

Cherokee Community School District



Board Members:

Mr. Paul Fuhrman-President
Ms. Laura Dawson-Vice President
Mr. Jim Haselhoff
Mr. Calvin Carver
Mr. Logan Patterson
Mrs. Joyce Lundsgaard, Business Manager/Board Secretary
Mrs. Kimberly Lingenfelter, Superintendent

Regular Board Meeting
January 16, 2017
5:30 p.m.
WHS Library

**Regular Board of Education Meeting
Cherokee Community School District, 600 West Bluff Street
Agenda for Monday, January 16, 2017 @ 5:30 p.m.**

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.

<ol style="list-style-type: none"> 1. Call the meeting to order 2. Approve and/or amend agenda 3. Roll call of members in attendance 4. Action to excuse board members not in attendance 5. Welcome Visitors Recognition of persons who wish to speak to an item on the agenda or speak to the board regarding a school issue. 6. Consent agenda <ol style="list-style-type: none"> A. Approve the minutes of the regular meeting [12-19-16] B. Approve financial statements C. Approve monthly bills
<ol style="list-style-type: none"> 7. Communication and Reports <ol style="list-style-type: none"> A. Directors' Reports B. Principals' Reports C. Instructional Coaches' Reports D. PTA Report E. Superintendent's Report
<ol style="list-style-type: none"> 8. Policy – Clerical Change: 414.3R1 – Classified Employee Family and Medical Leave Regulation Affirm: 414.3 Classified Employee Family and Medical Leave; 414.3E1 Licensed Employee Family and Medical Leave Notice to Employees; 414.3E2 Classified Employee Family and Medical Leave Request Form; 414.3R1 Classified Employee Family and Medical Leave Regulation; 414.3R2 Classified Employee Family and Medical Leave Definitions; 414.4 Classified Employee Bereavement Leave; 414.5 Classified Employee Political Leave; 414.6 Classified Employee Jury Duty Leave; 414.7 Classified Employee Military Service Leave; 414.8 Classified Employee Unpaid Leave; 414.9 Classified Employee Professional Purposes Leave
<ol style="list-style-type: none"> 9. New Business <ol style="list-style-type: none"> A. Discussion of/ information concerning negotiations – the Cherokee Education Association will present their proposal for negotiations to the Board of Education B. Discussion of/ information concerning a WHS Air Rifle Team C. Discussion of/ information concerning superintendent evaluation – due to Board President February 1, 2017 D. Discussion of/ information concerning the 2017-2018 School Calendar E. Discussion of/ information concerning the Iowa School Report Card F. Discussion of/ action to approve a contract for Darla Good as Food Services Provider and Michael Wright as CMS Paraprofessional G. Discussion of/ action to approve installing a new water main on Bluff Street H. Discussion of/ action to approve the donation for special projects from RJ Thomas I. Discussion of/ action to approve a resolution of acknowledgement for RJ Thomas donation J. Exempt Session – the board will enter into exempt session for the purpose of discussing collective bargaining strategies and issues
<ol style="list-style-type: none"> 10. Board Committee Reports <ol style="list-style-type: none"> A. Curriculum and Instruction – Dawson, Fuhrman B. Policy – Carver, Haselhoff C. Finance* – Dawson, Patterson D. Building, Grounds, Capital Projects – Fuhrman, Haselhoff E. Transportation, Nutrition – Carver, Patterson

* 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.

11. Items of Interest for the Next Meeting [February 20, 2017 @ 5:30 p.m.]

A. Discussion of/ action to approve 2017-2018 School Calendar

B. Discussion of/ information concerning district-wide compliance relative to CCSD's Wellness Policy

12. Adjournment

Projected Dates/Times for Regular Board of Education Meetings 2016-2017

December 19 th , 2016 @ 5:30 pm	January 16 th , 2017 @ 5:30 pm	February 20 th , 2017 @ 5:30 pm	March 20 th , 2017 @ 5:30 pm
April 17 th , 2017 @ 5:30 pm	May 15 th , 2017 @ 5:30 pm	June 19 th , 2017 @ 5:30 pm	July 17 th , 2017 @ 5:30 pm
August 21 st , 2017 @ 5:30 pm	September 18 th , 2017 @ 5:30 pm	October 16 th , 2017 @ 5:30 pm	November 20 th , 2017 @ 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
December 19, 2016**

The Cherokee Community School District Board of Education held a regular meeting on December 19, 2016 beginning at 5:30 P.M. The meeting was held in the Washington High School Library, 600 West Bluff St., Cherokee IA.

1. Call the Meeting to Order

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

2. Approve and/or Amend Agenda

Moved by Patterson, seconded by Dawson to approve the agenda. All Ayes

3. Roll Call of Members in Attendance

Roll Call of members in attendance was taken. Present were Fuhrman, Dawson, Carver, Patterson and Haselhoff

4. Action to Excuse Board Members not in Attendance

All board members were present.

Others present were Kimberly Lingenfelter, Scot Aden, Neil Phipps, Valery Fuhrman, Jeff Miller, Mike Wiederholt, Ted Reis, Sam Kooiker, Will Miller, Neil Guess, Emily Johnson, Ken Ross and Joyce Lundsgaard

5. Welcome Visitors

Fuhrman welcomed all visitors present. Members from the City Council were present to discuss agenda item C. concerning the water main.

6. Consent Agenda

Moved by Carver, seconded by Patterson to approve the consent agenda. All Ayes

- Approve minutes of the Public Hearing 11.21.16
- Approve minutes of the Regular Meeting 11.21.16
- Approve Financial Statements
- Approve Monthly Bills

7. Communication & Reports

Directors and Administration gave district reports.

8. Policy

Clerical Changes: 412.3 Classified Employee Group Insurance Benefits; 414.1 Classified Employee Vacations/Holidays/Personal Leave Affirm: 412.1-414.2

Moved by Dawson, seconded by Carver to affirm policies 412.3, Classified Employee Group Insurance Benefits; 414.1 Classified Employee Vacations-Holidays-Personal Leave, 412.1 Classified Employee Compensation; 412.2, Classified Employee Wage and Overtime Compensation; 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; 414.2, Classified Employee Personal Illness Leave. All Ayes

9. New Business

A. Discussion of/action to approve Summer 2107 Facility Projects

- 1. WHS Secure Building Entrance and Stairs**
- 2. CMS Secure Building Entrance**
- 3. RES Kindergarten Hallway – HVAC and Roof**

Discussion was held regarding the Summer 2017 facility projects which include WHS Secure Building Entrance and Stairs, CMS Secure Building Entrance and exterior brick wall, and RES Kindergarten Hallway – HVAC and Roof. Moved by Carver, seconded by Haselhoff to approve the Summer 2017 projects. All Ayes

B. Discussion of/information concerning Summer 2018 Facility Projects

Matt Bayse, of FEH Design, will have information for the January meeting regarding possible Summer 2018 facility projects and projected costs.

C. Discussion of/information concerning Water Main at WHS

City representatives and the school board discussed the City Council's decision to install a valve at the West Bluff location, privatizing the water main from the valve to the school service lines. The discussion of the school board was to share the cost of installing a new water main at the West Bluff location and having the district assume the service lines to the Armory, Bus Barn and High School. The school would grant the city an easement to maintain the six inch water main that will be installed. The board directed the superintendent to place this item on the January agenda for action if approved by the City Council.

D. Discussion of/action to approve Board Policy 408.1 Licensed Employee Professional Development

Moved by Patterson, seconded by Haselhoff to approve Board Policy 408.1 – Licensed Employee Professional Development. All Ayes

E. Discussion of/action to approve a request to the School Budget Review Committee for Modified Supplemental Growth for At-Risk Dropout/Prevention in the amount of \$156,415

Moved by Patterson, seconded by Carver to approve a request to the School Budget Review Committee for Modified Supplemental Growth for At-Risk Dropout/Prevention in the amount of \$156,415. All Ayes

F. Discussion of/action to approve a resolution of support for the Promise of Iowa Public Education Campaign

Moved by Haselhoff, seconded by Patterson to approve a request from the Cherokee Education Association to begin negotiations. All Ayes

G. Discussion of/action to approve a resolution of support for the Promise of Iowa Public Action Campaign

Fuhrman read the resolution of support for the Promise of Iowa Public Education Campaign. Moved by Dawson, seconded by Haselhoff to approve a resolution of support for the Promise of Iowa Public Education Campaign as presented. All Ayes

Patterson left the meeting at 6:58 P.M.

H. Discussion of/information concerning General Fund Key Financial Indicators


Lingenfelter and Lundsgaard presented information concerning general fund key financial indicators and used a new projection tool to show the impact enrollment and State Supplemental State Aid have on the

district budget. The new projection tool allows the district to project estimated spending authority for the next 5 years.

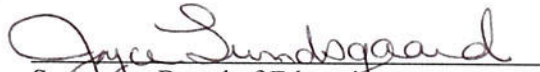
10. Adjournment

Moved by Dawson, seconded by Carver to adjourn the meeting at 7:23 P.M. All Ayes

Regular Meeting – January 16th, 5:30 P.M.



President, Board of Education
Cherokee Community School District



Secretary, Board of Education
Cherokee Community School District

Financial Report - December 16

Fund	Beginning Balance	Receipts	Expenditures	Ending Balance
Operating	\$ 2,614,540.39	897,826.28	931,982.44	\$ 2,580,384.23
Management	442,305.46	10,436.26	7,672.12	445,069.60
Self-Insurance Fund	1,163,647.03	19,231.31	11,682.76	1,171,195.58
Subtotal General Fund	4,220,492.88	927,493.85	951,337.32	4,196,649.41
Activity	132,564.59	24,962.24	35,559.22	121,967.61
PPEL	199,827.85	13,719.49	2,691.95	210,855.39
Capital Projects (Sales Tax)	614,456.09	75,954.29	-	690,410.38
Debt Service	-	-	-	-
Hot Lunch	129,054.85	51,056.16	27,251.07	152,859.94
Trust and Agency	31,386.44	1.81	500.00	30,888.25
Total - All Funds	\$ 5,327,782.70	\$1,093,187.84	\$ 1,017,339.56	\$ 5,403,630.98

CHEROKEE COMMUNITY SCHOOL DISTRICT

General Fund Financial Report

December 31, 2016

Balance on Hand December 1, 2016	\$ 4,220,492.88
Operating Fund	
Receipts	
Property Tax	123,457.76
Central Trust - Interest	152.70
State Foundation Aid	469,966.00
Preschool State Aid	13,444.00
Iowa Early Intervention	6,574.00
TSS	54,707.00
Professional Development	4,317.00
Iowa Core	1,835.00
Income Surtax	207,399.00
Title I	-
Title VI	-
SU - Breakdown/Insurance	828.41
Microsoft	-
Food Service Salary/Benefits	-
Donations: Thomas, Foundation, PTA	1,847.85
Misc Receipts	13,297.56
Receipts	897,826.28
Self Insurance Fund	
Premiums/Claims	-
Interest	55.77
Receipts	55.77
Management Fund	
Cherokee County Treasurer	10,401.32
EMC Dividend	-
Central Trust Interest	34.94
Receipts	10,436.26
Total Receipts	908,318.31
	5,128,811.19
Disbursements	
Operating Fund	
General Fund Invoices	73,201.59
Net Payroll	450,064.89
Payroll Deductions	197,016.38
FICA - Medicare - District Portion	47,365.99
IPERS - District Portion	56,623.10
Health Insurance	81,339.19
Retiree Health Insurance - Dep/Disability	5,666.23
Fortis - Life & LTD	1,529.53
Void Checks	-
Disbursements	912,806.90
Self-Insurance Fund	
Three Rivers - Claims	9,806.76
CRMC - Employee Flu Shots	-
Administration Fees	1,876.00
Disbursements	11,682.76
Management Fund	
Unemployment	-
SU Insurance	-
Early Retirement Insurance	1,315.12
Liability Insurance	6,357.00
Disbursements	7,672.12
Total Disbursements	932,161.78
Balance on Hand December 31, 2016	4,196,649.41
Bank Balance - Central Trust Bank	591,422.22
NSCU Savings Balance	38.90
Outstanding Deposit-Returned Checks	58.50
Outstanding Transfer - PPEL	-
Investment Funds	2,538,554.21
Certificate of Deposits	1,166,131.26
Outstanding Checks	99,555.68
	4,196,649.41

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User ID: LDG

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
Checking	1	
Checking	1 Fund: 10 GENERAL FUND	
WHS Ind Arts-wire welder repair		
WHS Ind Arts-plasma cutter repair		
WHS Ind Arts		
13610	Airgas USA, LLC	576.57
PTA purchase-2nd/3rd/4th - Christmas mov		
12581	American Theatre	500.00
Audit filing fee		
12392	Auditor of State	625.00
Water softener-Roosevelt		
WHS water softener repair		
busbarn drinking water		
CMS nurse office water		
10079	Blaine's Culligan and Sundance Spas	148.50
Student background check		
10168	Bright Beginnings	28.00
Maint supplies		
11243	Central Iowa Distributing	196.00
Chamber dues		
11818	Cherokee Chamber of Commerce	442.68
CMS Ind Arts-lumber		
11393	Cherokee Lumber	8.52
Publication-Board meeting/public hearing		
Publication-Board meeting		
18221	Chronicle Times, The	427.64
Sewer-929 N Roosevelt		
Trans fire extinguisher		
10084	City of Cherokee	646.46
Legal services		
10305	Cornwall, Avery, Bjornstad, Scott and Davis	175.00
SpEd Tuition		
10726	Council Bluffs Community School District	1,699.04
FB coaches shirts		
10594	Darren's Clothing	462.00
Maint supplies		
13429	ECHO Group, Inc.	114.62
Fuel for school vehicle		
13583	Foresman, Meagan	80.53

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User ID: LDG

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
	Roosevelt boiler repair	
13229	Hawk-I Plumbing, Inc.	108.00
	Conference registration- V.Fuhrman	
	PRESS training regi- Richardson/Klinker	
13538	Heartland AEA 11	250.00
	Laundry soap	
10274	Hy-Vee Food Stores, Inc	138.18
	Phone charges - Central Office	
18342	Iowa Communications Network	1,147.92
	WHS Vocal contest music	
	WHS jazz/concert band music	
12200	J.W. Pepper and Son, Inc.	517.64
	WHS sewer line	
13416	Jim's Sewer Service	140.00
	Maint supplies - fuses	
10147	Letsche's Bike and Radio Shack	3.99
	Open enrollment TLC-1st semester	
11366	M-M-C Community Schools	9,799.33
	Lost library book returned	
13618	Mallison, Barb	6.00
	WHS Ind Arts	
10462	Matheson Tri-Gas, Inc.	28.05
	CMS library books	
10649	MidAmerica Books	151.60
	Electricity-334 Gillette- busbarn	
	Electricity-336 Gillette- armory	
	Electricity-600 W Bluff-WHS	
	Electricity-600 W Bluff- concession	
	Electricity-Doupe baillfields	
12363	MidAmerican Energy Company	3,458.81
	MS band resale-clarinet reeds	
10894	MidBell Music, Inc.	19.94
	Maint supplies	
12748	Miller, Jeff	5.35
	Roosevelt heater repair	

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
11495	Modern Heating and Cooling, Inc.	154.34
Trans supplies		
Trans repair parts		
10180	Motor Parts Sales	18.48
Annual audit		
12845	Nolte, Cornman & Johnson PC	5,700.00
Rosetta Stone licenses		
10125	Northwest AEA	1,080.00
ISP technology-motherboards		
13616	PC Parts Plus, dba ChromebookParts.com	1,099.90
DOT physical		
13119	Pigott, Megan	100.00
WHS gym light bulbs		
13617	PQL Lighting	251.46
CO supplies		
10517	Quill Corporation	81.46
Open enrollment - TLC		
30717	RIVER VALLEY COMMUNITY SCHOOL	3,379.08
Snow removal-CMS		
Snow removal-Roosevelt		
Snow removal-all buildings		
13615	SCE	3,685.00
CMS clock repair		
10703	SimplexGrinnell LP	486.00
Open enrollment-TLC-1st semester		
10778	Sioux Central Community School	10,137.24
Open enrollment-TLC-1st semester		
10797	South O'Brien Schools	10,137.24
Weight benches		
13614	Style-Rite Upholstery	1,168.00
ISP curriculum-CMS vocal		
13214	Teachers Synergy, LLC	231.99
Timeclock key		
11578	Time Management Systems	15.00
District copiers		
10250	US Bank Equipment Finance	3,004.00
Cell phone-CMS principal		
18319	Verizon Wireless	427.82

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
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Great Start WIT classes		
Great Start WIT classes		
10248	Western Iowa Tech Comm College	11,410.00

- Fuel - 13.59 gal
- Fuel - 45 gal
- Fuel - 24.66 gal
- Fuel - 47.05 gal
- Fuel - 28.79 gal
- Fuel - 26.62 gal
- Fuel - 21.42 gal
- Fuel - 44.12 gal
- Fuel - 20.01 gal
- Fuel - 40.36 gal
- Fuel - 43.66 gal
- Fuel - 13.24 gal
- Fuel - 25.08 gal
- Fuel - 45.41 gal
- Fuel - 37.96 gal
- Fuel - 45.02 gal
- Fuel - 52.30 gal
- Fuel - 24.57 gal
- Fuel - 27.14 gal
- Fuel - 22.13 gal
- Fuel - 24.74 gal
- Fuel - 25.24 gal
- Fuel - 25.01 gal
- Fuel - 30.00 gal
- Fuel - 25.01 gal
- Fuel - 25.01 gal
- Fuel - 19.03 gal
- Fuel - 23.47 gal
- Fuel - 20.00 gal
- Fuel - 30.01 gal
- Fuel - 17.25 gal
- Fuel - 69.53 gal
- Fuel - 26.85 gal
- Fuel - 7.44 gal
- Fuel - 27.44 gal
- Fuel - 48.17 gal
- Fuel - 25.01 gal
- Fuel - 57.723 gal
- Fuel - 25.13 gal
- Fuel - 27.31 gal
- Fuel - 15.71 gal
- Fuel - 41.66 gal
- Fuel - 23.33 gal
- Fuel - 34.05 gal
- Fuel - 15.00 gal
- Fuel - 8.56 gal
- Fuel - 5.27 gal
- Fuel - 37.86 gal
- Fuel - 20.01 gal
- Rebate 12/6/16
- Rebate 1/4/17

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
10361	Your FleetCard Program	3,086.78

ISP technology-replacement projectors

10423	ZONES	1,019.97
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ISP curriculum-additional textbooks

11392	Zylstra-Tabke, Kristine	93.10
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Fund Total: 78,672.23
Checking Account Total: 78,672.23

Checking 2 Fund: 33 Local Option Sales and Service Tax Fund

Architectural study fee

20224	FEH Design	13,367.24
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Fund Total: 13,367.24
Checking Account Total: 13,367.24

Checking 3 Fund: 21 STUDENT ACTIVITY FUND

Varsity B/G Basketball - 1/13

30250	Aberson, Berwyn	110.00
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Official-Varsity B/G Basketball - 1/13

30749	BARRINGER, DALE	110.00
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Official - 8th G Basketball-1/19

30258	Bohnenkamp, Tom	70.00
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Girls basketball shoes-resale

Boys basketball warmups

11462	BSN	3,599.74
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Girls golf dues

11108	Cherokee Golf Course	2,000.00
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WHS concessions

11224	Chesterman Co.	1,614.60
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Officials - JV Boys Basketball - 2/3

Officials - JV Girls Basketball - 1/27

12934	Cole, Brian	150.00
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Special Olympic shirts

12371	Creative Services	73.08
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Official - Varsity B/G Basketball - 1/27

13592	Cunningham, Robert	110.00
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Official-Varsity B/G

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
	Basketball - 1/14	
	Official - Varsity B/G	
	Basketball - 2/3	
30991	Eekhoff, Kevin	220.00
	Official-Varsity B/G	
	Basketball - 1/13	
13613	Hemiller, Nate	110.00
	Large group freshmen fees	
30733	Iowa High School Speech Association	342.00
	Officials - JV Boys	
	Basketball - 1/17	
	Officials - JV Boys	
	Basketball - 1/27	
31232	Jansen, James	150.00
	Official - JV Girls	
	Basketball 1/13	
	Officials - JV Girls	
	Basketball - 1/17	
12713	Lamp, Scott	150.00
	Official - Varsity B/G	
	Basketball - 2/3	
12659	Lucas, Jeff	110.00
	Official - Varsity B/G	
	Basketball - 1/17	
13590	McKelvey, William	110.00
	Honor Orchestra registration fee	
13409	Northwest Iowa Orchestra Festival	20.00
	Officials - JV Boys	
	Basketball - 1/17	
	Officials - JV Boys	
	Basketball - 1/27	
	Official - 8th G	
	Basketball-1/19	
31293	Oswald, Kyle	220.00
	FTC parts	
13310	Pitsco, Inc.	123.93
	Official - Varsity B/G	
	Basketball - 1/27	
13595	Reinke, Blake	110.00
	Officials - JV Boys	
	Basketball - 2/3	
	Officials - JV Girls	
	Basketball - 1/17	
	Officials - JV Girls	
	Basketball - 1/27	
31418	Rolfes, Mark	225.00
	Officials - JV Girls	

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
Basketball - 2/3		
13525	Sherkenbach, Bret	75.00
Officials - JV Girls Basketball - 2/3		
13400	Uhal, John	75.00
Official - JV Boys Basketball - 1/19		
31315	Wagner, Scott	75.00
Official - JV Boys Basketball		
31246	WEAVER, WADE	75.00
Official - JV Boys Basketball - 1/19		
31584	Wessling, Doug	75.00
Official - Varsity B/G Basketball - 1/17		
Official - Varsity B/G Basketball - 2/3		
12660	Willmott, Scott	220.00
Official - Varsity B/G Basketball - 1/27		
12879	Winter, Shawn	110.00

Fund Total: 10,433.35

Checking Account Total: 10,433.35

<u>Checking</u>	<u>Fund</u>	<u>Vendor Name</u>	<u>Amount</u>
4 Fund: 61 SCHOOL NUTRITION FUND			
Food items			
11224		Chesterman Co.	183.00
CMS milk			
Roosevelt milk			
CMS milk			
Roosevelt milk			
WHS milk			
Roosevelt milk			
CMS milk			
WHS milk			
40114		Dean Foods North Central	1,012.40
Food items			
40032		Earthgrains	290.88
Food service credit			
Food items			
Food items - ala carte			
Food service supplies-ECLC glasses			
Food items			
Food items - ala carte			
Food service credit			
18253		MARTIN BROS. DISTRIBUTING CO.,	2,655.00

Vendor Vendor Name
INC.

Amount

Fund Total:	4,141.28
Checking Account Total:	4,141.28

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
Checking	1	
Checking	1 Fund: 10 GENERAL FUND	
Roosevelt library books		
12603	ABDO Publishing	85.75
WHS Accompaniment		
12912	Adams, Teresa	438.40
Gas service-929 N Roosevelt		
Gas service-206 E Indian-		
CMS		
10094	Alliant Energy	2,382.36
ISP Technology-chromebook		
parts		
12957	Asset Genie, Inc.	682.50
ISP-bus safety bag supplies		
ISP Technology		
ISP Technology-adapter		
cable		
ISP Technology		
ISP Technology		
School board expenses-meals		
Fuel-school vehicle		
ESL Spanish textbooks		
ESL Spanish textbooks		
ESL Spanish textbooks		
Foresman-materials		
ISP textbooks		
ISP textbooks		
ISP textbooks		
ISP textbooks		
ISP textbooks		
ISP textbooks		
ISP textbooks		
CMS Band supplies		
Roosevelt student needs		
Roosevelt student needs		
Roosevelt student needs		
Maint supplies		
Maint supplies		
Maint repair parts		
12882	ATIRACredit MasterCard	4,176.38
Maint supplies-scrubber		
batteries		
13228	Batteries Plus	737.85
Maint supplies		
Maint supplies		
Maint supplies		
WHS Ind Arts-power tools		
batteries		
Maint-Tool chests		
Maint supplies		
Maint supplies		
Maint supplies		

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
	Maint supplies	
	Maint supplies	
	Maint supplies	
	Maint supplies	
	Instructional materials - James DeVos	
	Maint supplies	
	WHS Ind Arts-power tools batteries	
	WHS Ind arts-cemet project	
10021	Bomgaars	803.75
	PTA purchase-pizza	
10610	Casey's General Store	200.00
	DOT physical-Leidahl	
11157	Cherokee Regional Medical Center	100.00
	Sewer-636 Gillette Dr- Armory	
	Sewer-206 E Indian-CMS	
	Sewer-600 W Bluff-bus	
	Sewer-600 W Bluff-	
	Sewer-600 W Bluff-WHS	
10084	City of Cherokee	2,250.88
	SpEd Tuition	
10726	Council Bluffs Community School District	998.46
	Bus inspection	
11300	Department of Education	680.00
	Roosevelt gym door locks	
	Roosevelt gym door locks	
12268	Doors, Inc.	556.32
	Instructional materials - C.Anderson	
	PTA purchase-Kindergarten groceries	
10067	Fareway Stores, Inc.	75.25
	Fire extinguisher replacements	
11198	Fire Proof Plus, Inc.	670.00
	PTA purchase-pizza	
11060	Godfather's Pizza	300.00
	Book refund-library book returned	
13291	Gray, Nicole	7.00
	Roosevelt/CMS roof repair	
13611	Guarantee Roofing	766.00
	Extermination service	
10979	Guardian Pest Control, Inc.	150.00

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
	TAG testing answer sheets	
10399	Houghton Mifflin Harcourt	146.96
	CMS FCS groceries	
	WHS FCS groceries	
	CMS FCS groceries	
	WHS FCS groceries	
	TAX OFF	
	TAX OFF	
	TAX OFF	
	WHS FCS groceries	
	CMS FCS groceries	
	First grade-Christmas activities	
	TAX OFF	
	TAX OFF	
	TAX OFF	
	PTA purchase-Jen Burch	
10274	Hy-Vee Food Stores, Inc	554.24
	WHS Band music	
	WHS Band music	
	WHS Band music - approval	
	WHS Band music - approval	
	WHS Band music - approval	
	WHS Band music - approval	
	WHS Band music	
	WHS Jazz band music	
	WHS jazz/concert band music	
	Credit memo - ISP curriculum returned	
	WHS jazz/concert band music	
	WHS jazz/concert band music	
	WHS Jazz band music	
	WHS jazz/concert band music	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
	Credit memo-music returned	
12200	J.W. Pepper and Son, Inc.	259.73
	WHS diploma/cover	
11073	Jostens, Inc.	28.42
	CMS scoreboard cables	
10147	Letsche's Bike and Radio Shack	27.98
	District copier staples	
18269	Marco Technologies LLC	173.15

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
WHS Ind Arts		
10462	Matheson Tri-Gas, Inc.	115.27
Electricity-929 N Roosevelt		
Electricity-206 E Indian-CMS		
12363	MidAmerican Energy Company	4,964.99
CMS Band rent repairs		
CMS Band rent-Yamaha Tenor Sax repair		
CMS Band rent repairs		
CMS Band rent repairs		
10894	MidBell Music, Inc.	539.84
Trans supplies		
Trans repair parts		
10180	Motor Parts Sales	10.70
SpEd chairs		
10421	Nasco	390.60
CMS TAG answer sheets		
10125	Northwest AEA	2.50
Fuel -		
30499	Phipps, Neil	45.00
PTA purchase - pizza		
10428	Pizza Hut	121.46
Registration-Administrators		
18328	Prairie Lakes AEA	35.00
ELI-phonics kits		
13492	Really Great Reading	2,772.00
Garbage collection		
10217	Sanitary Services, Inc.	2,435.62
Trans repair parts		
12768	School Bus Sales	289.08
5th Gr padlocks/master keys		
11884	School Specialty, Inc.	859.56
Trans repair parts		
11568	Steffen Truck Equipment, Inc.	122.40
Maint supplies		
13294	SUPPLYWORKS	213.98
Power cord for CO time clock		
11578	Time Management Systems	74.73
Phone charges -		

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
CO/Superintendent		
10566	Windstream	803.59

ISP Technology		
ISP Technology		
ISP Technology		
ISP Technology		
10423	ZONES	332.09

Fund Total: 31,379.79

Checking 1 Fund: 22 MANAGEMENT FUND

WC insurance		
11652	Central Ins at Central Bank	5,938.00

Fund Total: 5,938.00

Checking Account Total: 37,317.79

Checking 2
Checking 2 Fund: 36 PHYSICAL PLANT & EQUIPMENT

Roosevelt-standing desks		
12882	ATIRAccredit MasterCard	1,101.95

Fund Total: 1,101.95

Checking Account Total: 1,101.95

Checking 3
Checking 3 Fund: 21 STUDENT ACTIVITY FUND

WHS band/vocal fundraiser		
WHS band/vocal fundraiser		
13402	4 Seasons Fundraising	6,173.01

Official-Varsity B/G		
Basketball - 1/14		
31442	Anderson, Jacob	110.00

Weight room part		
Weight room part		
Wrestling stat program		
12882	ATIRAccredit MasterCard	108.16

Official-Varsity B/G		
Basketball - 1/13		
30258	Bohnenkamp, Tom	110.00

Football project materials		
10021	Bomgaars	15.36

Quiz Bowl entry fee		
13411	Boyden Hull High School	50.00

Girls basketball shoes- resale		
11462	BSN	83.00

Volleyballl concessions- buns		
10865	Cherokee Comm School Food Service	160.72

WHS concessions

<u>VendorID</u>	<u>Vendor Name</u>	<u>Amount</u>
	CMS Student Council concessions	
	WHS concessions	
11224	Chesterman Co.	2,305.00
	Official - JV Boys Basketball - 1/13/17	
12934	Cole, Brian	75.00
	Registration fee	
31018	COYOTE JAZZ FESTIVAL	140.00
	Quiz bowl shirts-resale	
12371	Creative Services	432.25
	Girls basketball shirts	
10594	Darren's Clothing	1,802.21
	Hoops - girls basketball uniforms	
10676	Decker Sporting Goods	470.00
	WHS Concessions	
	WHS Concessions	
10067	Fareway Stores, Inc.	10.31
	CMS Student Council- concessions	
	WHS concessions	
30880	Farner-Bocken Company	324.61
	WHS concessions	
	WHS Concessions	
	WHS concessions-12/6-12/8- 12/9-12/13	
	WHS concessions	
	WHS concessions	
11060	Godfather's Pizza	1,180.00
	Official - Fresh Boys Basketball - 1/12	
13602	Goettsch, Eric	75.00
	Wrestling clothing - resale	
11644	Graffix Inc., dba Wall of Fame	506.00
	Softball fundraiser	
30028	Graphic Edge, The	960.37
	Athletic supplies	
31069	Hauff Mid-America Sports, Inc.	70.50
	Registration fee	
31012	Hoover Jazz Festival	145.00
	Official - JV Boys Basketball - 1/13/17	
30706	PEDERSEN, LES	75.00

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
Official-Freshman Boys Basketball - 1/12		
30744	Pick, Steven	75.00
Wrestling singlets Boys basketball resale Marching band shirts - resale		
10188	Pilot Rock Signs	4,135.73
Official-Varsity B/G Basketball - 1/14		
31639	Schuttler, Mark	110.00
Officials-JV Girls Basketball - 1/13		
13525	Sherkenbach, Bret	75.00
X-Country fundraiser-tent		
13542	Tent Craft	3,030.33
Official-JV Girls Basketball - 12/20		
13612	Tokeheim, Zach	75.00
Officials-JV Girls Basketball - 1/13		
13400	Uhal, John	75.00
Official-7th Boys basketball-12/15		
31251	Van Beek, Alan	100.00
Official - Varsity Basketball-12/22		
30721	Van Ginkel, Marlowe	110.00
Hoops funds-wrestling cheerleading unifo		
30862	VARSITY SPIRIT FASHIONS	1,766.60
Official-Varsity B/G Basketball - 1/14		
30993	WICKS, STEVE	110.00

Fund Total: 25,044.16

Checking Account Total: 25,044.16

Checking

4

Checking 4 Fund: 61 SCHOOL NUTRITION FUND

Refund to ECLC tuition		
19014	Cherokee Comm School District	175.00

Food items		
Food items		
11224	Chesterman Co.	443.50

CMS milk

<u>Vendor ID</u>	<u>Vendor Name</u>	<u>Amount</u>
	Roosevelt milk	
	CMS milk	
	Roosevelt milk	
	WHS milk	
	CMS milk	
	Roosevelt milk	
	WHS milk	
40114	Dean Foods North Central	1,394.79
	Food items	
	Food items	
40032	Earthgrains	151.20
	Supply items	
40236	Farner Bocken Company	1,782.20
	Food service	
30880	Farner-Bocken Company	5.00
	Food service dishwashing supplies	
	Food service dishwashing supplies	
13422	Heartland Paper Company	790.04
	Food service freezer repair	
12595	Hussmann Services Corp	781.70
	Short 4 applesauce	
40242	Keck, Inc	7,105.08

Fund Total: 12,628.51
Checking Account Total: 12,628.51

January 2017 ECLC and ROOSEVELT BOARD REPORT

Valery Fuhrman, ECLC and Elementary Principal

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

District Goal Actions

1: Implement a successful 1:1 **technology** initiative to enhance student learning, instruction, and achievement.

- More and more is happening in the 3rd and 4th grades with their whole class Chromebooks. 4th grade will be taking their Winter FAST tests in the classroom on their Chromebooks next week instead of in the labs. We are continuing to explore how to add more tech into everyday instruction to increase student use. We need to focus on the Iowa Core Technology standards for using technology to produce vs. using technology to play learning games. We also will be looking at the newer state assessment (Smarter Balanced) and determine how tech will be part of assessment so we can help build skills and prepare our students.
- FAST testing will be completed next week (1/17-1/20). We are hoping for good technology connections both on our end and on the state end during this time.

2: Increase implementation and alignment of **Iowa Common Core** curriculum utilizing Characteristics of Effective Instruction (**Student Centered-Teaching for Learner Differences-Assessment for Learning-Rigor and Relevance-Teaching for Understanding**).

- The instructional coaches (Natalie, Linda, and Jan) have assisted the math curriculum committee in organizing math textbook presentations from the publishing companies for review. The focus in selection will be alignment with the Iowa Core Curriculum-- both the content standards and with mathematical practices. The mathematical practices are related to best practices in research for instruction and student learning.
- On January 3rd we had PD provided by AEA on the Next Generation Science Standards. We are in Year 2 of a three year adoption cycle in Iowa. This year the expectation is for all grade levels to be teaching at least one aligned science unit. Alignment is both in content and with scientific practices (research based instructional decisions for student learning). This means we can't just teach the topic (ie. Rocks and Minerals), but that we have to teach it with high levels of student engagement and inquiry through the learning activities with doing the work "like real scientists". RES staff will be working to incorporate these new/changing units into our instruction and incorporating greater amounts of reading and writing into science. (Fun fact: 80% of the work that scientists do is related to reading and writing). We will be following up with more AEA PD on 2/17/17 and during early out dismissals to complete this work.
- At the end of this week, the 3rd grade team and Mrs. Comany are participating in PRESS training which is being promoted through the DE and AEA as effective practices in assessment to better understand what reading skills need to be addressed for students and also strategies for instruction to remediate. This is an action step forward with the proficiency scores from FAST.

3: Improve **communication** between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

- The new addition to the RES handbook regarding tardies has been communicated to families via the Chronicle Times article regarding the December board meeting, the Parent Post (printed copy sent home in backpacks), on Facebook, and on the school website.
- The All Pros Dad gathering has been developed between Mr. Phipps and a local father for all K-8 families. It promotes family conversations and developing relationships.
- Students and staff participated in a collection of non perishable and hygiene products for donation to a local food pantry. They had fun filling my office window until I could no longer see out.

Other Notes:

- On November 29th and 30th, 2016, the ECLC program had a visitor from Iowa State University that assesses programs for health and safety protocols. This assessment is called the ECERS or Early Childhood Environment Rating Scale.
 - During the visit the observer spent three hours in two different classrooms observing in the areas of: Space and Furnishings, Personal Care Routines, Language-Reasoning, Activities, Interaction, Program Structure, and Parents and Staff. Each of these areas have several indicators that are looked for by the observer for scoring. The indicators are very specific (ie. staff and students must wash hands for at least 20 seconds) and will be scored down if they are not met exactly.
 - The areas were scored on a rating scale of 1-7. The scores of 5 (Good) to 7 (Excellent) are used to reflect developmentally appropriate practices. It is noted that no program will score high in all areas in any one observation, and that it is the total average that is viewed as the level of quality.
 - **The average score of the two classroom observations for ECLC on this assessment was a 5.1. This indicates that we have a developmentally appropriate program.**
 - There are suggestions for improvements. Many of these are present in the program but for some reason that day it was not "right". An example would be that chairs were placed blocking access to one area of the room and that these chairs are not generally located in this spot. Each classroom is reflecting on the report and working towards improving with the suggestions presented. There are a few suggestions that will be addressed through buildings/grounds such as changing out door knobs for lever style handles and monitoring the protective surfacing under play equipment to ensure the proper pea gravel depth or potentially changing the type of surface.
- ECLC Application and Information for 2017-18 are available for incoming students. We set a deadline of March 15, 2017 so that we have more time to make program decisions based on enrollment numbers. We also said that applications after this date will be considered based on program/classroom availability.

Cherokee Community School District

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

District Goals:

- * Implement a successful 1:1 technology initiative to enhance student learning, instruction, and achievement.

- * Increase implementation and alignment of Iowa Common Core curriculum utilizing Characteristics of Effective Instruction.

- * Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

CMS SCHOOL BOARD REPORT

Neil Phipps

Chromebook and 1:1

Our MAP and FAST testing is starting and they will be done on the chrombooks. The students see their scores almost immediately. There are graphs to show and compare their previous scores. By making those comparisons, the students will see the improvement, which we hope will encourage and motivate them.

Iowa Common Core

This FAST testing is one of the key parts for the State evaluation of the school districts. Students that are not proficient in reading are tested weekly. These short probes show the areas that need improvement and the gains made by the students. Our students have made some progress during the first semester so we are anxious to see the next set of testing results.

Communication

We have three sets of tests coming over the next four to six weeks - MAP testing, FAST and the Iowa Assessments. After they are completed the results will be shared with the parents. When we send the MAP and FAST tests results, the parents will also receive the results from the fall as well. Those results and graphs should be available shortly after the testing and will be sent through regular mail. We hope the Iowa Assessments will be ready at Parent-Teacher Conferences.

WHS Principally Speaking

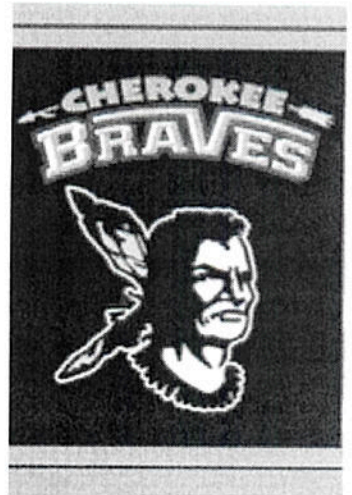
January 2017

Cherokee Community School District

District Mission

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

- On January 21 and 28 we will again be having the Cherokee Hoops Festival. The tournament will be for 5th – 8th grade boys and girls. The girls will play on the 21st and the boys will play on the 28th. The goal of this tournament will be to raise funds for all of our activities. These events will bring many people into the Cherokee Community for those two days.



District Goals

Implement a successful 1:1 technology initiative to enhance student learning, instruction, and achievement.

- Parts for Chromebooks have started coming in after the 1st of the year and the student help desk workers are busy fixing the broken computers.

Increase implementation and alignment of Iowa Common Core curriculum utilizing Characteristics of Effective Instruction.

- January 16th our PD will cover ACES Training in the morning (Adverse Childhood Experiences and Trauma) followed by watching the movie "Paper Tigers": A documentary about Adverse Childhood Experiences. With our At-Risk population increasing, this will be good for our staff to hear this message. In the afternoon, our instructional coaches have set up several mini sessions in which staff get to pick what they would like to attend and learn about.

Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

- We have been trying to send more information out this year to our parents on JMC. At times this is a double edge sword. Some parents feel they receive too much information while others greatly appreciate it. I would rather be accused of sending out too much information rather than not communicating enough. We are always looking at ways on how we can improve our communication.

November Board Meeting Report

Instructional Coaches

● IC Successes

- 5-12 teachers continue to work with AIW strategies during PD time.
- Iowa Assessments have been ordered.
- FAST (K-6) and MAP (5-8) testing will do their winter assessments in January and early February.
- All three of the ICs have had a lot of success working with teachers to help them reach student goals in their classrooms.
- 10 minute beginning PD time for our 2:30 early outs have been devoted to team building and other pertinent information teachers can use in their classrooms. Our Model Teachers are leading some of these.
- There have been many successful technology integration discussions. Participation in Tech Thursdays has been well attended.
- December PD was a hit and well received by the staff. Time was spent on new tech tools, brain breaks, and community building.
- All ICs went to Universal Instruction training in Sioux Center to learn more about interventions for reading.

● Looking ahead...

- We're excited to have Jody Herbold working with the AIW teams to bring effective HOT strategies into our classrooms.
- The math department will have viewed all vendors they are interested in by the 2nd week in January. They should be narrowing down choices by the end of the month.
- We are continuing to work toward the differentiated PD sessions for our teachers on January 16. We have approximately 10-12 sessions for teachers to choose from in each of our 5 time slots.
- CIP observations (5-12) will be at the end of the month.

Notes for the Board from the Superintendent – January 2017

Cherokee Community School District: *Empowering Learners*

Standards for Effective School Boards

January Standard: Operate as a visionary governance team in partnership with the superintendent by developing a shared vision and plans for student achievement that reflect common values and core beliefs of the school community, by using productive practices for its own operations and development, by ensuring board decisions are based on data and deliberation, and by cultivating a strong relationship and partnership with the superintendent based on clear expectations and accountability.

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. *Iowa Association of School Boards*

Technology/Website Update – Board/Leadership Team Goal Statement #1

- Building Reports – Principals – on the agenda
- Jan Tjeerdsma is in the process of scheduling website training sessions with building secretaries
- News from Technology Director, William Halder
 - Chromebook update – Of the 35+ Dell chromebooks that were waiting for motherboards, we have received 8 new motherboards and have repaired 8 chromebooks.
 - I have been in contact with SUI to determine if there is a possible cash-out per unit to be used towards the purchase of replacement chrome books.
 - We have started rotations between buildings to help with coverage in Roosevelt school.

Curriculum and Instruction Update – Board/Leadership Team Goal Statement #2

- Building Reports – Principals – on the agenda
- Iowa Department of Education Public Reporting Site: reports.educateiowa.gov
This website provides access to a variety of reports covering multiple areas including district and school profiles, financial reports and school and district plans.
- RJ Thomas Donation for special projects – on the agenda
- Iowa School Report Card – on the agenda
- State of Iowa has released the first draft of ESSA (Every Student Succeeds Act)
- Governor Branstad is proposing high quality computer science standards with a professional development incentive fund to train teachers
- Director Wise has informed superintendents that the Smarter Balanced Assessment is on hold

Communication Update – Board/Leadership Team Goal Statement #3

- Building Reports – Principals – on the agenda
- Surveys will be emailed to staff and stakeholders for administrative feedback, per Board request
- Surveys will be emailed to parents for teacher feedback, per SIAC and Board request
- Monday, February 20th will be a snow makeup day
- Board Committee Rotations – Prior to Regular Board Meetings – Subject to Change

January 16 th @ 4:30 Building, Grounds & Capital Projects	February 20 th @ 4:30 Finance	March 20 th @ 4:30 Transportation & Nutrition	April 17 th @ 4:30 Policy
May 15 th @ 4:30 Building, Grounds & Capital Projects	June 19 th @ 4:30 Transportation & Nutrition	July 17 th @ 4:30 Curriculum & Instruction	August 21 st @ 4:30 Finance
September 18 th @ 4:30 Building, Grounds & Capital Projects	October 16 th @ 4:30 Finance	November 20 th @ 4:30 Policy	December 18 th @ 4:30 Curriculum & Instruction

Board/Leadership Team Goal Statements

1. Implement a successful 1:1 technology initiative to enhance student learning, instruction, and achievement.
2. Increase implementation and alignment of Iowa Common Core curriculum utilizing Characteristics of Effective Instruction.
3. Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

Notes for the Board from the Superintendent – January 2017

Cherokee Community School District: *Empowering Learners*

Transportation and Nutrition Update

- News from Nutrition Director, Cara Jacobson
 - Julie and I are going to continue to meet and see what changes need to be made for the Wellness Policy.
 - The Wellness Policy will be reviewed again next year along with the kitchen.
 - Julie and I have started putting together some good tips to be emailed out monthly, to replace Cara's Quarterly, and also put it on our web page, facebook, and emailed to teachers.
 - The goal is to get the students, parents, staff, and community on the same page for making better choices, and to get MOVING towards a healthier lifestyle!!
- News from Transportation Director, Mike Wiederholt
 - All things are running smoothly in the transportation department
 - Drivers are staying busy with all of the winter activities
 - We have not had to deal with bad snow, so every day of no snow is one day closer to spring

Strategic Planning – Finance Update

- Financials included in board packet
- Secretary/Treasurer's Report – on the agenda
- Proposal from Cherokee Education Association – on the agenda
- General fund key financial indicators – staff presentation with scenarios
- Statewide – potential budget shortfall – Governor Branstad recommends 2% SSA for 2018 and 2019

Building, Grounds, and Capital Projects Update

- Summer 2018 facility projects – will be on the February agenda for discussion and information (no action)
- WHS Water Main – on the agenda
- News from Jeff Miller, Building and Grounds Director
 - Currently working with FEH on summer 2017 project planning.
 - Starting to fine tune the 2018 project dreams.
 - Trying to get a jump start on the football field bleacher issue before spring track starts.

IASB Update & Other

- Day on the Hill – Des Moines – Tuesday, January 24, 2017
- Action Advocacy Workshops – Holstein – Thursday, February 9, 2017
- Board Governance Workshops – Sheldon High School, Media Center – March 21, 2017
- 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/RSAI/IDOE]

- WHS Air Rifle Team – Board Policy 502.6 Weapons – on the agenda
- Republican lawmakers look to repeal school funding deadline
- RSAI Legislative Priorities for 2017
 - https://www.youtube.com/watch?v=RO6J_QhNVUU&t=4s
- Legislative News/Updates/Priorities from our Partners in Education:

http://www.sai-iowa.org/legislative-news.cfm	http://www.ia-sb.org/Main/Downloads/Advocacy/Advocate/IASB_2016_Legislative_Summary	http://www.rsaia.org/legislative.html
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Board/Leadership Team Goal Statements

1. Implement a successful 1:1 technology initiative to enhance student learning, instruction, and achievement.
2. Increase implementation and alignment of Iowa Common Core curriculum utilizing Characteristics of Effective Instruction.
3. Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REGULATION

A. School district notice.

1. The school district will post the notice in Exhibit 414.3E1 regarding family and medical leave.
2. Information on the Family and Medical Leave Act and the board policy on family and medical leave, including leave provisions and employee obligations will be provided annually. The information will be posted in staff work areas and Cherokee Schools website.
3. When an employee requests family and medical leave, the school district will provide the employee with information listing the employee's obligations and requirements. Such information will include:
 - a. a statement clarifying whether the leave qualifies as family and medical leave and will, therefore, be credited to the employee's annual 12-week entitlement;
 - b. a reminder that employees requesting family and medical leave for their serious health condition or for that of an immediate family member must furnish medical certification of the serious health condition and the consequences for failing to do so;
 - c. an explanation of the employee's right to substitute paid leave for family and medical leave including a description of when the school district requires substitution of paid leave and the conditions related to the substitution; and
 - d. a statement notifying employees that they must pay and must make arrangements for paying any premium or other payments to maintain health or other benefits.

B. Eligible employees.

Employees are eligible for family and medical leave if three criteria are met.

1. The school district has more than 50 employees on the payroll at the time leave is requested;
2. The employee has worked for the school district for at least twelve months or 52 weeks (the months and weeks need not be consecutive); and
3. The employee has worked at least 1,250 hours within the previous year. Full-time professional employees who are exempt from the wage and hour law may be presumed to have worked the minimum hour requirement.

If the employee requesting leave is unable to meet the above criteria, the employee is not eligible for family and medical leave.

C. Employee requesting leave -- two types of leave.

1. Foreseeable family and medical leave
 - a. Definition - leave is foreseeable for the birth or placement of an adopted or foster child with the employee or for planned medical treatment.
 - b. Employee must give at least thirty days notice for foreseeable leave. Failure to give the notice may result in the leave beginning thirty days after notice was received.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REGULATION

- c. Employees must consult with the school district prior to scheduling planned medical treatment leave to minimize disruption to the school district. The scheduling is subject to the approval of the health care provider.
2. Unforeseeable family and medical leave.
 - a. Definition - leave is unforeseeable in such situations as emergency medical treatment or premature birth.
 - b. Employee must give notice as soon as possible but no later than one to two work days after learning that leave will be necessary.
 - c. A spouse or family member may give the notice if the employee is unable to personally give notice.
- D. Eligible family and medical leave determination. The school district may require the employee giving notice of the need for leave to provide reasonable documentation or a statement of family relationship.
1. Four purposes.
 - a. The birth of a son or daughter of the employee and in order to care for that son or daughter prior to the first anniversary of the child's birth;
 - b. The placement of a son or daughter with the employee for adoption or foster care and in order to care for that son or daughter prior to the first anniversary of the child's placement;
 - c. To care for the spouse, son, daughter or parent of the employee if the spouse, son, daughter or parent has a serious health condition; or
 - d. Employee's serious health condition that makes the employee unable to perform the essential functions of the employee's position.
 2. Medical certification.
 - a. When required:
 - (1) Employees may be required to present medical certification of the employee's serious health condition and inability to perform the essential functions of the job.
 - (2) Employees may be required to present medical certification of the family member's serious health condition and that it is medically necessary for the employee to take leave to care for the family member.
 - b. Employee's medical certification responsibilities:
 - (1) The employee must obtain the certification from the health care provider who is treating the individual with the serious health condition.
 - (2) The school district may require the employee to obtain a second certification by a health care provider chosen by and paid for by the school district if the school district has reason to doubt the validity of the certification an employee submits. The second health care provider cannot, however, be employed by the school district on a regular basis.
 - (3) If the second health care provider disagrees with the first health care provider, then the school district may require a third health care provider to certify the serious health condition. This health care provider must be mutually agreed upon by the employee and the school district and paid for by the school district. This certification or lack of certification is binding upon both the employee and the school district.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REGULATION

- c. Medical certification will be required fifteen days after family and medical leave begins unless it is impracticable to do so. The school district may request recertification every thirty days. Recertification must be submitted within fifteen days of the school district's request.

Family and medical leave requested for the serious health condition of the employee or to care for a family member with a serious health condition which is not supported by medical certification will be denied until such certification is provided.

E. Entitlement.

1. Employees are entitled to twelve weeks unpaid family and medical leave per year.
2. Year is defined as:
Fiscal year
3. If insufficient leave is available, the school district may:
 - a. Deny the leave if entitlement is exhausted
 - b. Award leave available

F. Type of Leave Requested.

1. Continuous - employee will not report to work for set number of days or weeks.
2. Intermittent - employee requests family and medical leave for separate periods of time.
 - a. Intermittent leave is available for:
 - (1) Birth, adoption or foster care placement of child only with the school district's agreement.
 - (2) Serious health condition of the employee, spouse, parent, or child when medically necessary without the school district's agreement.
 - b. In the case of foreseeable intermittent leave, the employee must schedule the leave to minimize disruption to the school district operation.
 - c. During the period of foreseeable intermittent leave, the school district may move the employee to an alternative position with equivalent pay and benefits.
3. Reduced work schedule - employee requests a reduction in the employee's regular work schedule.
 - a. Reduced work schedule family and medical leave is available for:
 - (1) Birth, adoption or foster care placement and subject to the school district's agreement.
 - (2) Serious health condition of the employee, spouse, parent, or child when medically necessary without the school district's agreement.
 - b. In the case of foreseeable reduced work schedule leave, the employee must schedule the leave to minimize disruption to the school district operation.
 - c. During the period of foreseeable reduced work schedule leave, the school district may move the employee to an alternative position with equivalent pay and benefits.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REGULATION

G. Employee responsibilities while on family and medical leave.

1. Employee must continue to pay health care benefit contributions or other benefit contributions regularly paid by the employee unless employee elects not to continue the benefits.
2. The employee contribution payments will be deducted from any money owed to the employee or the employee will reimburse the school district at a time set by the superintendent.
3. An employee who fails to make the health care contribution payments within thirty days after they are due will be notified that their coverage may be canceled if payment is not received within an additional 15 days.
4. An employee may be asked to re-certify the medical necessity of family and medical leave for the serious medical condition of an employee or family member once every thirty days and return the certification within fifteen days of the request.
5. The employee must notify the school district of the employee's intent to return to work at least once each month during their leave and at least two weeks prior to the conclusion of the family and medical leave.
6. If an employee intends not to return to work, the employee must immediately notify the school district, in writing, of the employee's intent not to return. The school district will cease benefits upon receipt of this notification.

H. Use of paid leave for family and medical leave.

An employee may substitute unpaid family and medical leave with appropriate paid leave available to the employee under board policy, individual contracts or the collective bargaining agreement. Paid leave includes, but is not limited to, sick leave, family illness leave, vacation, personal leave, bereavement leave and professional leave. When the school district determines that paid leave is being taken for an FMLA reason, the school district will notify the employee within two business days that the paid leave will be counted as FMLA leave.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE

Unpaid family and medical leave will be granted up to 12 weeks per year to assist employees in balancing family and work life. For purposes of this policy, year is defined as July 1-June 30. Requests for family and medical leave are made to the superintendent.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave. It is the responsibility of the superintendent to develop administrative rules to implement this policy.

Legal Reference: Whitney v. Rural Ind. School. District, 232 Iowa 61, 4 N.W.2d 394 (1942).
26 U.S.C. §§ 2601 *et seq.* (2004)
29 C.F.R. Pt. 825 (2004).
Iowa Code §§ 20; 85.33, .34, .38(3); 216; 279.40 (2007).
1980 Op. Att'y Gen. 605.
1972 Op. Att'y Gen. 177, 353.
1952 Op. Att'y Gen. 91.

Cross Reference: 409.3 Licensed Employee Family and Medical Leave
414.2 Classified Employee Personal Illness Leave
414.8 Classified Employee Unpaid Leave

Approved _____

Reviewed 3/24/14, 1/16/17

Revised _____

LICENSED EMPLOYEE FAMILY AND MEDICAL LEAVE NOTICE TO EMPLOYEES

YOUR RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT OF 1993

FMLA requires covered employers to provide up to 12 weeks of unpaid, job-protected leave to "eligible" employees for certain family and medical reasons. Employees are eligible if they have worked for a covered employer for at least one year, and for 1,250

hours over the previous 12 months, and if there are at least 50 employees within 75 miles. The FMLA permits employees to take leave on an intermittent basis or to work a reduced schedule under certain circumstances.

REASONS FOR TAKING LEAVE:

Unpaid leave must be granted for *any* of the following reasons:

- to care for the employee's child after birth, or placement for adoption or foster care;
- to care for the employee's spouse, son or daughter, or parent, who has a serious health condition; or
- for a serious health condition that makes the employee unable to perform the employee's job.

At the employee's or employer's option, certain kinds of *paid* leave may be substituted for unpaid leave.

ADVANCE NOTICE AND MEDICAL CERTIFICATION:

The employee may be required to provide advance leave notice and medical certification. Taking of leave may be denied, if requirements are not met.

- The employee ordinarily must provide 30 days advance notice when the leave is "foreseeable."
- An employer may require medical certification to support a request for leave because of a serious health condition, and may require second or third opinions (at the employer's expense) and fitness for duty report to return to work.

JOB BENEFITS AND PROTECTION:

- For the duration of FMLA leave, the employer must maintain the employee's health coverage under any "group health plan."
- Upon return from FMLA leave, most employees must be restored to their original or equivalent positions with equivalent pay, benefits, and other employment terms.

- The use of FMLA leave cannot result in the loss of any employment benefit that accrued prior to the start of an employee's leave.

UNLAWFUL ACTS BY EMPLOYERS:

FMLA makes it unlawful for any employer to:

- interfere with, restrain, or deny the exercise of any right provided under FMLA;
- discharge or discriminate against any person for opposing any practice made unlawful by FMLA or for involvement in any proceeding under or relating to FMLA.

ENFORCEMENT:

- The U.S. Department of Labor is authorized to investigate and resolve complaints of violations.
- An eligible employee may bring a civil action against an employer for violations.

FMLA does not affect any Federal or State law prohibiting discrimination, or supersede any State or local law or collective bargaining agreement which provides greater family or medical leave rights.

FOR ADDITIONAL INFORMATION:

If you have access to the Internet visit FLMA's website: <http://www.dol.gov/esa/whd/flma>. Or contact the nearest office of Wage and Hour Division, listed in most telephone directories under U.S. Government, Department of Labor. For a listing of records that must be kept by employers to comply with FMLA visit the U.S. Dept. of Labor's website: http://www.dol.gov/dol/allcfr/ESA/Title_29/Part_825/29CFR825.500.htm

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REQUEST FORM

Date: _____

I, _____, request family and medical leave for the following reason: (check all that apply)

- for the birth of my child;
- for the placement of a child for adoption or foster care;
- to care for my child who has a serious health condition;
- to care for my parent who has a serious health condition;
- to care for my spouse who has a serious health condition; or
- because I am seriously ill and unable to perform the essential functions of my position.

I acknowledge my obligation to provide medical certification of my serious health condition or that of a family member in order to be eligible for family and medical leave within 15 days of the request for certification.

I acknowledge receipt of information regarding my obligations under the family and medical leave policy of the school district.

I request that my family and medical leave begin on _____ and I request leave as follows:
(check one)

continuous

I anticipate that I will be able to return to work on _____.

intermittent leave for the:

- birth of my child or adoption or foster care placement subject to agreement by the district
- serious health condition of myself, parent, or child when medically necessary

Details of the needed intermittent leave:

I anticipate returning to work at my regular schedule on _____.

CLASSIFIED EMPLOYEE FAMILY AND MEDICAL LEAVE REQUEST FORM

- _____ reduced work schedule for the:
- _____ birth of my child or adoption or foster care placement subject to agreement by the school district
- _____ serious health condition of myself, parent, or child when medically necessary

Details of needed reduction in work schedule as follows:

I anticipate returning to work at my regular schedule on _____.

I realize I may be moved to an alternative position during the period of the family and medical intermittent or reduced work schedule leave. I also realize that with foreseeable intermittent or reduced work schedule leave, subject to the requirements of my health care provider, I may be required to schedule the leave to minimize school district operations.

While on family and medical leave, I agree to pay my regular contributions to employer sponsored benefit plans. My contributions will be deducted from moneys owed me during the leave period. If no monies are owed me, I will reimburse the school district by personal check (cash) for my contributions. I understand that I may be dropped from the employer-sponsored benefit plans for failure to pay my contribution.

I agree to reimburse the school district for any payment of my contributions with deductions from future monies owed to me or the school district may seek reimbursement of payments of my contributions in court.

I acknowledge that the above information is true to the best of my knowledge.

Signed _____

Date _____

CLASSIFIED EMPLOYEE BEREAVEMENT LEAVE

In the event of a death of a member of a classified employee's immediate family, bereavement leave may be granted. Bereavement leave granted may be for a maximum of 5 days, with "day" being defined as one work day regardless of full-time or part-time status of the employee, per occurrence, for the death of a member of the immediate family. The immediate family includes child, spouse, parent, brother, sister, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, daughter-in-law, or grandparent of the employee.

A maximum of 2 day of bereavement leave per year will be granted for the death of a close friend or other relative not listed above.

It is within the discretion of the superintendent to determine the number of bereavement leave days to be granted.

Legal Reference: Iowa Code §§ 20.9; 279.8 (2009).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved _____

Reviewed 3/24/14, 1/16/17

Revised _____

CLASSIFIED EMPLOYEE POLITICAL LEAVE

The board will provide a leave of absence to classified employees to run for elective public office. The superintendent will grant a classified employee a leave of absence to campaign as a candidate for an elective public office as unpaid leave.

The classified employee will be entitled to one period of leave to run for the elective public office, and the leave may commence any time within thirty days of a contested primary, special, or general election and continue until the day following the election.

The request for leave must be in writing to the superintendent at least thirty days prior to the starting date of the requested leave.

Legal Reference: Iowa Code ch. 55 (2009).

Cross Reference: 401.9 Employee Political Activity
414 Classified Employee Vacations and Leaves of Absence

Approved _____ Reviewed 3/24/14, 1/16/17 Revised _____

CLASSIFIED EMPLOYEE JURY DUTY LEAVE

The board will allow classified employees to be excused for jury duty unless extraordinary circumstances exist. The superintendent has the discretion to determine when extraordinary circumstances exist.

Employees who are called for jury service will notify the direct supervisor within twenty-four hours after notice of call to jury duty and suitable proof of jury service pay must be presented to the school district. The employee will report to work within one hour on any day when the employee is excused from jury duty during regular working hours.

Classified employees will receive their regular salary. Any payment for jury duty is turned over to the school district.

Legal Reference: Iowa Code §§ 20.9; 607A (2009).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved _____

Reviewed 3/24/14, 1/16/17

Revised _____

CLASSIFIED EMPLOYEE MILITARY SERVICE LEAVE

The board recognizes classified employees may be called to participate in the armed forces, including the national guard. If a classified employee is called to serve in the armed forces, the employee will have a leave of absence for military service until the military service is completed.

The leave is without loss of status or efficiency rating, and without loss of pay during the first thirty calendar days of the leave.

Legal Reference: Bewley v. Villisca Community School District, 299 N.W. 2d 904 (Iowa 1980).
Iowa Code §§ 20; 29A.28 (2009).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved _____ Reviewed 3/24/14, 1/16/17 _____ Revised _____

CLASSIFIED EMPLOYEE UNPAID LEAVE

Unpaid leave may be used to excuse an involuntary absence not provided for in other leave policies. Unpaid leave for classified employees must be authorized by the superintendent. Whenever possible, classified employees will make a written request for unpaid leave ten days prior to the beginning date of the requested leave. If the leave is granted, the deductions in salary are made unless they are waived specifically by the superintendent.

The superintendent will have complete discretion to grant or deny the requested unpaid leave. In making this determination, the superintendent will consider the effect of the employee's absence on the education program and school district operations, the financial condition of the school district, length of service, previous record of absence, the reason for the requested absence and other factors the superintendent believes are relevant in making this determination.

If unpaid leave is granted, the duration of the leave period is coordinated with the scheduling of the education program whenever possible, to minimize the disruption of the education program and school district operations.

Legal Reference: Iowa Code §§ 20.9; 279.8 (2009).

Cross Reference: 414 Classified Employee Vacations and Leaves of Absence

Approved _____ Reviewed 3/24/14, 1/16/17 Revised _____

CLASSIFIED EMPLOYEE PROFESSIONAL PURPOSES LEAVE

Professional purposes leave may be granted to classified employees for the purpose of attending meetings and conferences directly related to their assignments. Application for the leave must be presented to the superintendent 5 days prior to the meeting or conference.

It is within the discretion of the superintendent to grant professional purposes leave. The leave may be denied on the day before or after a vacation or holiday, on special days when services are needed, when it would cause undue interruption of the education program and school district operations, or for other reasons deemed relevant by the superintendent.

Legal Reference: Iowa Code § 279.8 (2009).
281 I.A.C. 12.7.

Cross Reference: 411 Classified Employees - General
408.1 Classified Employee Professional Development

Approved _____ Reviewed 3/24/14, 1/16/17 Revised _____

Superintendent Evaluation:
Abbreviated Form
CHEROKEE COMMUNITY SCHOOL DISTRICT



IASB

Iowa Association
of School Boards
6000 Grand Avenue
Des Moines, IA 50312
(515) 288-1991
Toll-free: 1-800-795-4272
Fax: (515) 243-4992
www.ia-sb.org

Superintendent Evaluation Form (Abbreviated)
Kimberly Lingenfelter – Due to Board President 2/01/2017

PART I Job Responsibilities: Based on Iowa Standards for School Leaders (ISSL)

STANDARD #1: A superintendent is an educational leader who promotes the success of all students facilitating the development, articulation, implementation, and stewardship of a vision of learning that is shared and supported by the school community.

Sample Performance Indicators

- 1.1 Sets priorities which evidence shows result in improved student achievement.
- 1.2 Articulates a vision of high expectations for teaching and student learning, and promotes school improvement to get there.
- 1.3 Sets an example for gathering, analyzing and using district data for decision-making.

Supporting Evidence/Comments:	<p>Summary Rating</p> <p><i>Circle Appropriate</i></p> <p><i>Response:</i></p> <p>Weak - Average - Exemplary</p> <p>1 - 2 - 3 - 4 - 5</p>
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STANDARD #2: A superintendent is an educational leader who promotes the success of all students by advocating, nurturing and sustaining a school culture and instructional program conducive to student learning and staff professional development.

Sample Performance Indicators

- 2.1 Provides leadership for annually assessing and setting priorities on student and district needs and providing structures for improvement.
- 2.2 Uses data to determine needs and oversee provision of appropriate professional development to meet needs.
- 2.3 Continually learning about and applying new developments in education.
- 2.4 Provides leadership encouragement, opportunities, and structures for all staff to continually improve teaching and learning.

Supporting Evidence/Comments	Summary Rating <i>Circle Appropriate Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5
------------------------------	--------------------------------------------------------------------------------------------------------------

STANDARD #3: A superintendent is an educational leader who promotes the success of all students by ensuring management of the organization, operations, and resources for a safe, efficient, and effective learning environment.

Sample Performance Indicators

- 3.1 Provides direction and support for periodic review of plans, policies and procedures and their impact on student learning.
- 3.2 Monitors distribution of district resources based on the district's school improvement plan.
- 3.3 Evaluates performance of staff, takes appropriate follow-up action and supports improvement.
- 3.4 Effectively manages district budget, facilities and staff in ways that maximize improved student learning.

Supporting Evidence/Comments:	Summary Rating <i>Circle Appropriate Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5
-------------------------------	--------------------------------------------------------------------------------------------------------------

STANDARD #4: A superintendent is an educational leader who promotes the success of all students by collaborating with families and community members, responding to diverse community interests and needs, and mobilizing community resources.

Sample Performance Indicators

- 4.1 Provides leadership for improving parent/student/community involvement in the schools.
- 4.2 Promotes, demonstrates, and supports clear two-way communication for district priorities at all levels of the community school district.
- 4.3 Provides community service and leadership for developing a positive rapport between the schools and the community.

Supporting Evidence/Comments:	Summary Rating <i>Circle Appropriate</i> <i>Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5
-------------------------------	---------------------------------------------------------------------------------------------------------------------------

STANDARD #5: A superintendent is an educational leader who promotes the success of all students by acting with integrity, fairness, and in an ethical manner.

Sample Performance Indicators

- 5.1 Conducts oneself in an ethical, fair, trustworthy and professional manner.
- 5.2 Establishes practices to promote personal, physical, and emotional health.
- 5.3 Demonstrates respect for diversity in students, staff, and programs.

Supporting Evidence/Comments:	Summary Rating <i>Circle Appropriate</i> <i>Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5
-------------------------------	---------------------------------------------------------------------------------------------------------------------------

STANDARD #6: A superintendent is an educational leader who promotes the success of all students by understanding, responding to, and influencing the larger political, social, economic, legal, and cultural context.

Sample Performance Indicators

- 6.1 Serves as an articulate advocate to community and legislature for issues beneficial to improved teaching and learning.
- 6.2 Provides leadership for defining superintendent and board roles, mutual expectations, procedures for working together, and formulating appropriate district policies.
- 6.3 Knows and supports the district school improvement plan and accurately reports progress on goals.

Supporting Evidence/Comments:	Summary Rating <i>Circle Appropriate Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5
-------------------------------	--------------------------------------------------------------------------------------------------------------

Overall Consideration of Standards

Of the standards listed above, which is the superintendent's greatest strength? How does this strength directly contribute to district goals?

Of the standards listed, which area of standard achievement is presenting the greatest blocker to the superintendent leading for achievement of district goals?

What supports might the board offer to enhance the superintendent's strengths and promote triumph over existing blockers?

PART II –Superintendent Goals

List at least two, but we suggest no more than three, significant individual Superintendent goals. These goals should be directly linked to district goals which are clearly aimed at improving student learning and the climate for student learning.

These goals should include the measurable progress indicators to be accomplished by the superintendent during the next 12-months. These are specific outcomes that will best move the system forward in achieving the district's long-term goals.

These goals should be approved by the board in consultation with the superintendent. The measurable progress indicators, or evidence the board can expect to see over the next year of progress toward the goals, should be suggested by the superintendent in consultation with the board and approved by the board. The measurable progress indicators should be clear and understood by both board and superintendent.

This document will be part of the superintendent's ongoing evaluation throughout the year as well as included as part of the overall, year-end evaluation.

7.1 Goal: Implement a successful 1:1 technology initiative to enhance student learning, instruction, and achievement

Measurable Progress Indicator: Describe where we want to be with technology (vision/goals)

Measurable Progress Indicator: Provide ongoing reports of progress toward vision

Measurable Progress Indicator: Explore comparison data

Measurable Progress Indicator: Provide report of how CCSD implementation/use compares to other districts, other states, other countries

7.2 Goal: Increase implementation and alignment of Iowa Common Core Curriculum utilizing Characteristics of Effective Instruction

Measurable Progress Indicator: Collaboration of administrative leadership team defining the direction the district is heading towards

Measurable Progress Indicator: Communicating direction/vision with stakeholders

Measurable Progress Indicator: Monitoring professional development and studying data to determine quality use of staff time/early dismissals and impact upon student learning/achievement

Measurable Progress Indicator: Using data tools to study cohort groups

Measurable Progress Indicator: Provide ongoing reports of findings from data studies to the board

7.3 Goal: Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships

Measurable Progress Indicator: Administrative leadership team working together on key communications

Measurable Progress Indicator: Administrative leadership team taking the initiative to meet people and get acquainted with community

Measurable Progress Indicator: Administrative leadership team meeting and networking with other organizations

Measurable Progress Indicator: Superintendent sharing summary of entry plan

Part III: End of Year Review of Goal Attainment

Year end review will require the board to provide supporting evidence for its goal attainment ranking. Ongoing discussion of goal attainment, throughout the year, will assist board in providing this data.

7.1 Supporting Evidence of Goal Attainment: _____	Goal Attainment Rating <i>Circle Appropriate</i> <i>Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5

7.2 Supporting Evidence of Goal Attainment: _____	Goal Attainment Rating <i>Circle Appropriate</i> <i>Response:</i> Weak - Average - Exemplary 1 - 2 - 3 - 4 - 5

7.3 Supporting Evidence of Goal Attainment: _____	Goal Attainment Rating
_____	<i>Circle Appropriate</i>
_____	<i>Response:</i>
_____	Weak - Average - Exemplary
_____	1 - 2 - 3 - 4 - 5

PART IV – Overall End of Year Summary [Check (√) one in each row]

Job Responsibilities:	Satisfactory	Unsatisfactory
Overall standards		
Goal 1		
Goal 2		
Goal 3		
Goal 4		
Goal 5		
Summative Rating:		

Significant Achievements:

Areas for Growth:

Superintendent Comments:

Board Comments:

Superintendent's Signature: _____ Date: _____

Evaluation Period: July 1st, 2016 to June 30, 2017

Board President's Signature: _____ Date: _____

CHEROKEE COMMUNITY SCHOOL DISTRICT Option 1
2017-2018 CALENDAR

No School
Pro Develop
2:30 Dismissal
PT Conference

1st Quarter Days = 45
2nd Quarter Days = 45
3rd Quarter Days = 45
4th Quarter Days = 45
Total 180

Holidays 3
Classroom Days 178
Prof Develop/Wkdays 8
Parent Teacher Conf. 2
191

Snow Dates
January 2nd
February 16th
April 2nd

Board Approved:
Approved Calendar

August, 2017					Days	Days	Days	By
M	T	W	T	F	Days	Qtr.	Sch.	Hours
0	1	2	3	4	0	0	0	
7	8	9	10	11	0	0	0	August 8 & 9 - Registration
14	15	16	17	18	0	0	0	August 17, 18, 21, 22 Professional Development
21	22	23	24	25	3	3	3	19.5 August 23, School Begins-Grades 5-12 & K-4 In-takes
28	29	30	31		4	7	7	25 August 24, School Begins-Grades K-4
September, 2017								
4	5	6	7	8	4	12	12	25 September 4 Labor Day
11	12	13	14	15	5	17	17	31.5 September 5, ECLC Begins -
18	19	20	21	22	5	22	22	31.5 September 6 - 2:30 Early Dismissal - Teacher Collaboration
25	26	27	28	29	5	27	27	31.5 September 13 - 2:30 Early Dismissal- Teacher Collaboration
October, 2017								
2	3	4	5	6	5	32	32	31.5 September 20 - 2:30 Early Dismissal-Teacher Collaboration
9	10	11	12	13	5	37	37	31.5 September 27 - 2:30 Early Dismissal - Teacher Collaboration
16	17	18	19	20	5	42	42	31.5 October 4 - 2:30 Early Dismissal-Teacher Collaboration
23	24	25	26	27	5	45	47	31.5 October 11 - 2:30 Dismissal - Teacher Collaboration
30	31				2	4	49	13 October 18 - 2:30 Dismissal - Teacher Collaboration
November, 2017								
6	7	8	9	10	5	12	57	31.5 October 25 - End of Quarter of 45 days
13	14	15	16	17	5	17	62	31.5 October 25 - 2:30 Dismissal - No PD - Teacher Work Time
20	21	22	23	24	2	19	64	13 October 30 - Parent Teacher Conferences 4-7:30
27	28	29	30		4	23	68	25 November 1 - 2:30 Dismissal - Teacher Collaboration
December, 2017								
4	5	6	7	8	5	29	74	31.5 November 2 - Parent Teacher Conferences 4-7:30
11	12	13	14	15	5	34	79	31.5 November 3 - No School - P/T Comp Day
18	19	20	21	22	4	38	83	25 November 8 - 2:30 Dismissal - Teacher Collaboration
25	26	27	28	29	0	38	83	0 November 15 - 2:30 Early Dismissal- Teacher Collaboration
January, 2018								
1	2	3	4	5	2	40	85	13 November 22, 23, 24 - Thanksgiving Holiday Vacation
8	9	10	11	12	5	45	90	31.5 November 29 - 2:30 Early Dismissal-Teacher Collaboration
15	16	17	18	19	5	5	95	31.5 December 1 - 2:30 Dismissal - Teacher Collaboration
22	23	24	25	26	5	10	100	31.5 December 6 - 2:30 Dismissal-Teacher Collaboration
29	30	31			3	13	103	18.5 December 13 - 2:30 Dismissal-Teacher Collaboration
February, 2018								
5	6	7	8	9	5	20	110	31.5 December 20 - 2:30 Dismissal-Teacher Collaboration
12	13	14	15	16	4	24	114	25 December 25 - Christmas Holiday
19	20	21	22	23	4	28	118	25 December 22 - January 2 Christmas (Winter) Break
26	27	28			3	31	121	113.0 January 1, Holiday
March, 2018								
5	6	7	8	9	5	38	128	31.5 January 2 - No School
12	13	14	15	16	5	43	133	31.5 January 3 - No School - Professional Development (Snow Make Up Day)
19	20	21	22	23	5	45	138	31.5 January 10 - 2:30 Dismissal - Teacher Collaboration
26	27	28	29	30	4	7	142	25 January 12 - End of 2nd Quarter/1st Semester 45/90 days
April, 2018								
2	3	4	5	6	3	10	145	18.5 January 17 - 2:30 Early Dismissal-Teacher Collaboration
9	10	11	12	13	5	15	150	31.5 January 24 - 2:30 Early Dismissal-Teacher Collaboration
16	17	18	19	20	5	20	155	31.5 January 31 - 2:30 Early Dismissal-Teacher Collaboration
23	24	25	26	27	5	25	160	31.5 February 7 - 2:30 Early Dismissal - Teacher Collaboration
30					1	26	161	6.5 February 14 - 2:30 Early Dismissal - Teacher Collaboration
May, 2018								
1	2	3	4		4	30	161	113.0 February 16 - No School Professional Development (Snow Make-Up Day)
7	8	9	10	11	5	35	170	31.5 February 19 - No School
14	15	16	17	18	5	40	175	31.5 February 21 - 2:30 Early Dismissal - Teacher Collaboration
21	22	23	24	25	5	45	180	30 February 28 - 2:30 Early Dismissal - Teacher Collaboration
28	29	30	31	0	0	45	180	0 March 6 - Parent Teacher Conferences 4:00-7:30
June, 2018								
6	7	8	9	10	0	45	180	0 March 7 - 2:30 Early Dismissal - Teacher Collaboration
13	14	15	16	17	0	45	180	0 March 8 - Parent Teacher Conferences 4:00-7:30
20	21	22	23	24				0 March 9 - No School P/T Comp Day
27	28	29	30					25 March 14 - 2:30 Early Dismissal - Teacher Collaboration

School calendar is 200 days to accommodate special school programs.

CHEROKEE COMMUNITY SCHOOL DISTRICT Option 2 - Spring Break
2017-2018 CALENDAR

		Days		Days		By	
		Days	Qtr.	Sch.	Hours		
August, 2017							
M	T	W	T	F			
0	1	2	3	4	0	0	0
7	8	9	10	11	0	0	0
14	15	16	17	18	0	0	0
21	22	23	24	25	3	3	3
28	29	30	31		4	7	7
August 8 & 9 - Registration							
August 17, 18, 21, 22 Professional Development							
August 23, School Begins-Grades 5-12 & K-4 In Takes							
August 24, School Begins-Grades K-4							
August 30 - 2:30 Early Dismissal - Teacher Collaboration							
September, 2017							
			0	1	1	8	8
4	5	6	7	8	4	12	12
11	12	13	14	15	5	17	17
18	19	20	21	22	5	22	22
25	26	27	28	29	5	27	27
September 4 Labor Day Holiday							
September 5, ECLC Begins -							
September 6 - 2:30 Early Dismissal - Teacher Collaboration							
September 13 - 2:30 Early Dismissal- Teacher Collaboration							
September 20 - 2:30 Early Dismissal-Teacher Collaboration							
September 27 - 2:30 Early Dismissal - Teacher Collaboration							
October, 2017							
2	3	4	5	6	5	32	32
9	10	11	12	13	5	37	37
16	17	18	19	20	5	42	42
23	24	25	26	27	5	45	47
30	31				2	4	49
October 4 - 2:30 Early Dismissal-Teacher Collaboration							
October 11 - 2:30 Dismissal - Teacher Collaboration							
October 18 - 2:30 Dismissal - Teacher Collaboration							
October 25 - End of Quarter of 45 days							
October 25 - 2:30 Dismissal - No PD - Teacher Work Time							
October 30 - Parent Teacher Conferences 4-7:30							
November, 2017							
6	7	8	9	10	5	12	57
13	14	15	16	17	5	17	62
20	21	22	23	24	2	19	64
27	28	29	30		4	23	68
					0	23	68
November 1 - 2:30 Dismissal - Teacher Collaboration							
November 2 - Parent Teacher Conferences 4-7:30							
November 3 - No School - P/T Comp Day							
November 8 - 2:30 Dismissal - Teacher Collaboration							
November 15 - 2:30 Early Dismissal- Teacher Collaboration							
November 22, 23, 24 - Thanksgiving Holiday Vacation							
November 29 - 2:30 Early Dismissal-Teacher Collaboration							
December, 2017							
4	5	6	7	8	5	29	74
11	12	13	14	15	5	34	79
18	19	20	21	22	4	38	83
25	26	27	28	29	0	38	83
					0		
December 6 - 2:30 Dismissal-Teacher Collaboration							
December 13 - 2:30 Dismissal-Teacher Collaboration							
December 20 - 2:30 Dismissal-Teacher Collaboration							
December 25 - Christmas Holiday							
December 22 - January 2 Christmas (Winter) Break							
January, 2018							
1	2	3	4	5	2	40	85
8	9	10	11	12	5	45	90
15	16	17	18	19	5	5	95
22	23	24	25	26	5	10	100
29	30	31			3	13	103
January 1, Holiday							
January 2 - No School							
January 3 - No School - Professional Development (Snow Make Up Day)							
January 10 - 2:30 Dismissal - Teacher Collaboration							
January 12 - End of 2nd Quarter/1st Semester 45/90 days							
January 17 - 2:30 Early Dismissal-Teacher Collaboration							
January 24 - 2:30 Early Dismissal-Teacher Collaboration							
January 31 - 2:30 Early Dismissal-Teacher Collaboration							
February, 2018							
5	6	7	8	9	5	20	110
12	13	14	15	16	4	24	114
19	20	21	22	23	4	28	118
26	27	28			3	31	121
February 7 - 2:30 Early Dismissal - Teacher Collaboration							
February 14 - 2:30 Early Dismissal - Teacher Collaboration							
February 16 - No School Professional Development, (Snow Make-Up Day)							
February 19 - No School							
February 21 - 2:30 Early Dismissal - Teacher Collaboration							
February 28 - 2:30 Early Dismissal - Teacher Collaboration							
March, 2018							
5	6	7	8	9	5	38	128
12	13	14	15	16	5	43	133
19	20	21	22	23	5	45	138
26	27	28	29	30	4	7	142
March 6 - Parent Teacher Conferences 4:00-7:30							
March 7 - 2:30 Early Dismissal - Teacher Collaboration							
March 8 - Parent Teacher Conferences 4:00-7:30							
March 9 - No School P/T Comp Day							
March 14 - 2:30 Early Dismissal - Teacher Collaboration							
March 20 - End 3rd Quarter of 45 days							
March 21 - 2:30 Early Dismissal - No PD Teacher Work Time							
March 28 - 2:30 Early Dismissal - Teacher Collaboration							
March 30 - No School							
April, 2018							
2	3	4	5	6	0	7	142
9	10	11	12	13	5	12	147
16	17	18	19	20	5	17	152
23	24	25	26	27	5	22	157
30					0	22	157
April 2-6 No School Spring Break							
April 11 - 2:30 Early Dismissal-Teacher Collaboration							
April 18 - 2:30 Early Dismissal-Teacher Collaboration							
April 25 - 2:30 Early Dismissal-Teacher Collaboration							
April 30 - No School, Professional Development							
May, 2018							
7	8	9	10	11	5	31	166
14	15	16	17	18	5	36	171
21	22	23	24	25	5	41	176
28	29	30	31	0	3	44	179
May 2 - 2:30 Early Dismissal-Teacher Collaboration							
May 9 - 2:30 Early Dismissal-Teacher Collaboration							
May 16 - 2:30 Early Dismissal-Teacher Collaboration							
May 23 - 2:30 Dismissal - Teacher Collaboration							
May 27 - 2018 Graduation							
May 28 - No School Memorial Day							
June, 2018							
4	5	6	7	8	1	45	180
11	12	13	14	15	0	45	180
18	19	20	21	22			
25	26	27	28	29			
June 1 - 1:00 Out End Quarter of 45 days/End of 2nd Semester of 90 days							
June 4 - Professional Development							

No School
Pro Develop
2:30 Dismissal
P/T Conference

1st Quarter Days = 45
2nd Quarter Days = 45
3rd Quarter Days = 45
4th Quarter Days = 45
Total 180

Holidays 3
Classroom Days 178
Prof Develop/Wkdays 8
Parent Teacher Conf. 2
191

Snow Dates
January 2nd
February 16th
April 2nd

Board Approved:
Approved Calendar

1132.5 School calendar is 200 days to accommodate special school programs.



Roosevelt Elementary School

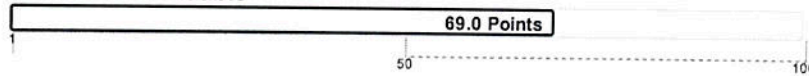
Northwest | Cherokee Community | Elementary School

Grades: KG, 01, 02, 03, 04 | Total Students: 408

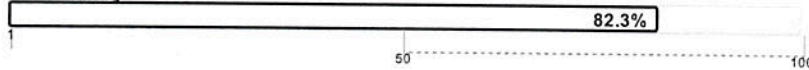
2016

Expand all

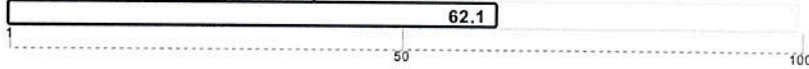
Rank: Commendable



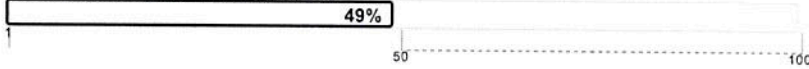
Proficiency



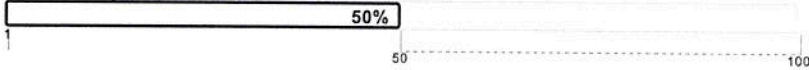
Closing Gap (FRL, IEP, and ELL)



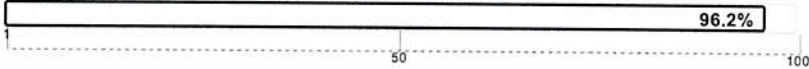
College and Career Ready Growth



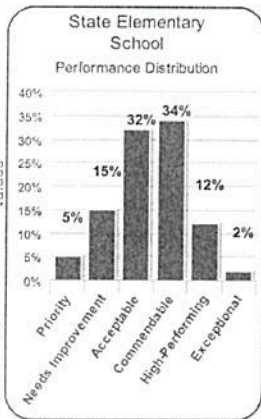
Annual Expected Growth



Attendance



Staff Retention



Previous Year:
Acceptable 62.5 pts

Parent Involvement Teacher Survey Results

No survey results are found for this school.



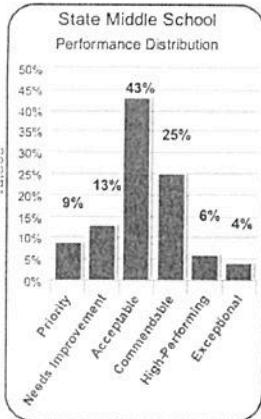
Cherokee Middle School

Northwest | Cherokee Community | Middle School

Grades: 05, 06, 07, 08 | Total Students: 296

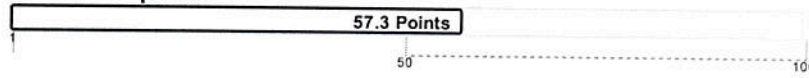
2016

Expand all

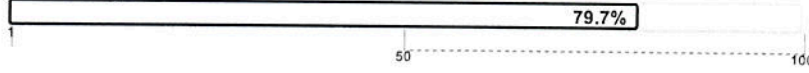


Previous Year:
Commendable 64.5 pts

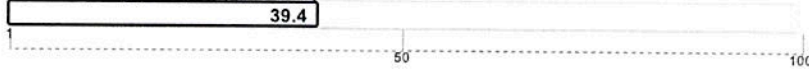
Rank: Acceptable



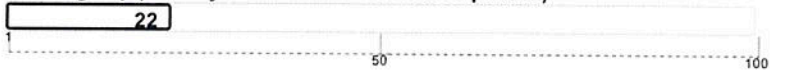
Proficiency



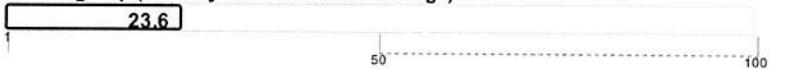
Closing Gap (FRL, IEP, and ELL)



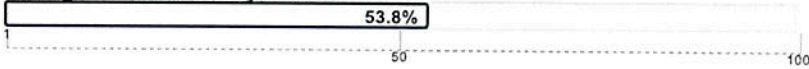
Closing Gap (Minority student within school comparison)



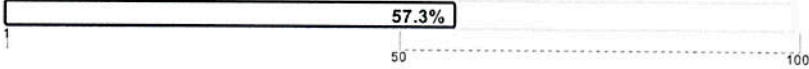
Closing Gap (Minority student to state average)



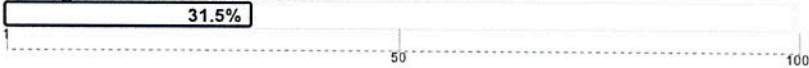
College and Career Ready Growth



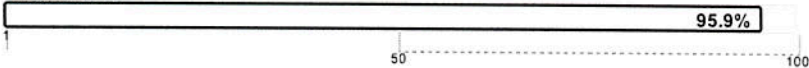
Annual Expected Growth



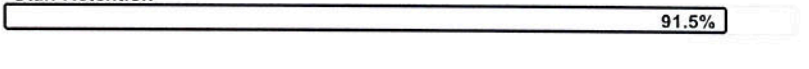
College and Career Readiness



Attendance



Staff Retention



Parent Involvement Teacher Survey Results

No survey results are found for this school.



Washington High School

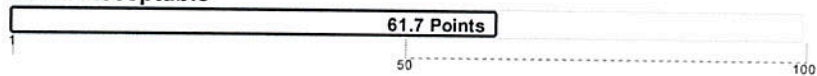
Northwest | Cherokee Community | High School

Grades: 09, 10, 11, 12 | Total Students: 302

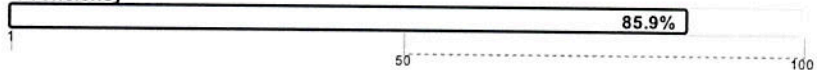
2016

Expand all

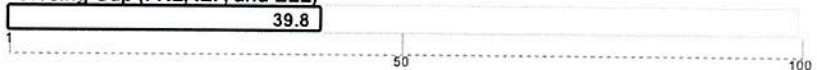
Rank: Acceptable



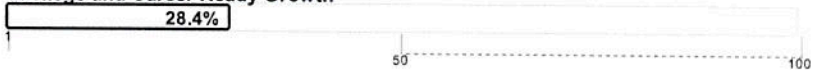
Proficiency



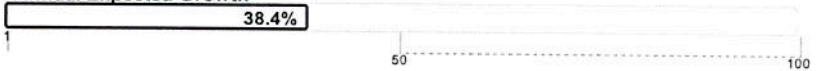
Closing Gap (FRL, IEP, and ELL)



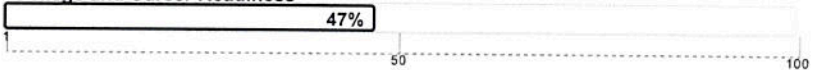
College and Career Ready Growth



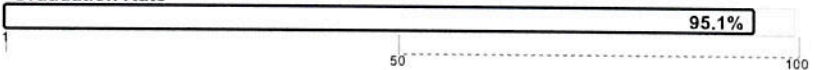
Annual Expected Growth



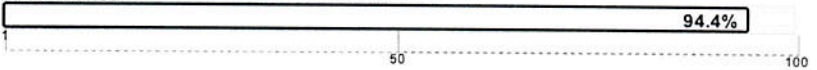
College and Career Readiness



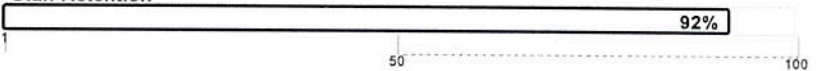
Graduation Rate



Attendance

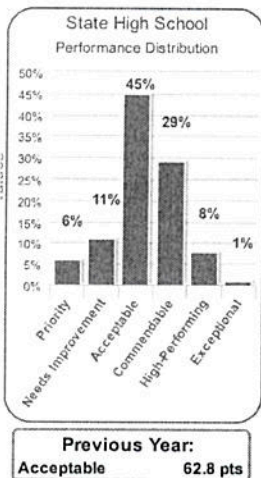
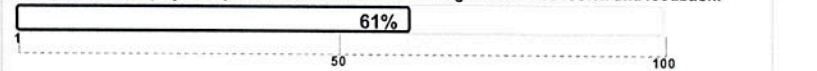


Staff Retention



Parent Involvement Teacher Survey Results

NEW: As this is the first year for this survey, the result data is not included in the school rating calculation. It's displayed to provide additional context and generate discussion and feedback.



To: RJ Thomas Mfg. Co. Board of Directors
 From: Cheryl Ooten
 Subject: Approved School Grants
 Date: December 19, 2016

Below are the Cherokee Community School District projects that were approved for funding. Those submitting a request will be contacted by letter about whether or not their project will be funded. A feedback report will be requested to be submitted to us by April 30, 2017. These funds are approved for the projects described on the applications, not for substitute projects.

	Project	Submitted by	Department	Amount recommended for funding/ Amount requested
1	Virtual Reality Software	K. Bork	WHS Art—Virtual Reality Facilitator	\$1000/\$1600-2600
2	iPad prizes, luncheon for reading 35 books	M. Pigott	8 th Grade Reading	\$300 luncheon/ \$1000
3	SmartMusic program	C. Kingdon	CMS Music	\$437/\$437
4	Bluetooth Speaker	C. Henke	Elem Reading	\$45/\$45
5	Bass Drum Carriers	C. Kingdon	Grades 5-8 Band	\$0/\$897
6	Classroom White Board	K. Bork	WHS Art	\$0/\$400
7	Book Club books, meetings, competitions	B. White	WHS English	\$500/\$500
8	Child Friendly Camera for TK individual projects	S. Zwiefel	Transitional Kindergarten	\$220/\$220
9	P.A. system & amp	J. Vannatta	WHS Music	\$1990/\$1990
10	Speech Contest fees, video camera, lodging (See personal testimonies in application)	J. De Vos	WHS Speech	\$500/\$500
11	Robot Parts, Laptop Computer for Velocity Vortex Challenge—Robotics Club	B. Ebert	WHS First Tech Challenge Team	\$1200/\$1200
12	“Really Great Reading Curriculum 60 kits x \$42 (See recommendation letter from 1st Grade Teachers)	Kindergarten Teachers	Roosevelt Kindergarten	\$2520/\$2520 i.e. fund 30 kits
13	Fairy Tales STEAM (Science, Technology, Engineering, Art & Math) kit	T. Langholdt-Vannatta	ECLC Preschool	\$325/\$325
14	Playground Equipment	Grades 2,3,4,special ed teachers	Roosevelt School	\$0/\$26,657
	Total	Approved	Funding	\$9,037

Cherokee Community School District

"Empowering Learners"

Kimberly Lingenfelter
Superintendent

600 W. Bluff Street
Cherokee, Iowa 51012
Phone: 712-225-6767
Fax: 712-225-6769
klingenfelter@ccsd.k12.ia.us

CHEROKEE COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION

RESOLUTION OF ACKNOWLEDGEMENT

BE IT RESOLVED, that the Board of Education of the **CHEROKEE COMMUNITY SCHOOL DISTRICT**, recognizes **RJ THOMAS MANUFACTURING**. **RJ THOMAS MANUFACTURING** has positively impacted school climate by encouraging staff to consider innovative projects in their classroom environments and providing funding to assist with project implementation. A **Big Braves THANK YOU** is extended to **RJ THOMAS MANUFACTURING** for their generous donation!

SO BE IT RESOLVED: January 16, 2017

President

Vice-President

Member

Member

Member

Administration & Directors

Scot Aden - Principal - Washington High
Neil Phipps - Principal - Cherokee Middle School
Valery Fuhrman - Principal - Roosevelt Elementary
Scott Koch - Activities Director

Board of Education

Paul Fuhrman - President
Laura Dawson - Vice-President
Calvin Carver
Jim Haselhoff
Logan Patterson
Joyce Lundsgaard, Secretary