	575.00
WHS Greenhouse Donor Refund		
14844	Nelson, Jim & Nancy	500.00
WHS Greenhouse Donor Refund		
14852	New to You Consignment	100.00
WHS Greenhouse Donor Refund		
14846	Nitz, Ramona	500.00
WHS Greenhouse Donor Refund		
14854	Pigott Ag Service	1,000.00
repairs to irrigation baseball field		
14821	Van Holland Lawn Service, Ltd.	4,357.77
Fund Number	36	
Checking Account ID	2	
Checking Account ID	3	Fund Number 21 STUDENT ACTIVITY FUND
WHS Drama Supplies		
12959	Musical Theatre International	20.00
WHS Concession Supplies		
WHS Concession Supplies		
10428	Pizza Hut	280.50
Fund Number	21	
Checking Account ID	3	
Checking Account ID	4	Fund Number 61 SCHOOL NUTRITION FUND
Transfer to XC Fundraiser Account		
19014	Cherokee Comm School District	102.04
Fund Number	61	
Checking Account ID	4	

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail	Description	
Checking Account ID 1	Fund Number 10	GENERAL FUND
13763	360 Custom Designs shirts	181.00
14716	AGParts Worldwide, Inc. LENOVO 100E G2 MTK LCD TOP COVER	89.85
13771	Amazon Capital Services EXPO 82074 Low-Odor Dry Erase Markers, B YongnKids Amaze 3D Gravity Memory Sequen Your Fantastic Elastic Brain: A Growth M I Am Courage: A Book of Resilience (I Am LEGO Chain Reactions (Klutz Science/STEM Post-it Super Sticky Easel Pad, 25 x 30 Paper Mate Flair Felt Tip Pens Medium Brain Flakes 500 Piece Plastic Discs Pendaflex File Folders, Bright Green, Ye Wooden Domino Set Order Discount Tru-Ray Construction Paper, 50% Recycled Sharpie Permanent Markers, Fine, Black RAINBOW TOYFROG Straw Constructor STEM B TRIPP LITE 10-Port USB Charging Station NavePoint Adjustable Rack Mount Server S Mydio Set of 24 Stress Balls Stress Reli 1InTheOffice Dry Erase Pocket Sleeves, B Buttons	3,560.92
10818	B and H Photo Video IPEVO V4K Ultra High Definition USB Docu QSC GX3 300 Watt 8-Ohm Power Amplifier	567.45
14781	BF&S Lawn & Tree Service chemical for grounds	209.55
11466	Blick Art Materials White Half Gallon Paint Blickrylic Green Oxide, Half Gallon	773.95
	Maintenance Supplies Maintenance Supplies Tape for Chromebooks Maintenance Supplies	

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Water - 208 E Indian St BBall		
10084	City of Cherokee	4,448.62
CES Principal Lodging		
Superintendent Lodging		
WHS Principal Lodging		
11545	Comfort Inn & Suites - Des Moines, IA	806.40
Legal Fees		
10305	Cornwall, Avery, Bjornstad & Scott	125.00
Shipping		
10776	Dakota Potters Supply	326.20
15 gallons of diesel for bus		
10967	De Vos, James	75.00
TSA Annual Administration Fee		
11657	Department of Administrative Services	700.00
parking lot paint		
10239	Diamond Vogel	319.05
Shredding		
11580	Document Depot and Destruction, Inc.	112.50
TLC Supplies		
14832	Donovan Group Iowa	2,500.00
Dorm Fridge		
10245	Ebert's	379.95
Annual UHF Repeater Service		
10522	Electronic Specialties, Inc.	370.56
SOCS Web Annual & Mobile App Maintenance		
13767	FES	1,500.00
Generation Genius subscription renewal		
14490	Generation Genius, Inc.	995.00
Pest Extermination Service		
10979	Guardian Pest Solutions	173.25
ceiling tiles		
13294	Home Depot Pro, The	105.33
goodie bags		
10274	Hy-Vee Food Stores, Inc	58.02
Maintenance Supplies		
14426	Immele, Darla	7.96
IXL Learning 4th Grade Renewal Quote 340		
12265	IXL Learning, Inc.	2,350.00
complete once a year boiler service for		
14583	JP Boiler Service, LLC	2,899.00

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User ID: ALG

Vendor Number	Vendor Name	Amount
	Invoice Detail Description	
	Shipping	
	Shipping	
10145	Lakeshore Learning Materials	180.28
	painting of the parking lots	
11460	Mallison & Waldner LLC	700.00
	Flex Plan	
13725	Mid-American Benefits, Inc.	156.00
	Electricity - 600 W Bluff St, WHS	
	Electricity - 206 E Indian CMS	
	Electricity - 600 W Bluff Concessions	
	Electricity - Doupe Fields	
	Electricity - 334 Gillette Bus Barn	
	Electricity - 336 Gillette Dr- Armory	
12363	MidAmerican Energy Company	17,508.13
	CMS Door Repair	
14115	Midwest Technology Services, LLC	255.00
	Processing Fee	
14318	Music K-8 Plank Road Publishing	127.45
	FASTBridge Learning 5-6	
	Registration for Summer Learning Confere	
10125	Northwest AEA	950.70
	Braves Parking Signs	
10188	Pilot Rock Signs	225.00
	Renaissance Accelerated Reader Yearly Re	
11072	Renaissance Learning, Inc.	3,506.25
	dumpster dumps from all three schools	
	Garbage Collection	
10217	Sanitary Services, Inc.	1,749.30
	SAI Conference - Ryherd	
	CMS Principal SAI Principal Mentoring	
10087	School Administrators of Iowa	700.00
	Trans Parts	
12768	School Bus Sales	2.72
	Freight for Nurse Supplies	
10870	School Nurse Supply Inc.	398.10
	School Smart Hexagonal Pencils, Pre-Shar	
	Hammond & Stephens Objective Lesson Plan	
	Fat Brain Toys Joinks Set of 76	
	School Smart Hexagonal Pencils, Pre-Shar	

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
The Pencil Grip Inc Kwik Stix Thins Soli name plates EXPO Low Odor Dry Erase Markers, Chisel AMACO Teacher's Palette Glaze, Pig Pink, AMACO Teacher's Palette Glaze, Pumpkin T C-Line Standard Weight Poly Sheet Protec shipping School Smart Nickel Plated Steel Loose L Shipping Refund		
11884	School Specialty, LLC	1,317.84
18.79 gallons of gasoline		
30666	Slaughter, Brandon	78.90
Smead Self-Adhesive Poly Pockets, Index Expo Chisel Tip Markers Nonstick Sheet Protectors ON CONTRACT Expo Dry Erase Markers, Chis BIC Gel-Ocity Quick Dry Retractable Gel Pacon® Fome-Cor® Foam Boards 480 Cartons - White Paper 480 Cartons - White Paper 480 Cartons - White Paper 480 Cartons - White Paper 480 Cartons - White Paper Gray #67 Scissors		
14763	Staples	12,585.39
Gas - Heating		
14354	Symmetry Energy Solutions, LLC	1,045.41
Evaluation Tool		
13955	TeachBoost	5,280.00
Time & Attendance Software		
11578	Time Management Systems	282.27
work done on doors middle school		
11624	Valley Glass Co	517.00
Shipping Science Supplies		
30560	Vernier	469.35
Estimated Shipping		
14611	Voyager Sopris Learning	4,488.00
SAVE Program		
10248	Western Iowa Tech Comm College	5,795.00
fixed a piece of equipment		
13326	Wiemold Small Engine	70.65

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Repair		
34 gallons of gasoline - driver's ed		
75 gallons of diesel		
Fuel Rebate		
19 gallons of gasoline		
18 gallons of gasoline		
16 gallons of gasoline		
17 gallons of gasoline		
9 gallons of gasoline		
9 gallons of gasoline		
22 gallons of gasoline		
35 gallons of gasoline - Driver's Ed		
22 gallons of gasoline		
28 gallons of gasoline		
11 gallons of gasoline		
10361	Your FleetCard Program	1,410.36
Fund Number 10		
Checking Account ID 1	Fund Number 71	SELF-INSURANCE FUND
Administration Fee		
13725	Mid-American Benefits, Inc.	1,656.00
Fund Number 71		
Checking Account ID 1		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
Daktronics Quote #776916-1-1 shot clock		
10223	Daktronics	7,007.00
Architect HS Science Reno		
Architect HS Window/Door Replacement		
20224	FEH Design	2,991.50
Building Improvement - Science Reno		
Interior Doors - Construction Services		
20070	Haselhoff Construction Inc.	136,285.46
cement for football field sidewalks		
14780	Tom Mummert & Son Construction LLC	18,880.00
repairs to football practice field		
14821	Van Holland Lawn Service, Ltd.	1,617.00
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
8/26 varsity football		
30250	Aberson, Berwyn	120.00
8/26 varsity football		
14840	Aberson, Joshua	120.00
Freight for Drink Station		
11462	BSN Sports, LLC	552.23

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Vendor Number	Vendor Name	Amount
Invoice Detail Description		
Shipping		
12882	Cardmember Service	58.84
8/19/22 FB Official - mail		
9/12/22 JV football		
14537	Crow, Richard	190.00
8/25/22 XC meet		
11217	Fuhrman, Paul	110.00
9/8/22 MS Football Official		
9/12/22 JV football		
13602	Goettsch, Eric	170.00
9/8/22 MS FB Official		
30936	HARRIMAN, WADE	80.00
Hudl Football Standard - General Booster		
14005	Hudl	900.00
Registration		
14688	ICDA	35.00
IHSSA MEMBERSHIP DUES 9TH GRADE		
30733	Iowa High School Speech Association	75.00
8/26 varsity football		
14839	Jeness, Lloyd	120.00
9/12/22 MS VB		
14155	Landhuis, Kelsey	75.00
9/8/22 varsity volleyball		
14159	Miller, Bria	110.00
8/26 varsity football		
13998	Olson, Luke	120.00
Shipping		
10188	Pilot Rock Signs	824.10
WHS Concession Supplies		
WHS Concession Supplies		
10428	Pizza Hut	277.50
9/8/22 varsity volleyball		
9/12/22 MS VB		
31418	Rolfes, Mark	185.00
9/8/22 MS FB Official		
14327	Shea, Mark	80.00
Sheldon Vball fees for 8/25/22		
30824	Sheldon High School	170.00
9/12/22 JV football		
30666	Slaughter, Brandon	90.00
9/8/22 ms football		
9/12/22 JV football		
14810	Toklheim, Dale	170.00

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Detail Description		
8/19/22	V FB Official - mail	
14837	Van Maaren, Paul	100.00
8/26	varsity football	
14838	Willer, Chad	120.00
9/8/22	ms vb	
13005	Zimmerman, Terri	112.50
Fund Number 21		
Checking Account ID 3		
Checking Account ID 4	Fund Number 61	SCHOOL NUTRITION FUND
Things needed at CMS kitchen		
40074	Hobart Sales and Service	413.05
Lodging for Food Service Spirit Show		
Lodging for Food Service Spirit Show		
10276	Holiday Inn Airport Des Moines	239.68
extension to the lift		
14822	Rupp Manufacturing	100.00
Fund Number 61		
Checking Account ID 4		
Checking Account ID 6	Fund Number 81	NON-EXPENDABLE TRUST FUNDS
Jeans Scholarship		
14833	Northwest Iowa Comm College & Jacob Friedrichsen	100.00
Jeans Scholarship		
14834	Northwest Iowa Community College & DeLani Doeden	100.00
Jeans Scholarship		
14835	Southwest MN State University & Mason Carver	100.00
Fund Number 81		
Checking Account ID 6		

Fundraising opportunities for Cherokee Activities

Hoops Fest - District Fundraising Event for Uniforms

Football - ACE Braves Cards, Youth Football Camp

Softball - Youth Softball Camps, Pop can drive

Cheerleading - Jr Cheer Camp, Braves head painting on driveways

Golf - Alumni golf tournament in summer

Cross Country - Scratch Cupcakes fundraiser

Volleyball - BSN Clothing/ Raffle Ticket Night

Boys Basketball - Hoops Fest for Officiating

Girls Basketball - Hoops Fest for Officiating

Wrestling - Wrestling golf tournament in summer

Track - To be determined

Baseball - Phone-A-Thon in spring, tentative youth baseball tournament

Tennis - No fundraising

Band - Fruit, Meat, Cheese Fundraiser and Butter Braid Fundraiser

FFA -

NHS - Cut-A-Thon, service projects that are donated to families in need

Spanish Club - No recent fundraiser

Spanish Honor Society - Service projects that are donated to help those in need

Robotics Club - Contacted businesses in the past

Speech - Bake sale at the Cherokee Volleyball Tourney

POM Squad - Pura Vida Bracelets

Cherokee Elementary School

September 2022 *Brian Christiansen, Principal*
Jen Burch, Instructional Coach



DISTRICT GOAL 1 **COLLEGE & CAREER** **READINESS**

Teacher leaders met in August for a Teacher Leader Retreat. The CES Teacher leaders reviewed and updated our building goals. The 2022-2023 CES goals are attached to our September Board Report.

In the Spring of 2022 CES 3rd and 4th grade students took a survey on various learning conditions. CES scored above the state and AEA average in the areas of Adult-Student Relationships and Boundaries/Expectations. A focus area for the 2022-2023 school year will be on student emotional safety.

Positive Behavior Interventions Supports (PBIS) held its first kick-off with students in September. Members of the PBIS team taught every classroom each of the behavior expectations for common areas of our building including hallway, restroom, commons, playground, inside recess, and bus. Expectations will be reviewed by classroom teachers as needed and will be revisited by the entire school again throughout the year.

DISTRICT GOAL 2 **21ST CENTURY SKILLS** **PROBLEM SOLVING,** **TEAM BUILDING &** **INTERPERSONAL SKILLS**

Educators at CES will be using the SWIS Suite to collect data on office referrals to help guide data-based decisions. Being aware of the behaviors occurring and location will help guide positive changes. The SWIS Suite allows educators to communicate with each other and parents about behaviors and is key to making our school a successful learning environment.

FAST Testing will take place at CES September 19-27. FAST is a reading and math assessment completed three times each year that allows teachers to track student progress and make instructional decisions based on the results. We look forward to using the data to help all our students achieve.

DISTRICT GOAL 3 **COMMUNICATION &** **POSITIVE** **RELATIONSHIPS**

Grade level teams at CES have been allotted time once per week to meet with our instructional coach, along with AEA staff on a rotating basis. Each week will have a different focus to include ELA, Math, and Social Emotional Behavioral Health. This invaluable time with these supports allows a chance for teachers to seek out resources, get feedback from colleagues, make data based decisions and plan accordingly for student growth. We are very thankful for the support AEA coaches provide.

We want to thank Seasons and all the community partners who made our Back to School Carnival night a success. Students are always so excited to meet up with their friends again, visit with their teachers, and play games! It was the perfect atmosphere to kick off the new school year! We value our partnerships and look forward to planning more events in the future!



CES BUILDING GOALS 2022-2023

With community involvement, we will empower learners
to become contributing members in our changing world

GOAL #1



Classrooms will collaborate with PIE partners at least once each quarter to develop school, career and community relationships.

GOAL # 2

Classroom teachers will dedicate 20 minutes daily to build community within their classroom during the 2022-2023 school year.



GOAL #3

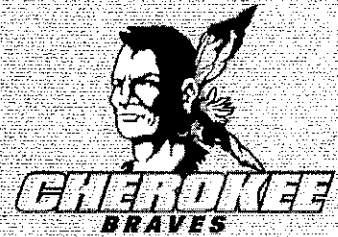
During the 2022-2023 school year, classrooms will make a connection with their Adopt a Graduate once per quarter to expose students to post-secondary opportunities.



Cherokee Middle School

September 2022

Matt Malausky, Principal
Linda Ducommun, Instructional Coach



DISTRICT GOAL 1 COLLEGE & CAREER READINESS

The school year is off to a great start! The students are getting familiar with the daily routines and expectations. The 5th graders are getting around the building pretty quickly now, too. Our current enrollment at CMS is 353. This is up from 341 in our September board report from last year.

We started MAP testing all of the middle school students starting Sept 6th in the areas of Reading, Language, Science and Math. We will take that data to look at our strength areas and also find what students needs extra support in. We will take that information and create intervention strategies to help all of our students.

The fifth grade students will be participating in the Farm Field Trip this week and will hear from presenters about various Agriculture careers and insights into our local Ag community. We are thankful for the partnerships between local businesses, farmers and the Chamber of Commerce to put on this annual event for Cherokee County students.

After viewing our Conditions for Learning results from last Spring, we feel that the greatest opportunity for improvement will be to continue working on student to student relationships and supporting our students' emotional well being. We are happy to see that many of our students feel that they are recognized when doing well in class!

DISTRICT GOAL 2 21ST CENTURY SKILLS PROBLEM SOLVING, TEAM BUILDING & INTERPERSONAL SKILLS

Tardy/Attendance/Behavior comparison

- APL
 - Consistent Discipline
 - Handbook
 - Tardy
 - Unexcused: down by 7%
 - Fidelity last year compared to this year
 - Attendance
 - Daily attendance up 9%
 - Behavior
 - 2021/2022 @ this time last year three office referrals
 - 2022/2023 currently have zeron office referrals
 - Grades
 - Reporting D&F lists, and using WIN

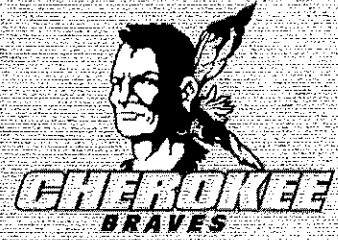
DISTRICT GOAL 3 COMMUNICATION & POSITIVE RELATIONSHIPS



Cherokee Middle School

September 2022 page 2

Matt Malausky, Principal
Linda Ducommun, Instructional Coach



2022-2023 CMS SMART GOALS based on the District Goals:

Support and expand career explorations and connections throughout our 5-8 curriculum with local entities. Career explorations will be incorporated through our curriculum, speakers, career fairs, PIE partners and STEM by June 2023.

Develop problem solving skills, interpersonal skills, and team building skills for all students by prioritizing and allocating resources, through the implementation of Social Emotional curriculum and additional resources by June 2023.

Improve communication between all stakeholders in the district promoting positive collaboration through JMC, Google Classroom and social media by June 2023.

CMS Building Goals

2022-2023



COLLEGE & CAREER READINESS

- To support and expand career opportunities, in addition to college readiness, by prioritizing/allocating resources, both staff and facilities.
- Teachers and students are integrating and modifying their technology use in their lessons.
- Students are prepared to learn from anywhere.
- Teachers will incorporate and assess college and career readiness skills.
- Teachers will collaborate with local businesses and community members to develop, expose, and integrate career readiness skills.

IOWA CORE

- To develop problem solving skills, interpersonal skills, and team building skills for all students, while increasing implementation/alignment of Iowa Common Core, by prioritizing/allocating resources.
- Teachers will review and modify curriculum outlines.
- Teachers are encouraged to incorporate characteristics of effective instruction in lessons and collaborate with Instructional Coach and/or other teachers.

COMMUNICATION & POSITIVE RELATIONSHIPS

- Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.
- Teachers will share a photo and brief synopsis (via email) of something happening in the classroom with the Communication Teacher Leader at least once per semester for publication on social media or newspaper.
- Teachers will share positive happenings with stakeholders through JMC, Google Classroom, You Made Us Proud cards, social media, phone calls and Proud Brave cards.

POSITIVE CULTURE

- Staff will continue to cultivate a passion for positive culture through our teacher advisory time and implementation of the Social Emotional curriculum.
- Staff will continue discussing and learning about positive culture through a variety of sources.
- Staff will implement social, emotional, and behavioral health in our school environment.



This poster shares our breakdown of the goals/methods to achieve the smart goals above.

Teachers have these and we work toward these in our professional development and in their curriculum.

We also have them in our substitute binders to help share our goals with them.



September 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</p> <p>Problem Solving and Team Building Skills</p> <p>Technology</p> <p>Iowa Core</p> <p>Communication</p>	<ul style="list-style-type: none"> ● We have completed fall MAP testing. <ul style="list-style-type: none"> ○ All freshmen took the MAP test ○ Students in grades 10-12 who did not show at least a year's growth on last year's ISASP tests also took the MAP test. ○ Students in grades 10-12 who did show at least a year's growth on last year's ISASP tests did not have to report to school during the MAP testing period. ● WHS Building Goals - Derived from Board Goals <ul style="list-style-type: none"> ○ WHS staff will support and expand future ready opportunities for WHS students including work-based learning, apprenticeships and CAPS by prioritizing/allocating resources, staff and facilities. ○ WHS staff will develop problem solving skills, interpersonal skills, and team building skills for all students by prioritizing and allocating resources through collaboration with WHS staff. ○ WHS will improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships. Teachers will share things happening in the classroom with the COmmunication Teacher Leader at least once per semester. ● Juniors will be going to NCC on Monday, October 3 for a College & Career exploration day and campus tour.. ● Conditions for Learning Focal points: <ul style="list-style-type: none"> ○ We have different areas to improve upon. Our main focus will be the area that we scored the lowest in, which was Boundaries & Expectations. ○ We have also had discussions on better ways to prep the students for the survey as well as different methods to administer the survey.
<p>Staff Positives</p>	<ul style="list-style-type: none"> ● Our new teachers are getting settled in and doing a nice job. ● Mrs. Brady has done a nice job of moving into the counselor position. It can be an overwhelming transition, but she has taken each challenge in stride.
<p>Student Positives</p>	<ul style="list-style-type: none"> ● Marching Band is working hard every morning perfecting their show. It is great to hear them first thing in the morning. ● Fall sports are in full swing and our students/athletes are representing us well. ● Student Council is getting plans together for Homecoming week. <ul style="list-style-type: none"> ○ Mr. Morris and Ms. Johnson are co-sponsors for Student Council
<p>Looking Ahead...</p>	<ul style="list-style-type: none"> ● 1st Quarter Midterm is September 22. ● Homecoming game will be Friday, October 7 vs. Okoboji ● Student Council sponsored Blood Drive will be Monday, October 31.

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

WHS Building Goals

2022-2023

« COLLEGE CAREER READINESS »

- **Board Goal:** To support and expand career opportunities with local entities, in addition to college readiness, by prioritizing/allocating resources, both staff and facilities.
- **WHS Goal:** To support and expand future ready opportunities for WHS students including work-based learning, apprenticeships, future ready day and CAPS by prioritizing/allocating resources, staff and facilities.

« FUTURE READY »

- **Board Goal:** To develop problem solving skills, interpersonal skills, and team building skills for all students by prioritizing and allocating resources.
- **WHS Goal:** To develop problem solving skills, interpersonal skills, and team building skills for all students by prioritizing and allocating resources through collaboration with WHS faculty.

« COMMUNICATION »

- **Board Goal:** Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.
- **WHS Goal:** Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships. Teachers will share things happening in the classroom with the Communication Teacher Leader at least once per semester.



Notes for the Board from the Superintendent – September 2022

Cherokee Community School District: *Empowering Learners*

Standards for Effective School Boards

September Standard: Foster a culture that enables excellence and innovation by empowering the superintendent in hiring and developing the best employees available to meet the district's goals, by supporting structures that develop instructional leadership and collaboration, by supporting research-based staff professional development aligned with district goals, and by fostering a safe and secure environment for all students, staff, and visitors.

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*

September Student Highlight

Rotary Student of the Month is Allie Bouchard! Allie is the daughter of Maria and Cory Bouchard and she was nominated for this recognition by staff members. Allie is involved in golf, FFA, Jets, Spanish Club, yearbook, Spanish Honor Society, and National Honor Society. A quote from one of Allie's teachers "Allie is a great leader and puts in tons of extra effort to do everything to the best of her ability. She is very responsible and trustworthy and a pleasure to have in class." Congratulations to Allie!

Career Opportunities Update – Board/District Goal #1

- Building Reports - Principals/Instructional Coaches - on the agenda
- Leadership Conference - Admin/ICC - October 18

Curriculum and Instruction Update – Board/District Goal #2

- Building Reports - Principals/Instructional Coaches - on the agenda
- Professional Development Focus: SRO - SAVE Training, Science of Reading, ELA (English Language Arts) curriculum, and SEBH (Social Emotional Behavioral Health)
- 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
- SIAC - School Improvement Advisory Committee - on the agenda

SRO and Technology Update

- **News from School Resource Officer, Sergeant Brett Gannon**
 - The beginning of the school year was very enlightening for me. I soon realized that the middle school and elementary parking lot/drop off/pick up is a nightmare. We are still working on streamlining on how to utilize the space to make it student friendly. We are also in conjunction with the city on making our crosswalk at Roosevelt and Indian better. I have had two students cited and referred to Juvenile court. And two students cited for possession of vapes.
 - For the last two weeks I have been in Mrs Letsche's class introducing myself and making friendships. It is part of her curriculum to have a guest speaker talk about their career. It's been a really great experience. Doors, well the high school seems to be the problem with securing the door where the construction workers come in, also the outside door to the boiler room has been an issue. But Mike has resolved those issues and I feel confident in the security now. These weeks have been a blessing and I can't wait for next month!
- **News from the Technology Department, Dan Bringle**
 - The beginning of the school year was exciting and challenging for the IT Dept. It was our first time starting a year and we successfully did so with just a few issues to address along the way.
 - Copiers are installed and configured. Teachers are allowed 10,000 black and white copies, and 500 color copies for the school year. I will be monitoring these numbers throughout the year. With new copier/printer technologies, there have been some challenges. Thank you to everyone for their support

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 – September 2022

Cherokee Community School District: *Empowering Learners*

and cooperation as we navigated through the start of the school year. We truly want to be a partner with the entire school district to serve our students.

Nursing, Nutrition, and Transportation Update

● **News from Director of Nursing, Rachel Doeden**

- CES started the school year with illness which seemed to move to the other buildings. This week WHS has been the building at a rate of higher illness. Illness has not been specific or at the 10% threshold for state reporting. There are currently 4 students in the district out with covid and no staff. There have been a lot of negative tests reported also.

- I attended the CRMC community health needs assessment a few weeks back and was able to bring some concerns to the table that would have probably not been addressed. I am hopeful these concerns will be included in the follow up meetings and addressed for our school age children.

● **News from Food Services Director, Cara Jacobson**

- I am happy to report that we are serving approx 225 free breakfasts each day! We will continue to market “free” to the kids and their parents, to see if we can continue to increase our numbers. Lunch is going well. I was concerned that our numbers would drop with not being totally free this year, but we are hanging in there with 775-850 daily. We are already seeing shortages in food production, but there are always options available. We will always have plenty of food, just always changing what is on the menu that is made a month in advance. These changes can be found on the school website under parent and stakeholders, and I email the staff to relay the messages to students!

- The year has started well, we are waiting on our 4 well sink at the high school, due to shipping, hopefully it will be here in October! I am hosting a meeting for Food service directors and Deann Murphy, our state representative and consultant, for our reviews that will be this year in September. Thank you!!

● **News from Transportation Director, Rachel Mallory**

- All sports are in full swing. The 1st couple of weeks of school have gone well and right now we have plenty of subs.

Strategic Planning – Finance Update

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

Building, Grounds, and Capital Projects Update

● **News from Mike Fiedler, Maintenance Director, and Jamie Hodgdon, Grounds Director**

- All is going well and our department is keeping up with inside and outside duties. Jamie has the grounds looking good. Karl quit his position, so will be looking for his replacement at CES. Science rooms are moving slowly, the new air handler units being installed are moving along and could be completed by the end of September.

- Sporting events are getting into full swing, which will keep my staff busy. As always, thanks to Kim and Joyce for helping us to keep moving forward to keep the schools where they need to be.

IASB Update & Other

- IASB Annual Convention - November 16-18, 2022 - Registration is open
- 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/RSOI/IDOE]

- Board Policy - 411.4-413.5 - on the agenda
- Legislative News/Updates/Priorities from our Partners in Education:

[School Administrators of Iowa](#)

[Legislative Information - IDOE](#)

[Legislative Advocacy](#)

Board/District Goals

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

CLASSIFIED EMPLOYEE LICENSING/CERTIFICATION

Classified employees who require a special license or other certification will keep them current at their own expense. Licensing requirements needed for a position will be considered met if the employee meets the requirements established by law and by the Iowa Department of Education for the position.

Legal Reference: Iowa Code §§ 285.5(9); 272; 279.8.
281 I.A.C. 12.4(10); 36; 43.

	I.C. Iowa Code	Description
Iowa Code § 272		<u>BoEE</u>
		<u>Directors - General</u>
Iowa Code § 279.8		<u>Rules - Bonds of Employees</u>
Iowa Code § 285.5		<u>Transportation Aid - Contracts</u>
	I.A.C. Iowa Administrative Code	Description
281 I.A.C 43		<u>Transportation</u>
281 I.A.C. 12.4		<u>School Personnel</u>
281 I.A.C. 36		<u>Extracurricular Interscholastic Competition</u>
Cross References		
	Code	Description
411.02		<u>Classified Employee Qualifications, Recruitment, Selection</u>

CLASSIFIED EMPLOYEE ASSIGNMENT

Determining the assignment of each classified employee is the responsibility of the superintendent and within the sole discretion of the board. In making such assignments each year the superintendent will consider the qualifications of each classified employee and the needs of the school district.

It is the responsibility of the superintendent to assign classified employees and report such assignments to the board.

Legal Reference: Iowa Code §§ 20; 279.8.

	I.C. Iowa Code	Description
Iowa Code § 20		<u>Collective Bargaining</u>
Iowa Code § 279.8		<u>Directors - General</u>
Cross References		<u>Rules - Bonds of</u>
	Code	Description
		<u>Employees</u>
200.02		<u>Powers of the Board</u>
		<u>of Directors</u>
411.06		<u>Classified Employee</u>
		<u>Transfers</u>

Approved _____ Reviewed 1/20/14, 11/21/16, 8/19/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE TRANSFERS

Determining the location where a classified employee's assignment will be performed is the responsibility of the superintendent and within the sole discretion of the board. In making such assignments each year the superintendent will consider the qualifications of each classified employee and the needs of the school district.

A transfer may be initiated by the employee, the principal or the superintendent.

It is the responsibility of the superintendent to transfer classified employees and report such transfers to the board.

Legal Reference: 29 U.S.C. §§ 621-634.
 42 U.S.C. §§ 2000e *et seq.*
 42 U.S.C. §§ 12101 *et seq.*
 Iowa Code §§ 20.9; 35C; 216; 279.8; 294.1.

I.C. Iowa Code		Description
Iowa Code § 20.9		<u>Collective Bargaining - Scope of Negotiations</u>
Iowa Code § 216		<u>Civil Rights Commission</u>
Iowa Code § 279.8		<u>Directors - General Rules - Bonds of Employees</u>
Iowa Code § 294.1		<u>Teachers - Qualifications</u>
Iowa Code § 35C		<u>Veterans Preference</u>
U.S.C - United States Code		Description
29 U.S.C. §§ 621		<u>Labor - Age Discrimination</u>
42 U.S.C. § 12101		<u>Public Health - Equal Opportunity - Disabilities</u>
42 U.S.C. § 2000e		<u>Public Health - EEO Civil Rights - Definitions</u>
Cross References		
Code	Description	
411.02	<u>Classified Employee Qualifications, Recruitment, Selection</u>	
411.05	<u>Classified Employee Assignment</u>	

Approved _____ Reviewed 1/20/14, 11/21/16, 8/19/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE EVALUATION

Evaluation of classified employees on their skills, abilities, and competence is an ongoing process supervised by the superintendent. The goal of the formal evaluation of classified employees is to maintain classified employees who meet or exceed the board's standards of performance, to clarify each classified employee's role, to ascertain the areas in need of improvement, to clarify the immediate priorities of the board, and to develop a working relationship between the administrators and other employees.

It is the responsibility of the superintendent to ensure classified employees are formally evaluated annually. New and probationary classified employees are formally evaluated at least twice a year.

Legal Reference: *Aplington Community School District v. PERB*, 392 N.W.2d 495 (Iowa 1986).
Saydel Education Association v. PERB, 333 N.W.2d 486 (Iowa 1983).
 Iowa Code §§ 20.9; 279.14.
 281 I.A.C. 12.3(3).

I.C. Iowa Code		Description
Iowa Code § 20.9		<u>Collective Bargaining - Scope of Negotiations</u>
Iowa Code §279.14		<u>Evaluation Criteria and Procedures</u>
I.A.C. Iowa Administrative Code		Description
281 I.A.C. 12.3		<u>Administration</u>
Cross References		
Code		Description
411.02		<u>Classified Employee Qualifications, Recruitment, Selection</u>
411.08		<u>Classified Employee Probationary Status</u>

Approved _____ Reviewed 1/20/14, 11/21/16, 8/19/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE PROBATIONARY STATUS

The first year of a newly employed classified employee's contract is a probationary period. "Day" is defined as one work day regardless of full-time or part-time status of the employee. New employees, regardless of experience, are subject to this probationary period.

"New" employees includes individuals who are being hired for the first time by the school district and those who may have been employed by the school district in the past, but have not been employed by the board during the school year prior to the one for which contracts are being issued.

Only the board, in its discretion, may waive the probationary period.

Legal Reference: Iowa Code §§ 20; 279.8.

	I.C. Iowa Code	Description
Iowa Code § 20		<u>Collective Bargaining</u>
		<u>Directors - General</u>
Iowa Code § 279.8		<u>Rules - Bonds of</u>
Cross References		<u>Employees</u>
	Code	Description
411.03		<u>Classified Employee</u> <u>Contracts</u>
411.07		<u>Classified Employee</u> <u>Evaluation</u>

Approved _____ Reviewed 1/20/14, 11/21/16, 8/19/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE COMPENSATION

The board will determine the compensation to be paid for the classified employees' positions, keeping in mind the education and experience of the classified employee, the educational philosophy of the school district, the financial condition of the school district and any other considerations as deemed relevant by the board.

It is the responsibility of the superintendent to make a recommendation to the board annually regarding the compensation of classified employees.

Legal Reference: Iowa Code §§ 20.1, .4, .7, .9; 279.8.

	I.C. Iowa Code	Description
Iowa Code § 20		<u>Collective Bargaining</u>
Iowa Code § 279.8		<u>Directors - General</u> <u>Rules - Bonds of</u> <u>Employees</u>
Cross References	Code	Description
	411.03	<u>Classified Employee</u> <u>Contracts</u>
	412.02	<u>Classified Employee</u> <u>Wage and Overtime</u> <u>Compensation</u>

CLASSIFIED EMPLOYEE WAGE AND OVERTIME COMPENSATION

Each non-exempt employee compensated on an hour-by-hour basis, whether full-or part-time, permanent or temporary, will be paid no less than the prevailing minimum wage. Whenever a non-exempt employee must work more than forty hours in a given work week, the employee is compensated at one and one-half times their regular hourly wage rate. This compensation is in the form of overtime pay or compensatory time. Overtime will not be permitted without prior authorization of the superintendent.

Each non-exempt employee paid on an hour-by-hour basis must complete, sign, and turn in a daily time record showing the actual number of hours worked. Failure of the employee to maintain, or falsification of, a daily time record will be grounds for disciplinary action.

It is the responsibility of the board secretary to maintain wage records.

Legal Reference: *Garcia v. San Antonio Metropolitan Transit Authority*, 469 U.S. 528 (1985).
29 U.S.C. §§ 2601 *et seq.*
29 C.F.R. Pt. 511

	U.S.C - United States Code	Description
29 U.S.C. §§ 2601		<u>Labor - FMLA</u>
	C.F.R. - Code of Federal Regulations	Description
29 C.F.R. Pt. 511		<u>Labor - Wage Order Procedure - American Samoa</u>
29 U.S.C. §§ 206		<u>Labor - Minimum Wage</u>
	U.S. Supreme Court	Description
469 U.S. 528		<u>Garcia v. San Antonio Metropolitan Transit Authority (1985)</u>
Cross References		
	Code	Description
411.03		<u>Classified Employee Contracts</u>
412.01		<u>Classified Employee Compensation</u>

Approved _____ Reviewed 2/24/14, 12/19/16, 8/19/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE GROUP INSURANCE BENEFITS

Classified employees may be eligible for group insurance benefits as determined by the board and required by law. The board will select the group insurance program and the insurance company which will provide the program.

Classified employees who work 20 hours per week are eligible to participate in the group health insurance plan. Regular part-time classified employees who wish to purchase insurance coverage may participate in group insurance programs by meeting the requirements of the insurer.

The district shall pay the full cost of each full-time employee's PPO health and major medical insurance premium. Persons working between 20 and 36 hours per week shall receive an amount paid toward their health insurance proportionate to their full-time equivalency. The premium for \$15,000 term life insurance and for long-term disability insurance (60% of the total gross salary) shall be paid in full by the employer. The employer will pay the life insurance of spouses (\$3000) and children (\$1500) for those taking family insurance. Insurance coverage is a PPO or comprehensive plan with mandatory health information line.

This policy statement does not guarantee a certain level of benefits. The board will have the authority and right to change or eliminate group insurance programs for its classified employees.

Legal Reference: Iowa Code §§ 20.9; 85; 85B; 279.12; 509; 509A; 509B.
 Internal Revenue Code § 4980H(c)(4); Treas. Reg. § 54.4980H-1(a)(21)(ii).
 Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54
 and 301, 78 Fed. Reg. 217, (Jan 2, 2013).
 Shared Responsibility for Employers Regarding Health Coverage, 26 CFR Parts 1, 54
 and 301, 79 Fed. Reg. 8543 (Feb. 12, 2014).

I.C. Iowa Code	Description
Iowa Code § 20.9	<u>Collective Bargaining - Scope of Negotiations</u>
Iowa Code § 279.12	<u>Directors - Powers and Duties - teachers-insurance-leave</u>
Iowa Code § 509	<u>Group Insurance</u>
Iowa Code § 509A	<u>Group Insurance - Public Employees</u>
Iowa Code § 509B	<u>Group Health Insurance - Continuation</u>
Iowa Code § 85	<u>Workers Comp</u>
Iowa Code § 85B	<u>Occupational Hearing Loss</u>

C.F.R. - Code of Federal Regulations

Code	Description
26 C.F.R Pt. 301	<u>I.R.S. - Procedure and Administration</u>
26 C.F.R. Pt. 1	<u>I.R.S. Code</u>
26 C.F.R. Pt. 54	<u>I.R.S. - Pension Excise Tax</u>
Cross References	

Code	Description
411.01	<u>Classified Employee Defined</u>

CLASSIFIED EMPLOYEE RESIGNATION

Classified employees who wish to resign during the school year will give the board notice of their intent to resign and final date of employment and cancel their contract 14 days prior to their last working day.

Notice of the intent to resign will be in writing to the superintendent.

Legal Reference: Iowa Code §§ 91A.2, .3, .5; 279.19A; 285.5(9).

I.C. Iowa Code	Description
Iowa Code § 279.19A	<u>Directors - Powers and Duties - Extracurricular Contracts</u>
Iowa Code § 285.5	<u>Transportation Aid - Contracts</u>
Iowa Code § 91A.2	<u>Wage Payment Collection - Definitions</u>
Iowa Code § 91A.3	<u>Wage Payment Collection - Mode of Payment</u>
Iowa Code § 91A.5	<u>Wage Payment Collection - Deductions</u>

Approved _____

Reviewed 2/24/14, 12/19/16, 9/16/19, 9/19/22

Revised _____

CLASSIFIED EMPLOYEE RETIREMENT

Classified employees who will complete their current contract with the board may apply for retirement. No classified employee will be required to retire at any specific age.

Application for retirement will be considered made when the classified employee states in writing to the superintendent, no later than the date set by the board for the return of the employee's contract to the board if applicable, the employee's intent to retire. The letter must state the employee's desire to retire and be witnessed by another party other than the principal or the superintendent.

Board action to approve a classified employee's application for retirement is final, and such action constitutes termination of the employee's contract effective the day of the employee's retirement.

Classified employees and their spouse and dependents who have group insurance coverage through the school district may be allowed to continue coverage of the school district's group health insurance program, at their own expense, by meeting the requirements of the insurer.

Legal Reference: 29 U.S.C. §§ 621 *et seq.*
Iowa Code §§ 91A.2, .3, .5; 97B; 216; 279.19A, .46.

I.C. Iowa Code	Description
Iowa Code § 216	<u>Civil Rights Commission</u>
Iowa Code § 279.19A	<u>Directors - Powers and Duties - Extracurricular Contracts</u>
Iowa Code § 279.46	<u>Directors - Powers and Duties- Retirement Incentives</u>
Iowa Code § 91A.2	<u>Wage Payment Collection - Definitions</u>
Iowa Code § 91A.3	<u>Wage Payment Collection - Mode of Payment</u>
Iowa Code § 91A.5	<u>Wage Payment</u>

I.C. Iowa Code

Description

Iowa Code § 97B

Collection -
Deductions

IPERS

U.S.C - United States Code

Description

29 U.S.C. §§ 621

Labor - Age
Discrimination

Cross References

Code

Description

407.06

Licensed Employee
Early Retirement

407.06-E(1)

Licensed Employee
Early Retirement -
Acknowledgement
of Receipt

407.06-E(2)

Licensed Employee
Early Retirement -
Insurance Options

407.06-E(3)

Licensed Employee
Early Retirement -
Application

Approved _____ Reviewed 2/24/14, 12/19/16, 9/16/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE SUSPENSION

Classified employees will perform their assigned job, respect and follow board policy and obey the law. The superintendent is authorized to suspend a classified employee with or without pay pending board action on a discharge or during investigation of charges against the employee or for disciplinary purposes. It is within the discretion of the superintendent to suspend a classified employee with or without pay.

In the event of a suspension, due process will be followed.

Legal Reference: *Northeast Community Education Association v. Northeast Community School District*, 402 N.W.2d 765, 769 (Iowa 1987).
McFarland v. Board of Education of Norwalk Community School District, 277 N.W.2d 901 (Iowa 1979).
 Iowa Code §§ 20.7, .24.

I.C. Iowa Code	Description
Iowa Code § 20.24	<u>Collective Bargaining - Electronic Filing Service</u>
Iowa Code § 20.7	<u>Collective Bargaining - Public Employer Rights</u>
Cross References	
Code	Description
404	<u>Employee Conduct and Appearance</u>
404-R(1)	<u>Employee Conduct and Appearance - Code of Professional Conduct and Ethics Regulation</u>
404-R(2)	<u>Employee Conduct and Appearance - Code of Rights and Responsibilities Regulation</u>
413.04	<u>Classified Employee Dismissal</u>
413.05	<u>Classified Employee Reduction in Force</u>

Approved _____ Reviewed 2/24/14, 12/19/16, 9/16/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE DISMISSAL

The board believes classified employees should perform their jobs, respect board policy and obey the law. A classified employee may be dismissed upon thirty days notice or immediately for cause. Due process procedures will be followed.

It is the responsibility of the superintendent to make a recommendation for dismissal to the board. A classified employee may be dismissed for any reason, including, but not limited to, incompetence, willful neglect of duty, reduction in force, willful violation of board policy or administrative regulations, or a violation of the law.

Legal Reference: Iowa Code §§ 20.7, .24.

I.C. Iowa Code	Description
Iowa Code § 20.24	<u>Collective Bargaining - Electronic Filing Service</u>
Iowa Code § 20.7	<u>Collective Bargaining - Public Employer Rights</u>
Cross References	Description
404	<u>Employee Conduct and Appearance</u>
404-R(1)	<u>Employee Conduct and Appearance - Code of Professional Conduct and Ethics Regulation</u>
404-R(2)	<u>Employee Conduct and Appearance - Code of Rights and Responsibilities Regulation</u>
413.03	<u>Classified Employee Suspension</u>
413.05	<u>Classified Employee Reduction in Force</u>

Approved _____ Reviewed 2/24/14, 12/19/16, 9/16/19, 9/19/22 Revised _____

CLASSIFIED EMPLOYEE REDUCTION IN FORCE

It is the exclusive power of the board to determine when a reduction in classified employees is necessary. Employees who are terminated due to a reduction in force will be given thirty days notice. Due process will be followed for terminations due to a reduction in force.

It is the responsibility of the superintendent to make a recommendation for termination to the board. The superintendent will consider the relative qualifications, skills, ability and demonstrated performance through evaluation procedures in making the recommendations.

Legal Reference: Iowa Code §§ 20.7, .24.

I.C. Iowa Code	Description
Iowa Code § 20.24	<u>Collective Bargaining - Electronic Filing Service</u>
Iowa Code § 20.7	<u>Collective Bargaining - Public Employer Rights</u>
Cross References	
Code	Description
407.05	<u>Licensed Employee Reduction in Force</u>
413.03	<u>Classified Employee Suspension</u>
413.04	<u>Classified Employee Dismissal</u>

Approved _____ Reviewed 2/24/14, 12/19/16, 9/16/19, 9/19/22 Revised _____

EDUCATIONAL RECORDS ACCESS

The board recognizes the importance of maintaining education records and preserving their confidentiality as provided by law. Education records are kept confidential at collection, storage, disclosure and destruction stages. The board secretary is the custodian of education records. Education records may be maintained in the central administration office or administrative office of the student's attendance center.

Definitions

For the purposes of this policy, the defined words have the following meaning:

- "Education Record" means those records that contain information directly related to a student and which are maintained by an education agency or institution or by a party acting for the agency or institution.
- "Eligible Student" means a student who has reached eighteen years or attends a postsecondary institution. Parents of an eligible student are provided access to education records only with the written permission of the eligible student unless the eligible student is defined as a dependent by the Internal Revenue Code. In that case, the parents may be provided access without the written permission of the student.

An education record may contain information on more than one student. Parents will have the right to access the information relating to their student or to be informed of the information. Eligible students will also have the right to access the information relating to themselves, or be informed of the information.

Parents, eligible students, and other individuals authorized in accordance with law will have a right to access the student's education records upon request without unnecessary delay and in no instance more than forty-five calendar days after the request is made. Parents, other than parents of an eligible student, may be denied access to a student's records if the school district has a court order stating such or when the district has been advised under the appropriate laws that the parents may not access the student records. Parents, an eligible student or an authorized representative of the parents will have the right to access the student's education records prior to an Individualized Education Program (IEP) meeting or hearing.

Copies of education records will be provided if failure to do so would effectively prevent the parents or student from exercising the right to access the education records. Fees for copies of the records are waived if it would prevent the parents or student from accessing the records. A fee may not be charged to search or retrieve information from education records.

Upon the request of parents or an eligible student, the school district will provide an explanation and interpretation of the education records and a list of the types and locations of education records collected, maintained or used by the school district.

If the parents or an eligible student believes the information in the education records is inaccurate, misleading or violates the privacy of the student, the parents or an eligible student may request that the school district amend the education records.

Education records may be disclosed in limited circumstances without parental or eligible student's written permission. This disclosure is made on the condition that the education record will not be disclosed to a third party without the written permission of the parents or the eligible student. This disclosure may be:

- To school officials within the school district and AEA personnel whom the superintendent has determined to have a legitimate educational interest, including, but not limited to, board members, employees, school attorney, auditor, health professionals, and individuals serving on official school committees;
- To officials of another school district in which the student wishes to enroll, provided the other school district notifies the parents the education records are being sent and the parents have an opportunity to receive a copy of the records and challenge the contents of the records unless the annual notification includes a provision that records will automatically be transferred to new school districts;
- To the U.S. Comptroller General, the U.S. Attorney General, the U.S. Secretary of Education or state and local educational authorities;
- In connection with a student's application for, or receipt of, financial aid;

- To organizations conducting studies for, or on behalf of, educational agencies or institutions for the purpose of developing, validating, or administering predictive tests, administering student aid programs, and improving instruction, if such studies are conducted in such a manner as will not permit the personal identification of students and their parents by persons other than representatives of such organizations and such information will be destroyed when no longer needed for the purpose for which it was conducted;
- To accrediting organizations;
- To parents of a dependent student as defined in the Internal Revenue Code;
- To comply with a court order or judicially issued subpoena;
- In connection with a health or safety emergency;
- As directory information; or
- In additional instances as provided by law.

The superintendent will keep a list of the individuals and their positions who are authorized to view a special education student's education records without the permission of the parents or the eligible student. Individuals not listed are not allowed access without parental or an eligible student's written permission. This list must be current and available for public inspection and updated as changes occur.

The superintendent will also keep a list of individuals, agencies and organizations which have requested or obtained access to a student's education records, the date access was given and their legitimate educational interest or purpose for which they were authorized to view the records. The superintendent, however, does not need to keep a list of the parents, authorized educational employees, officers and agencies of the school district who have accessed the student's education records. This list for an education record may be accessed by the parents, the eligible student and the custodian of education records.

Permanent education records, including a student's name, address, phone number, grades, attendance record, classes attended, grade level completed and year completed may be maintained without time limitation. Permanent education records will be kept in a fire-safe vault or they may be maintained electronically with a secure backup file.

When personally identifiable information, other than permanent education records, is no longer needed to provide educational services to a special education student, the parents or eligible student are notified. This notice is normally given after a student graduates or otherwise leaves the school district. If the parents or eligible student request that the personally identifiable information be destroyed, the school district will destroy the records, except for permanent records. Prior to the destruction of the records, the school district must inform the parents or eligible student the records may be needed by the parents or eligible student for social security benefits or other purposes. For purposes of policy, "no longer needed to provide educational services" means that a record is no longer relevant to the provision of instruction, support, or related services and it is no longer needed for accountability and audit purposes. At a minimum, a record needed for accountability and audit purposes must be retained for five years after completion of the activity for which funds were used.

The school district will provide training or instruction to employees about parents' and eligible students' rights under this policy. Employees will also be informed about the procedures for carrying out this policy. It is the responsibility of the superintendent to annually notify parents and eligible students that they have the right to:

1. Inspect and review the student's education records;
2. Seek amendment of the student's education records that the parent or eligible student believes to be inaccurate, misleading, or otherwise in violation of the student's privacy rights;
3. Consent to disclosures of personally identifiable information contained in the student's education records, except to the extent that the law authorizes disclosure without consent; and
4. File a complaint with the U.S. Department of Education concerning alleged failures by the district to comply with the law.

The notice is given in a parents' or eligible student's native language. Should the school district collect personal information from students for the purposes of marketing or selling that information, the school district will annually notify parents of such activity.

The notice will include a statement that the parents have a right to file a complaint alleging the school district failed to comply with this policy. Complaints are forwarded to Family Policy Compliance Office, U.S. Department of

Education, 400 Maryland Avenue, Washington, DC. 20202-8520.

Legal Reference: 20 U.S.C. § 1232g, 1415.
34 C.F.R. Pt. 99, 300, .610 *et seq.*
Iowa Code §§ 22; 279.9B, 280.24, .25, 622.10.
281 I.A.C. 12.3(4); 41

I.C. Iowa Code	Description
Iowa Code § 22	<u>Open Records</u>
Iowa Code § 279.9B	<u>Directors - Powers and Duties - Reports to Juvenile Authorities</u>
Iowa Code § 280.24	<u>Drug & Alcohol Possession Reporting</u>
Iowa Code § 280.25	<u>Information Sharing</u>
Iowa Code § 622.10	<u>Evidence - Communications in Professional Confidence</u>

I.A.C. Iowa Administrative Code	Description
281 I.A.C. 12.3	<u>Administration</u>
281 I.A.C. 41	<u>Special Education</u>
U.S.C - United States Code	Description
20 U.S.C. § 1232g	<u>Education - FERPA</u>
20 U.S.C. § 1415	<u>IDEA - Procedural Safeguards</u>
C.F.R. - Code of Federal Regulations	Description
34 C.F.R. Pt. 300	<u>Education - Disabilities/Children/Assistance to States</u>
34 C.F.R. Pt. 300.610	<u>Education - Confidentiality</u>
34 C.F.R. Pt. 99	<u>Education - Family Rights and Privacy</u>

Cross References

Code	Description
102	<u>Equal Educational Opportunity</u>
102-R(1)	<u>Equal Educational Opportunity - Grievance Procedure</u>
102-EH(1)	<u>Equal Educational Opportunity - Annual Notice of Nondiscrimination</u>
102-EH(2)	<u>Equal Educational Opportunity - Continuous Notice of Nondiscrimination</u>
102-EH(3)	<u>Equal Educational Opportunity - Notice of Section 504 Student and Parental Rights</u>
102-E(4)	<u>Equal Educational Opportunity - Discrimination Complaint Form</u>
102-E(5)	<u>Equal Educational Opportunity - Witness Disclosure Form</u>
102-E(6)	<u>Equal Educational Opportunity - Disposition of Complaint Form</u>
603.03	<u>Special Education</u>
604.11	<u>Appropriate Use of Online Learning Platforms</u>
708	<u>Care, Maintenance and Disposal of School District Records</u>
712	<u>Technology and Data Security</u>
712-R(1)	<u>Technology and Data Security - Security Requirements of Third-Party Vendors Regulation</u>
804.06	<u>Use of Recording Devices on School Property</u>
804.06-R(1)	<u>Use of Recording Devices on School Property - Use of District Owned Recording Devices Regulation</u>
901	<u>Public Examination of School District Records</u>

Approved 9/19/22 Reviewed _____ Revised _____

First Reading 8/15/22

Second Reading 9/19/22

SIAC Members 2022-2023

Addison Schubert	Paul Pingel	Henry Lugar
Kyler Ducommun	Lydia Hart	Jozzlyn Inman
Marlin Stief	Mary Cowan	Edith Deubner
Jocelyn Riggert	Penny Pingrey	Lauren Schubert
Nya Ellis	Sam Gebers	Edwin Staver
Carey Ducommun	Ami Burch	Taylor Christensen
Tristan Korleski	Sarah Riedemann	Alex Kohn
Jason & Amber Thorson	Gary & Michelle Goebel	Jack McIrvin
Julie Schubert	Stephanie Zarr	Connor Mahnke
Eric & Claudia Comstock	John & Amy Loughlin	Parissa Frederiksen
Cassady Rider	Adrienne Kennedy	Gloria Yearicks
Susie Haselhoff	Amy Brunsting	Abby Glassmaker
Barb Pruett	Alec Wynn	Noah Rapp
Rachel Lucas	Stacey Zwiefel	Cameron Kohn
Jim Adamson	Matthew Royster	Bill Anderson
Cheryl Ellis	Megan Pigott	Shirish Bhakta
Laura Benson	Peggy Blood	Chad Carey
Katie Leonard	Karlee Fuller	Jessica Busse
Levi George	Leah Graham	

Iowa Transition Alliance Program

“The Transition Alliance Program (TAP) is a partnership between Community School Districts and Iowa Vocational Rehabilitation Services (IVRS). Participants of TAP receive assistance in the areas of vocational training, independent living, and post-secondary education. Our goal is for young adults to develop positive work skills in order to obtain and maintain community employment. TAP participants will receive follow-up services to assure long-term job success!”

"Building students of today into leaders of tomorrow....one step at a time!"

Why Choose TAP?

- Individualized attention
- One-on-one assistance for career and educational opportunities
- Development of job seeking and job keeping skills
- Assistance in locating and maintaining employment
- Community mobility and driver permit training
- Assistance with individual housing, medical, and financial matters
- Year round support
- Follow-up and monitoring through age 25

TAP Services

- Job Exploration Counseling
- Work-Based Learning Experiences
- Workplace Readiness Training
- Post-Secondary Training Opportunities
- Self-Advocacy Instruction
- Job Placement
- Independent Living skills
- Follow-Up and Monitoring (until 25)

Robert J. “Doc” Martin Memorial Awards

Dr. Robert Martin spent much of his personal life serving the Cherokee community in varying capacities: Little League coach, School Board member and Board President, Cherokee Industrial Board member, lead fundraiser for the Bacon Aquatic Center, and, most notably, as team doctor for the Cherokee football team for 30 years. As a part of this commitment, Dr. Martin extended his generosity to student-athletes by providing free athletic physicals for a wide range of Cherokee County athletes. It is his spirit of giving freely to the betterment of the schools and community that drives this award. The following awards are presented to memorialize his impact and continue his legacy.

Distinguished Service Award (for Community Members)

Considered criteria for candidates:

- **Consistent, Dedicated Volunteer Service**
 - ★ For the Cherokee Community Schools– academics, activities, athletics, arts, facilities
- **Humble Leadership**
 - goal and action oriented rather than recognition oriented
 - supports others in achieving goals
 - reliable partner/colleague/teammate
 - focus on others' success rather than one's own
 - positive influence on others

Humble Leader Scholarships (for students)

Considered criteria for candidates:

- **Humble (Quiet) Leadership**
 - goal and action oriented rather than recognition oriented
 - supports others in achieving goals
 - reliable classmate/colleague/teammate
 - focus on others' success rather than one's own
 - positive influence on others
- **Pursuing Continued Education/Training**
 - Apprenticeships
 - College
 - Specified job training
 - Military

Doc Martin Memorial Award Announcement

Please read at each football game (pre-game or halftime):

YOUR ATTENTION, PLEASE! The family of Dr. Robert J. Martin is offering two sets of annual awards in his memory: First, a Distinguished Service Award for adults, highlighting consistent, dedicated volunteer service to the Cherokee Community Schools as well as a humble leadership approach; second, two student scholarships focused on humble leadership and continuing education or training. In future football seasons, one home game will be named in his honor where the awards will be presented.

Dr. Martin passed in April of 2022, having spent much of his personal life serving the Cherokee community in varying capacities: Little League coach, School Board member and Board President, Cherokee Industrial Board member, lead fundraiser for the Bacon Aquatic Center, and, most notably, as team doctor for the Cherokee football team for 30 years. As a part of this commitment, Dr. Martin extended his generosity to student-athletes by providing free athletic physicals for a wide range of Cherokee County athletes. It is his spirit of giving freely to the betterment of the school and community that drives these awards, presented to memorialize his impact and continue his legacy.

Nominations for these awards will open in November of this year. Please check the school website and Facebook page for updates.

WEAPONS

The board believes weapons, other dangerous objects and look-a-likes in school district facilities cause material and substantial disruption to the school environment or present a threat to the health and safety of students, employees and visitors on the school district premises or property within the jurisdiction of the school district.

School district facilities are not an appropriate place for weapons, dangerous objects and look-a-likes. Weapons and other dangerous objects and look-a-likes will be taken from students and others who bring them onto the school district property or onto property within the jurisdiction of the school district or from students who are within the control of the school district.

Parents of students found to possess weapons, dangerous objects or look-a-likes on school property are notified of the incident. Possession or confiscation of weapons or dangerous objects will be reported to law enforcement officials, and students will be subject to disciplinary action including suspension or expulsion.

Students bringing firearms to school or knowingly possessing firearms at school will be expelled for not less than one year. The superintendent has the authority to recommend this expulsion requirement be modified for students on a case-by-case basis. For purposes of this portion of this policy, the term "firearm" includes, but is not limited to, any weapon which is designed to expel a projectile by the action of an explosive, the frame or receiver of any such weapon, a muffler or silencer for such a weapon, or any explosive, incendiary or poison gas.

Weapons under the control of law enforcement officials are exempt from this policy. The principal may allow authorized persons to display weapons, other dangerous objects or look-a-likes for educational purposes. Such a display will also be exempt from this policy. It is the responsibility of the superintendent, in conjunction with the principal, to develop administrative regulations regarding this policy.

Legal Reference: 18 U.S.C. § 921
Iowa Code §§ 279.8; 280.21B; 483A.27 (11), 724
281 I.A.C. 12.3(6)

Cross Reference: 502 Student Rights and Responsibilities
503 Student Discipline
507 Student Health and Well-Being

Approved _____ Reviewed 5/19/14, 12/16/19 Revised _____

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Weapons under the control of law enforcement officials and staff approved by the administrative team are exempt from this policy. The principal may allow authorized persons to display weapons, other dangerous objects or look-a-likes for educational purposes. Such a display will also be exempt from this policy. It is the responsibility of the superintendent, in conjunction with the principal, to develop administrative regulations regarding this policy.

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Approved _____ Reviewed 5/19/14, 12/16/19, 9/19/22 Revised __

Membership Count Report Codes

- KA = 4 Year Old Students
- KB = Not Assigned
- KC = 3 Year Old Students
- KD = Transitional Kindergarten Students
- EC = Preschool Special Education Students

Cherokee CSD

2022-2023

Membership Count Report
From: 09/15/2022 - Thursday to: 09/15/2022 - Thursday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
09/15/2022	F	19	0	5	7	1	0	37	37	47	32	45	36	39	49	52	45	44	50	44	589
	M	19	0	10	7	3	0	40	42	49	48	49	48	37	42	50	43	34	35	31	587
	Totals	38	0	15	14	4	0	77	79	96	80	94	84	76	91	102	88	78	85	75	1176

Cherokee CSD

2021-2022

Membership Count Report
From: 09/15/2021 - Wednesday to: 09/15/2021 - Wednesday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
09/15/2021	F	11	0	4	8	2	0	35	49	33	45	42	39	45	52	42	45	55	53	36	596
	M	17	0	7	6	9	0	46	45	51	46	49	33	44	47	42	35	34	35	37	583
	Totals	28	0	11	14	11	0	81	94	84	91	91	72	89	99	84	80	89	88	73	1179

Eight Traits of Effective School Boards

An IASB School Board Self-Assessment

Purpose

This IASB board self-assessment is based on the research brief, *Eight Traits of Effective School Boards*, published by NSBA's Center for Public Education. The brief describes the characteristics of highly effective boards that research shows positively impacts student learning. Together the research brief and self-assessment, along with a subsequent whole-board discussion, will help you reflect on the eight traits and your board team's perceptions about the critical nature of this work. The assessment also provides an opportunity for the board to identify strengths and potential "danger signs" to avoid.

Thoughts to Keep in Mind

Board members' perceptions about key roles may differ, and coming to consensus about where the board is now will help you arrive at a clearer understanding of where you want to be in the future and where you want to focus improvement. The assessment asks you to provide ratings and more importantly, rationale for those ratings. Your honesty and openness will make this board effectiveness process more meaningful and useful to you and your board.

Instructions

- Prior to filling out the assessment form, read NSBA's research brief, *Eight Traits of Effective School Boards* on the last page of this tool.
- For each trait listed, consider how the board is doing on each trait.
- Circle the number that best describes the current performance of the board on the scale from 1–4.
- In the next column, prioritize the traits for importance by placing a ranking score from 1–8 for each trait.
- In the final column, explain your rating for each trait. List evidence that indicates where your board team is on this trait at this time.
- Complete the form by responding to the remaining open-ended reflection questions.
- When finished, send your assessment results to the designated point person.

Important Considerations

- This completed self-assessment will be beneficial to the board once it has been shared with and discussed by the whole board.
- Any information submitted as part of the self-assessment process may constitute a public record and therefore may be subject to disclosure in compliance with Iowa Code Chapter 22. Please note that the final self-assessment report constitutes a public record and is subject to disclosure in compliance with Iowa Code Chapter 22.
- When completing the assessment, it is vital to use discretion in making narrative comments. It is productive to identify positive behaviors to help enhance the effectiveness of the board. It is also helpful to clarify behaviors that need to change, but is not beneficial to name specific individuals or to blame fellow board members.

Productive sample comment:

The board needs to display respectful behaviors to each other, especially on complex topics.

Unproductive Sample Statement

Jim (or "the board president") needs to stop yelling at others during board meetings.

Rating Scale - Please indicate how your board team is doing on each trait.

- 1 - Just starting
- 2 - Some progress
- 3 - Good progress
- 4 - Well on our way

Trait	Circle a Rating	Priority	List evidence that indicates where your board team is on this trait at this time.
a) High expectations, clear goals	1 2 3 4		
b) Belief that all children can learn	1 2 3 4		
c) Focused on achievement	1 2 3 4		
d) Collaboration and communication	1 2 3 4		
e) Data savvy	1 2 3 4		
f) Goals and resources aligned	1 2 3 4		
g) Team leadership	1 2 3 4		
h) Team training	1 2 3 4		

Reflection: Please respond to the following questions.

Celebrations

As you think back on the eight traits and your ratings, describe two strengths of your board team.

Missing Elements

Consider the unique work of school boards. What other traits might be included?

Danger Signs

Review the list of danger signs in the last section of NSBA's research brief, Eight Traits of Effective School Boards. Choose 1-3 of the danger signs that you feel may be roadblocks for your board team. Record your choices below and state why next to each one.

Danger Sign

Why might this be a roadblock for our board?

A)

Why?

B)

Why?

C)

Why?

Eight Traits of Effective School Boards

Research is clear: High-achieving boards exhibit different habits and characteristics

Patte Barth

What makes an effective school board—one that boosts student achievement? From a research perspective, it's a complex question that involves evaluating virtually all of a board's functions, from internal governance and policy formulation to communication with teachers, building administrators, and the public.

But the research that exists is clear, according to a brief published by NSBA's Center for Public Education (CPE) in late January. The brief, which examined seven research studies conducted between 1993 and 2008, says high-achieving boards exhibit habits and characteristics that are markedly different from those of their low-achieving counterparts.

What makes a board effective?

Here are eight characteristics found in the research:

- 1. High expectations, clear goals:** Effective school boards make a commitment to a vision of high expectations for student achievement and quality instruction. They define clear goals to meet the vision, make sure the goals remain the top priorities, and allow nothing to detract from them.
- 2. Belief that all children can learn:** Effective school boards have strong shared beliefs and values about what is possible for students and their ability to learn, and of the system and its ability to teach all children at high levels. In high-achieving districts, poverty, lack of parental involvement and other factors are described as challenges to be overcome, not as excuses. Board members expect to see improvements in student achievement quickly as a result of initiatives.
- 3. Focused on achievement:** Effective boards are accountability driven. They spend less time on operational issues and more time focused on policies to improve student achievement.
- 4. Collaboration and communication:** Effective boards have a collabora-

tive relationship with staff and the community. A strong communications structure is in place to inform and engage key groups—internal and external—in setting and achieving the district's goals.

5. Data savvy: Effective school boards embrace and monitor data, even when the information is negative, and use it to drive continuous improvement. In high-achieving districts, board members identify specific student needs through data, and justify decisions based on that data.

6. Goals and resources aligned: Effective school boards align and sustain resources, such as professional development, to meet district goals. This occurs even during the most severe budget challenges, such as the ones districts now face.

7. Team leadership: Effective school boards lead as a united team with the superintendent, each from their respective roles, with strong collaboration and mutual trust. Boards in successful districts define an initial vision for the district and seek a superintendent who matches this vision.

8. Team training: Boards that are effective take part in team development and training, sometimes with their superintendents, to build shared knowledge, values, and commitments for the district's improvement efforts. Training is formal, deliberate, and often on specific topics.

Danger signs

The CPE did not set out to specifically focus on what makes boards ineffective. However, some descriptions—we call them "a dozen danger signs"—of ineffective boards emerged in the research review.

Ineffective school boards:

- A • Are only vaguely aware of school improvement initiatives, and are seldom able to describe actions being taken to improve student learning.
- B • Focus on external pressures as the

main reasons for lack of student success, such as poverty, lack of parent support, societal factors, or lack of motivation.

- C • Offer negative comments about students and teachers.
- D • Micromanage day-to-day operations.
- E • Disregard the agenda process and the chain of command.
- F • Are left out of the information flow, with little communication between the board and superintendent.
- G • Describe a lack of parent interest in education or barriers to community outreach.
- H • Look at data from a "blaming" perspective, describing teachers, students and families as major causes for low performance.
- I • Have little understanding or coordination on staff development for teachers.
- J • Are slow to define a vision.
- K • Do not hire a superintendent who agrees with their vision.
- L • Receive little professional development together as a board.

Though the research on school board effectiveness is in the beginning stages, the studies included in this report make it clear that school boards in high-achieving districts have attitudes, knowledge, and approaches that separate them from their counterparts in lower-achieving districts. In this era of fiscal constraints and a national environment focused on accountability, boards in high-performing districts can provide an important blueprint for success. In the process, they can offer a road map for school districts nationwide.

Patte Barth (pbarth@nsba.org) is the director of NSBA's Center for Public Education. The full report, *The Eight Characteristics of Effective School Boards*, written by researchers Chuck Dervarics and Eileen O'Brien, is available at www.centerforpubliceducation.org.

CONVENTION — THURSDAY, NOV. 17

GENERAL SESSIONS



Doing What's Best for Students—Walking the Talk

Opening General Session—8 a.m.

Adolph 'Doc' Brown, Master Teacher, Acclaimed Author & Leadership Expert

Adolph Brown's journey from humble beginnings to master teacher, one of the nation's youngest tenured university professors, and motivational speaker was not an easy one. Growing up in poverty, with a single parent mother and four siblings, Brown experienced the transformational power of

public education through the Head Start program.

Brown believes that doing what's best for students means recognizing that when students enter the school building, they bring different backgrounds, experiences, and abilities. What's best for one student may not work for another, and doing what's best is rarely a single, narrow-minded approach or philosophy.

His inspirational message, along with his research and extensive classroom experience, will inspire your governance team to put aside your differences and unify as one with a common focus on doing what's best for **ALL** students.

Special thanks to DLR Group for sponsoring the Opening General Session.



Connecting and Communicating in a New Normal

Second General Session & Luncheon—Noon

Celeste Headlee, Internationally Recognized Journalist, Bestselling Author & Conversationalist

The new normal. It's the latest buzzword aimed at describing the culture we're all adapting to in a post-pandemic world. The way many people work has changed—hybrid, in-person, or virtual—which means the way we communicate and collaborate has also changed.

Rather than falling back on old habits, consider that it might be time to embrace the notion that communication and collaboration has changed forever.

Celeste Headlee, award-winning career journalist, bestselling author and creator of the "10 Ways to Have a Better Conversation" TEDx Talk, will share actionable steps your board team can work through to connect and communicate more effectively in the new normal.

You'll leave feeling more than inspired—you'll feel empowered to embrace your differences, encourage collaboration, and have more productive conversations.

Special thanks to Jester Insurance Services, Inc.* for sponsoring the Second General Session.

CONVENTION—THURSDAY, NOV. 17

GENERAL SESSIONS



Creating a Culture of Courage: The New Leadership Challenge Closing General Session—3 p.m.

Cindy Solomon, TED Talk Speaker, Author & CEO of Courageous Leadership Institute

The pandemic threw many challenges and disruptions at us, leading us to find new and innovative ways to engage, communicate and negotiate constantly changing priorities.

Cindy Solomon, Founder and CEO of the Courageous Leadership Institute, believes that everyone, especially school board members, can be courageous leaders. She has helped more than 350,000 individuals leverage their own leadership potential through her institute and is ready to help you and your board become courageous leaders with information, research, and group exercises to use following the presentation.

Her empowering and hilarious insights will give you the courage to compromise and turn your board into a nimble, energized and focused team ready to face the challenges ahead.

EDUCATION SESSIONS & DEEPER DIALOGUES

Convention attendees can choose between 30+ breakout session topics and two session formats—education sessions and deeper dialogues. Led by your peers, local and nationally renowned experts and IASB staff, sessions are focused on issues impacting PK–12, AEA and community college board members and administrators.

Topics include:

- » Developing a positive school culture
- » Social media tips for board members
- » Gen Z teacher recruitment
- » Equity in employment
- » Superintendent evaluation
- » Student mental health strategies
- » Open enrollment changes & financial impacts
- » Innovative student learning techniques & opportunities
- » Promoting districts during challenging times
- » Advocating with area school board members
- » Superintendent search
- » Using data analytics to drive district decisions
- » School finance & HR tools
- » The impact of budget projections as an essential tool
- » Policy updates & review processes
- » Considerations for the recent Construction Manager at Risk (CMARs) legislation
- » Navigating conflicts of law between state & federal
- » Strategic planning
- » Superintendent sharing
- » Board-superintendent relationships
- » Open meetings basics