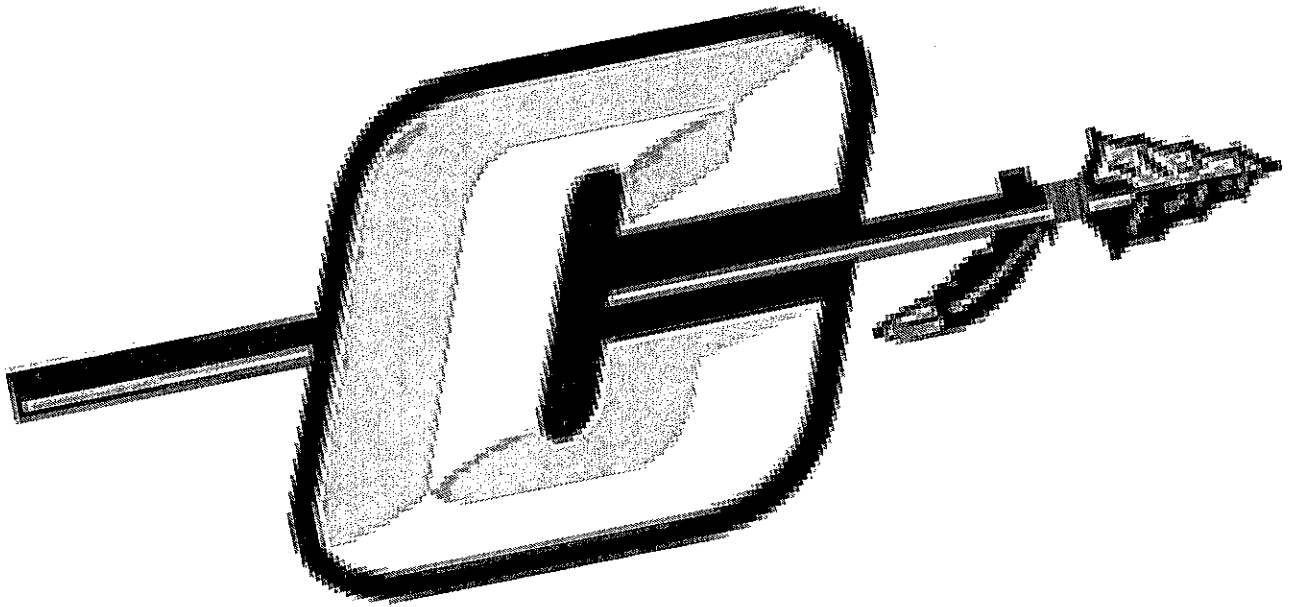


# Cherokee Community School District



Regular Board Meeting  
August 18, 2025  
CWHS Library

Board Members:

Mrs. Jodi Thomas, President  
Mr. Ray Mullins, Vice-President  
Mr. Jared Barkley  
Mr. Brian Freed  
Mrs. Jocelyn Riggert  
Mrs. Joyce Lundsgaard, Board Secretary  
Mr. Tom Ryherd, Superintendent

**Regular Board of Education Meeting  
Cherokee Community School District, 600 West Bluff Street  
Agenda for Monday, August 18, 2025 at 5:30 PM**

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

**NOTICE:** If you have comments that you wish to be considered please submit those comments to: Tom Ryherd, Superintendent, at [tryherd@ccsd.k12.ia.us](mailto:tryherd@ccsd.k12.ia.us) by August 18, 2025 by 2:00 PM along with your phone number and you will be called prior to the agenda item you wish to address.

1. Call the meeting to order
2. Pledge of Allegiance and Mission Statement
3. Approve the agenda
4. Roll call of members in attendance
5. Welcome Visitors Recognition of media and persons who wish to speak to the board regarding a school issue not on the agenda
6. Consent agenda A. Approve the minutes of the work session [7-21-25] regular meeting [7-21-25] B. Approve financial statements C. Approve monthly bills D. Approve fundraising requests E. Approve resignations Rachel Elder - CES Para Dawn Shea - CES Para Sarah Frohling - CWHS Para F. Approve retirements G. Approve internal transfers H. Approve contract extensions Nicole Skokan - CES Para Jill Mosbach - CMS Para Nicole Seliski - CWHS Para Shannon Ohlson - CWHS Para Tiffany Updike - CWHS Para Gail Kremer - Volunteer FB Cheer Coach Jackson Graff - Volunteer Football Assistant Coach Tyler Zeimen - JH Football Coach
7. Communication and Reports A. Principals' Building Reports/ Instructional Coaches' Reports B. Directors'/ Superintendent's Report
8. Policy Clerical Change(s): Clerical changes and edits as recommended by IASB Policy Manual Review. Affirm: 411.2 - Classified Employee Qualifications, Recruitment, Selection; 505.5 - Graduation Requirements; 507.1 - Student Health and Immunization Certificates; 603.1 - Basic Instruction Program; 603.5 - Health Education; 402.4 - Gifts to Employees; 402.6 - Employee Outside Employment; 403.1 - Employee Physical Examinations; 403.2 - Employee Injury on the Job; 403.3 - Communicable Diseases
9. New Business A. Discussion of/ action concerning a resolution approving Revenue Purpose Statement, Ordering an Election on a Revenue Purpose Statement to authorize expenditures from revenue received from the state secure an Advanced Vision for Education Fund, and ordering the publication of a notice of election

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

<ul style="list-style-type: none"> <li>B. Discussion of/ action concerning Emergency Operations Procedures manual for the 2025-2026 school year. [Second Reading]</li> <li>C. Discussion of/ action concerning board policy 503.9 Student Use of Personal Electronic Devices [Second Reading]</li> <li>D. Discussion of/ information concerning board policy 402.5 - Required Professional Development for Employees [First Reading]</li> <li>E. Discussion of/ information concerning preliminary enrollment numbers</li> <li>F. Discussion of/ action concerning IASB Annual Convention - November 19 - 21, 2025</li> </ul>
<p>10. Board Committee Reports</p> <ul style="list-style-type: none"> <li>A. Curriculum and Instruction – Thomas &amp; Barkley</li> <li>B. Policy – Thomas &amp; Riggert</li> <li>C. Finance – Freed &amp; Riggert</li> <li>D. Building, Grounds, Capital Projects – Mullins &amp; Barkley</li> <li>E. Transportation, Nutrition – Mullins &amp; Freed</li> <li>F. Board Member Closing Comments</li> </ul>
<p><b>Closed Session - Conduct Evaluation of Superintendent</b>  The evaluation will be held in closed session as provided in section 21.5(1)(i) of the open meetings law to evaluate the professional competency of an individual whose appointment, hiring, performance, or discharge is being considered when necessary to prevent needless and irreparable injury to that individual's reputation and that individual requests a closed session.</p>
<p>11. Adjournment</p>

**Projected Dates/Times for Regular Board of Education Meetings 2025-2026**

August 18, 2025 @ 5:30 pm	September 15, 2025 @ 5:30 pm	October 20, 2025 @ 5:30 pm	November 17, 2025 @ 5:30 pm
December 15, 2025 @ 5:30 pm	January 19, 2026 @ 5:30 pm	February 16, 2026 @ 5:30 pm	March 16, 2026 @ 5:30 pm
April 20, 2026 @ 5:30 pm	May 18, 2026 @ 5:30 pm	June 15, 2026 @ 5:30 pm	July 20, 2026 @ 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  
Special Meeting - Work Session  
July 21, 2025**

The Cherokee Community School District Board of Education held a Work Session on Monday, July 21, 2025 beginning at 4:00 P.M. The meeting was held in the CWHS Library, 600 W. Bluff St., Cherokee, Iowa.

**1. Call the special meeting to order**


The meeting was called to order at 4:03 P.M.


**2. Discussion of facility planning and funding options**

The board held a work session with Travis Squires of Piper Sandler to discuss facility planning and funding options.

**3. Adjournment**

Moved by Riggert, seconded by Freed to adjourn the meeting at 5:21 P.M. All Ayes

  
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President, Board of Education  
Cherokee Community School District

  
\_\_\_\_\_  
Secretary, Board of Education  
Cherokee Community School District

**Cherokee Community School District  
Regular Meeting  
July 21, 2025**

The Cherokee Community School District Board of Education held a regular meeting on Monday, July 21, 2025 at 5:30 P.M. The meeting was held in the CWHS Library, 600 W. Bluff St., Cherokee, IA.

**1. Call the meeting to order**

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

**2. Pledge of Allegiance and Mission Statement**

The Pledge of Allegiance and Mission Statement were recited.

**3. Action to approve the agenda**

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

**4. Roll call of members in attendance**

Roll call of board members was taken. Present were Jodi Thomas, Jared Barkley, Ray E. Mullins II, Jocelyn Riggert, Brian Freed

**5. Welcome Visitors**

Visitors were welcomed. Thomas referenced board policy 213, Public Participation in Board Meetings.

**6. Action to approve the consent agenda**

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

- Minutes of the regular meeting – [6/16/25]
- Monthly Bills
- Financial Statements
- Resignations – Anthony Miller – Head Baseball Coach; Cindy Sizeland – Substitute Bus Driver
- Contract Extensions – Josie Leeck – CMS Para; Kiersten Ryherd – CMS Para; Emma Martin – CMS Para; Bailey Mathews- CWHS Student Council Sponsor

**7. Communication and Reports**

Principal and Superintendent reports were given.

**8. Policy**

Moved by Freed, seconded by Riggert to affirm policies 104 - Anti-Bullying/Harassment Policy; 104.E.1 – Complaint Form; 104.E.2 - Witness Disclosure Form; 104.E.3 - Disposition of Complaint Form; 211 - Open Meetings; 402.2 - Child Abuse Reporting; 402.3 - Abuse of Student by School District Employees; 405.2 - Licensed Employee Qualifications, Recruitment, Selection; 501.3 - Compulsory Attendance; 501.9 - Chronic Absenteeism and Truancy. All Ayes

**9. New Business**

**A. Discussion of/action concerning 2025-26 school year district goals**

Moved by Freed, seconded by Barkley to approve the district goals as discussed for the 2025-26 school year. All Ayes

**B. Discussion of/action concerning CES, CMS and CWHS Handbooks for 2025-2026**

Moved by Freed, seconded by Barkley to approve CES, CMS and CWHS handbooks for the 2025-2026 school year. All Ayes

**C. Discussion of/information concerning Emergency Operations Procedures for the 2025-2026 school year**  
The board was given a copy of the Emergency Operations Procedures for the 2025-2026 school year for review.

**D. Discussion of/information concerning board policy 503.9 Student Use of Personal Electronic Devices**  
The board reviewed policy 503.9 Student Use of Personal Electronic Devices – 1<sup>st</sup> Reading.

**E. Discussion of/action concerning IASB legislative priorities for the 2025-26 school year**  
Moved by Mullins, seconded by Freed to approve the following legislative priorities for the 2025-2026 school year: Public School Innovation, Local Accountability & Decision Making, Mental Health, Supplemental State Aid, and At-Risk. Ayes: Barkley, Mullins, Freed, Thomas; Nays: Riggert

**F. Discussion of/action concerning student fees for the 2025-2026 school year**  
Moved by Freed, seconded by Mullins to approve the student fees for 2025-2026 as presented including a \$0.25 increase in lunch prices and an increase in instrumental and percussion fees of \$15. All Ayes

**G. Discussion of/action concerning Pam Barnes request for reimbursement**  
Moved by Mullins, second by Riggert to decline a request for reimbursement by Pam Barnes for a loss of personal items. Ayes: Freed, Riggert, Thomas, Mullins; Nays: Barkley

**H. Discussion of/action concerning the official newspaper for the 2025-2026 school year**  
Moved by Freed, seconded by Riggert to approve The Chronicle Times as the official newspaper for the 2025-2026 school year. All Ayes

**I. Discussion of/information concerning End of Year Reports for the 2024-2025 school year**  
The board reviewed the Year End Reports for the 2024-2025 school year for CES, CMS and CWHs.

**Closed Session:**

Moved by Riggert, seconded by Mullins to enter into closed session at 6:24 P.M. under Iowa Code 21.25(1)(i) of the open meetings law to evaluate the superintendent. Ayes: Barkley, Mullins, Freed, Riggert, Thomas

The board resumed in open session at 6:49 P.M.

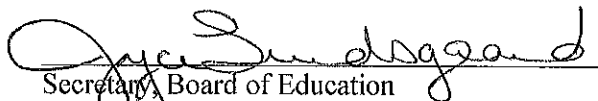
**12. Adjournment**

Moved by Mullins, seconded by Freed to adjourn the meeting at 6:49 P.M. All Ayes

Regular Meeting – August 18, 5:30 P.M.



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President, Board of Education  
Cherokee Community School District



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Secretary, Board of Education  
Cherokee Community School District

07/22/2025 04:40 PM

User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
Adobe for Art class VR		
14954	Adobe Inc.	2,496.00
Antivirus, Datat Monitoring - July		
14649	Advanced Network Professionals	106.80
Climate and Culture- Therapy dog		
UPS batteries		
Cables for Server room		
Cords and stuff		
CES Office Supplies		
WHS Ind Arts Supplies		
Label printer for Julie Paulsen		
Replacement Bodypack Antenna		
port switched to hardwire pc's in Tim S		
Classroom Supplies 5th/6th grade		
Braves Designs Supplies		
Toner for WHS Library		
Brave Designs Supplies		
Hinges for rackmonuts		
Replacement Noise canceling headphones.		
CMS Art Instructional Supplies		
Xerox Supplies		
TAG Supplies		
SPED classroom partition walls		
Basketball returning aid for playground		
3D parts for shop class		
Ed. Foundation funds		
CES Office Supplies		
Nurse Supplies		
Black Heat Transfer Vinyl		
ISP Curriculum-Calculators 1st/2nd		
For sleezer		
WHS Ind Art Instructional Supplies		
Brave Designs Instructional Supplies		
DVD player for Ami Burch		
13771	Amazon Capital Services	3,540.07
Apple MacBook Pro 14"		
11505	Apple, Inc.	1,849.00
Renewal for Rschool Calendar		
15506	ArbiterSports LLC	1,035.00
Garbage Pick up-Special Dump		
15160	Benson's Sanitation, LLC	275.00
SALT		
10079	Blaine's Culligan	95.23
MS subscription to Breakout EDU		

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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Description		
13655	Breakout EDU	1,128.00
Internet Data, Fire Alarms, Phone, Fax		
14427	C-M-L Telephone Cooperative Assoc	1,080.39
New hoses for shop vac used to strip		
15464	Capital Sanitary Supply CO, INC	249.01
2025 CMS Curriculum Purchase 2yr license		
14325	Character Strong	4,250.00
Reimbursement for DOT physical		
15332	Christiansen, Brian	140.00
Open Enrollment Billing		
13397	Clayton Ridge Community School District	8,380.40
2025 CMS Curriculum Purchase		
15449	CodeMonkey Studios Inc.	1,750.00
Renewal for Circulation System		
11212	COMPanion Corporation	3,540.00
CES Instructional Art Supplies		
10491	Discount School Supply	544.56
2025 CES Curriculum Annual Renewal		
14162	ESGI, LLC	274.00
2025 CMS Annual Renewal		
14472	Gimkit, Inc	650.00
2025 CWHS Curriculum Purchase		
10141	Goodheart-Wilcox Company, Inc.	2,389.50
2025-2030 CMS Reading Intervention Curr.		
10399	Houghton Mifflin Company	15,000.00
Education Foundation - Little Spot		
15118	Inspire to Create Enterprises, LLC	291.46
Conference- Regular with Credit Mgmt		
10582	Iowa Assoc of School Business Officials	250.00
25-26 Membership Dues		
Policy Subscription 2026		
10002	Iowa Association of School Boards	4,948.00
2025-2026 District Subscription Fee		
11789	ISFIS, Inc.	1,875.30
25-26 JMC		
11639	JMC Computer Service, Inc.	17,521.14

GoGuardian



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User ID: ALG

Vendor Number	Vendor Name	Amount
Invoice Description		
14765	Liminex, Inc.	6,000.00
Live School for CMS for 25/26 school yr		
15227	LiveSchool	3,358.94
2025 CES Intervention Annual Renewal		
14534	Mathematically Minded	468.00
BenQ boards		
14789	Midwest Computer Products, Inc.	22,008.08
Waxing Gym Floors		
14815	MJ Floors	18,950.00
TRANS SUPPLIES		
10180	Motor Parts Sales	766.92
Mystery Science subscription		
13926	Mystery Science, Inc.	1,199.00
Pest Control CES/CMS		
15025	Plunkett's Pest Control, Inc	77.00
Membership Dues 2025-2026		
13266	Rural School Advocates of Iowa	750.00
Garbage Collection		
10217	Sanitary Services, Inc.	2,274.30
Drainage Hose for Ball Field		
13615	SCE, LLC	360.00
2025 CES Annual Renewal		
10227	Scholastic Magazine	3,425.84
Pre Conf. SAI Conference, Yearly Dues,		
10087	School Administrators of Iowa	1,740.00
2025 CMS SPED Annual Renewal		
15211	School Connect, LLC	450.00
Securly for Ipads		
14764	Secure Content Technologies, Ltd.	2,000.00
Soundzabound Music Library		
14925	Soundzabound Music Library	149.00
2025 Curriculum Purchase		
13214	Teacher Synergy, LLC	275.00
Time & Attendance Software & ESS Mobile		
11578	Time Management Systems	398.88
Professional Supplies		
15045	Ventris Learning LLC	301.00
Xello		
15164	Xello Inc.	4,800.00

Vendor Number	Vendor Name	Amount
Invoice Description		
Gasoline & Diesel Fuel		
10361	Your FleetCard Program	5,062.25
Fund Number 10		
Checking Account ID 1	Fund Number 22	MANAGEMENT FUND
Insurance Premium		
11652	Central Insure	245,335.85
25-26 Natural Gas Program		
14693	Iowa Local Government Risk Pool	156,836.30
Workers Compensation 7/1/2024-7/1/2025		
14160	Risk Administration Services, Inc.	42,102.00
STORM PROTECTION FUND		
15493	Storm Protection Fund	28,381.00
Insurance Premium 07/01/2025-07/01/2026		
13585	SU Insurance Company	18,871.75
Fund Number 22		
Checking Account ID 1	Fund Number 71	SELF-INSURANCE FUND
Admin Fees		
15034	Point C	2,562.50
Fund Number 71		
Checking Account ID 1		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
K12 DOCS+FIXED ASSET+REPORT+WEBLINK+SAS		
10293	Software Unlimited, Inc.	16,069.00
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
Prom- Pro Gaffers Tape		
Prom Supplies		
Tomahawk Court Supplies		
Football Cheer		
13771	Amazon Capital Services	952.63
Bulldog Battle of the Band competition		
30730	LeMars Community Schools	400.00
NHS Chapter Dues		
30908	NASSP	385.00
Fund Number 21		
Checking Account ID 3		
Checking Account ID 4	Fund Number 61	SCHOOL NUTRITION FUND
25-26 JMC		
11639	JMC Computer Service, Inc.	2,677.28
Fund Number 61		
Checking Account ID 4		

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User ID: MULLIKELL

Vendor Number	Vendor Name	Amount
Invoice Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
PC's for films class		
APPLEINC	Apple, Inc.	4,497.00
FUEL MODULE		
ASCENDANCE	Ascendance Trucks Midwest, LLC	64.99
Grounds Maintenance - Spray		
BFSLAWNTRE	BF&S Lawn & Tree Service	811.00
Music License		
BMI	BMI	187.23
Cleaning Supplies for all schools		
CAPITALSAN	Capital Sanitary Supply CO, INC	1,788.77
Equipment Repair & Outside Labor		
CHAMPIONEL	Champion Electric	570.43
Water & Sewer		
CITYOFCHER	City of Cherokee	485.14
PROFESSIONAL SERVICES		
CORNWALLAV	Cornwall, Avery, Bjornstad & Scott	350.00
2025 CMS Curriculum Purchase		
FLINNSCIEN	Flinn Scientific	880.10
IXL online subscription		
IXLLEARNIN	IXL Learning, Inc.	12,312.50
1301 Ridgeview Dr, Doupe BB- Electricity		
MIDAMERICA	MidAmerican Energy Company	24,862.43
Faucet Connections		
MODERNHEAT	MODERN HEATING INC	38.64
MAPS		
NWEA	NWEA	7,223.75
Office Chairs		
Classroom Tables		
ONEOFFICES	One Office Solution	2,777.99
Dissemination Agent - GO School Bonds		
PIPERSANDL	Piper Sandler & Co.	1,000.00
Pitsco STEM 25-26 supplies		
PITSCOEDUC	Pitsco Education, LLC	75.60
Postage		
QUADIENTFI	Quadient Finance USA, Inc.	500.00
2025 Curriculum Annual Renewal		
REALLYGREAS	Really Great Reading, LLC	8,977.70
Garbage Collection		
SANITARYSE	Sanitary Services, Inc.	2,274.30

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User ID: MULLIKELL

Vendor Number	Vendor Name	Amount
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Invoice Description

Elem. Art Supplies

SAXARTSAND	Sax Arts and Crafts	1,922.63
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Building Repair and Grounds

Upkeep

SCELLC1	SCE, LLC	907.09
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PARTS

SCHOOLBUSS	School Bus Sales	200.91
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Special education

Landhuis classroom order for  
25-26

Alternative School supplies

School Supplies 25-26

Classroom Purchases

Classroom supplies, etc.

Library Supplies

Classroom Supplies- TK

Supplies for IC

School Supplies 25-26

School Supplies 25-26

School Supplies 25-26

Supplies

Classroom Supply Order

End of Year Orders (James De  
Vos) 24-25

SCHOOLSPE1	School Specialty, LLC	4,303.74
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24-25 2ND Sem LPS Spec Ed  
Expenses

SPENCERCSD	Spencer CSD	20,318.15
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Project Success-Student (A.  
Meredith)

WESTERNIOW	Western Iowa Tech Comm College	6,866.17
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Fund Number 10

Checking Account ID 1	Fund Number 71	SELF-INSURANCE FUND
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Admin Fees AUGUST 2025

POINTC	Point C	1,912.50
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PCORI Fee

UNITEDSTA1	United States Treasury	656.88
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Fund Number 71

Checking Account ID 1

Checking Account ID 2	Fund Number 33	Local Option Sales and Service Tax Fund
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Chromebook Refresh

RICKSCOMPU	Rick's Computers	98,550.00
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Fund Number 33

Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
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Leases for Copiers

ACCESSSYST	Access Systems Leasing	1,001.53
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Replacement AP's

AERCORINC	Aercor Inc	1,751.60
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FY 26 Subscription/Set up Fee

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User ID: MULLIKELL

Vendor Number	Vendor Name	Amount
Invoice Description		
EBOARDSOLU	eBOARDsolutions	7,413.00
CES repairs to window/seal		
HOPKINSROO	Hopkins Roofing, Inc.	875.00
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
Mouthguards for football		
CENTERSPOR	CENTER SPORTS, INC	90.19
06/15/25 - 07/14/25 STATEMENT		
FAREWAYSTO	Fareway Stores, Inc.	172.04
7/1 JV/V softball		
FRYMIKE	Fry, Mike	135.00
Flowers Senior Night - SB/BB		
HYVEEPHARM	Hy-Vee Pharmacy	24.00
IHSMA annual fees		
IOWAHIGHS3	IOWA HIGH SCHOOL MUSIC ASSOCIA	25.00
Remainder FB order		
RIDDELLALL	Riddell All American Sports Corp.	12.00
7/1 JV/V softball		
SHEAMARK	Shea, Mark	135.00
Fund Number 21		
Checking Account ID 3		

07/31/2025 11:53 AM

User ID: JML

Vendor Number Vendor Name

Amount

## Invoice Description

Checking Account ID 1 Fund Number 10 GENERAL FUND

SALT + RENTALS

BLAINESCUL Blaine's Culligan 497.77

Internet Data, Fire Alarms,  
Phone, FaxCMLTELEPHO C-M-L Telephone 1,070.24  
Cooperative AssocOne Call Service - BILLING FOR  
MARCH 202

IOWAONECAL Iowa One Call 10.90

2025 CES Curriculum Annual  
Renewal

RENAISSANC Renaissance Learning, Inc. 3,364.40

Cell Service thru 6/20/25

VERIZONWIR Verizon Wireless 562.08

Fund Number 10

Checking Account ID 1

Checking Account ID 2 Fund Number 36 PHYSICAL PLANT &amp; EQUIPMENT

BUILDING IMPROVEMENT

CARROLLCO1 Carroll Control Systems, 1,022.50  
Inc.

DRAIN SEALANT FAILURE

HOPKINSROO Hopkins Roofing, Inc. 350.00

Fund Number 36

Checking Account ID 2

Checking Account ID 3 Fund Number 21 STUDENT ACTIVITY FUND

7/2 JV/V baseball

ANDERJAYD Anderson, Jaydin 150.00

7/7/25 SB Official from MN

CHRISCORY Christopher, Cory 160.00

7/2 JV/V softball

FLEMILEAN1 Fleming, LeAnn 135.00

7/2 JV/V softball

PEDERLES PEDERSEN, LES 135.00

SB Official from MN 07/07/2025

SCHULTOM Schuller, Tom 160.00

7/2 JV/V baseball

VANBEALLE Van Beek, Allen 150.00

Fund Number 21

Checking Account ID 3

08/07/2025 10:24 AM

User ID: JML

Vendor Number	Vendor Name	Amount
Invoice Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
Antivirus, Datat Monitoring - August		
ADVANCEDNE	Advanced Network Professionals	106.80
Ipads		
APPLEINC	Apple, Inc.	11,515.00
Labor for oil changes at our building		
Bus #10 DOT and entry seal		
Bus 11, Recall work		
Bus 12 oil change		
Air filters and filter		
ASCENDANCE	Ascendance Trucks Midwest, LLC	1,771.93
Lab supplies		
BIOCORPORA	Bio Corporation	681.24
Semester 1 Art Order 25 -26		
BLICKARTMA	Blick Art Materials	105.00
Blooket plus for MS Science Dept.		
BLOOKETLLC	Blooket LLC	239.52
06/17-06/30 Bomgaars Supplies		
BOMGAARSSU	Bomgaars Supply	652.96
Cleaning Supplies for all schools		
CAPITALSAN	Capital Sanitary Supply CO, INC	1,331.07
Lab supplies		
CAROLINABI	Carolina Biological Supply Co	90.45
Edmentum Online Learning		
EDMENTUMIN	Edmentum,, Inc.	2,991.02
2025 Annual SPED Reading Curriculum		
EPSOPERATI	EPS Operations, LLC	4,003.39
AET Dues		
EWELLEDUCA	Ewell Educational Services	390.00
2025 CES Curriculum Purchase		
FATHERFLA1	Father Flanagan's Boys' Home	314.04
ALARM MONITORING		
FELDSECU	FELD SECURITY	249.00
Foundation Instructional Supplies		
GENERATIO1	Generation Genius, Inc.	995.00
TAG Curriculum& Professional Development		
GREATBOOKS	Great Books Foundation, The	2,025.50
Lodging - Mallory		
HOLIDAYIN4	Holiday Inn Airport Des Moines	352.80

08/07/2025 10:24 AM

User ID: JML

Vendor Number	Vendor Name	Amount
Invoice Description		
Iowa HS Athletic Director Fee		
IHSADA	IHSADA	200.00
Quote# 51727335		
Quote# 51727335		
JWPEPPERAN	J.W. Pepper and Son, Inc.	137.29
Foundation - Instructional Supplies		
KPMATHEMAT	KP Mathematics LLC	436.70
Instructional Coach Resource		
MARZANORES	Marzano Resources LLC	89.95
2025 CMS Curriculum Purchase		
MIDWEST3D1	Mid-West 3D Solutions, LLC	2,861.00
ELECTRICITY		
MIDAMERICA	MidAmerican Energy Company	10,673.56
FAUCET SUPPLIES		
MODERNHEAT	MODERN HEATING INC	12.85
Parking Signs		
PILOTROCKS	Pilot Rock Signs	100.00
25-26 School Year Equipment Order		
Elem PE Supplies		
PROPHETCOR	Prophet Corporation c/o, The	1,686.35
Postage		
QUADIENTFI	Quadient Finance USA, Inc.	46.44
PARKING CURBS		
ROCKVALLE1	Rock Valley Precast, Inc.	583.00
SEWER MACHINE		
drain and toilet digester		
uratic salt re		
SCELLC1	SCE, LLC	1,162.24
Supplies		
25-26 School Specialty Supply Order		
School Supplies 25-26		
Classroom supplies		
supplies for 25-26		
School Supplies 25-26		
room supplies		
classroom supplies		
SCHOOLSPE1	School Specialty, LLC	1,104.87
Supplies		
Mulligan Science Supplies		
STAPLES	Staples	1,053.34
Step tread #17 and battery panel for 14		
THOMASBUSS	Thomas Bus Sales of Iowa, Inc.	236.04
Gasoline & Diesel Fuel		



08/07/2025 10:24 AM

User ID: JML

Vendor Number	Vendor Name	Amount
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Invoice Description
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YOURFLEETC	Your FleetCard Program	2,678.11
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Fund Number	10
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Checking Account ID	1
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Checking Account ID	2	Fund Number	36	PHYSICAL PLANT & EQUIPMENT
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AIR HANDLER
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COPPERCOTT	Copper Cottage	6,824.31
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ROOF REPAIR
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KOOPMAROOF	KOOPMAN ROOFING, INC	1,172.94
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PAINTING
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MONGANPAIN	Mongan Painting Company	2,100.00
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AERCO BOILER
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PLAINSMECH	PLAINS MECHANICAL SERVICE	340.00
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Fund Number	36
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Checking Account ID	2
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Checking Account ID	3	Fund Number	21	STUDENT ACTIVITY FUND
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Robotics hardware
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ROBOTZONE1	RobotZone, LLC	881.96
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Fund Number	21
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Checking Account ID	3
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08/14/2025 02:08 PM

User ID: JML

Vendor Number Vendor Name

Amount

Invoice Description

Checking Account ID 2

Fund Number 36

PHYSICAL PLANT &amp; EQUIPMENT

84 Passenger Bus (2012)

CHARITONCO Chariton Community School  
District

15,000.00

Fund Number 36

Checking Account ID 2

08/14/2025 03:43 PM

User ID: JML

Vendor Number	Vendor Name	Amount
Invoice Description		
Checking Account ID 1	Fund Number 10	GENERAL FUND
Legal Services		
AHLERSANDC	Ahlers and Cooney, - PC	667.00
Garbage Pick up-Special Dump		
BENSONSSAN	Benson's Sanitation, LLC	385.00
Lab supplies		
BIOCORPORA	Bio Corporation	469.62
Lab supplies		
Lab supplies		
Lab supplies		
CAROLINABI	Carolina Biological Supply Co	2,304.23
REIMBURSEMENT - MAINTENANCE		
CATES	CATES, SHANNON	7.88
BUILDING REPAIR		
CHAMPIONEL	Champion Electric	305.94
Publication- Board Meeting Minutes		
CHEROKEECH	Cherokee Chronicle Times	273.06
MEAL & FUEL REIMBURSEMENT SAI CONF		
CHRISBRIA1	Christiansen, Brian	107.05
FLOOR TILES		
CLAUSTONY	Claussen, Tonya	222.00
Legal Services		
CORNWALLAV	Cornwall, Avery, Bjornstad & Scott	400.00
FIELD PAINT		
DIAMONDVOG	Diamond Vogel	543.00
Annual UHF Repeater Service		
ELECTRONIC	Electronic Specialties, Inc.	370.56
End of Year Orders (James De Vos) 24-25		
FLINNSCIEN	Flinn Scientific	46.62
Jeans -Clothing Allowance		
Shoes-Clothing Allowance		
FUNDESTEVI	Funderman, Steve	136.92
TK Instructional Supplies		
LAKESHOREL	Lakeshore Learning Materials, LLC	54.03
SAI CONF REIMBURSEMENT		
MALAUSKY	MALAUSKY, MATTHEW	51.00
CEILING TILES		
MARCUSLUMB	Marcus Lumber	1,232.00
FILTERS		
MODERNHEAT	MODERN HEATING INC	1,094.40

08/14/2025 03:43 PM

User ID: JML

Vendor Number	Vendor Name	Amount
Invoice Description		
Pitsco STEM 25-26 supplies		
PITSCOEDUC	Pitsco Education, LLC	20.25
DOT Physical		
PITTSKELL1	PITTS, KELLY	140.00
2025 CWS Curriculum Purchase		
REALITYWOR	REALITY WORKS	971.78
VALVE BOX		
REAMSSPRIN	Reams Sprinkler Supply	298.86
2025 Curriculum Purchase & Prof Dev.		
RIVERSIDEA	Riverside Assessments, LLC	8,777.20
DRIVEWAY MATERIALS		
SCELLC1	SCE, LLC	354.12
25/26 health office supplies		
SCHOOLNURS	School Nurse Supply	513.48
STEM 25-26 Supplies Flight Letsche		
SCIENCETOY	Science Toy Maker	215.00
Checks		
STOREYKENW	Storey Kenworthy/Matt Parrott	169.36
Fund Number 10		
Checking Account ID 1		
Checking Account ID 2	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
Leases for Copiers		
ACCESSSYST	Access Systems Leasing	1,124.17
BUILDING REPAIR		
CHAMPIONEL	Champion Electric	703.36
ROOF REPAIRS		
ELEVATERO1	Elevate Roofing	1,260.93
ROOFTOP UNITS		
MSHVACSERV	M & S HVAC Services, LLC	4,534.66
DRINKING FOUNTAINS		
MODERNHEAT	MODERN HEATING INC	3,072.09
Fund Number 36		
Checking Account ID 2		
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
5/16 MS Track Meet		
KALOUSHAN	Kalous, Shane	175.00
OFFICIALS		
PAULSRUD	PAULSRUD, JAXON	95.00
6/30 JVR baseball		
VANBEALLE	Van Beek, Allen	95.00
Fund Number 21		
Checking Account ID 3		

7/31/2025

<b>Fund</b>	<b>Beginning Balance</b>	<b>Receipts</b>	<b>Expenditures</b>	<b>Ending Balance</b>
Operating	\$ 2,690,316.98	324,649.80	690,758.19	<b>2,324,208.59</b>
Management	1,089,319.43	11,905.71	491,526.90	<b>609,698.24</b>
Self-Insurance Fund	808,484.73	6,035.27	25,720.05	<b>788,799.95</b>
TPRA Grant		-	-	
<b>Subtotal General Fund</b>	<b>4,588,121.14</b>	<b>342,590.78</b>	<b>1,208,005.14</b>	<b>3,722,706.78</b>
Activity	116,962.59	7,301.76	7,347.67	<b>116,916.68</b>
PPEL	125,481.08	12,144.55	60,064.99	<b>77,560.64</b>
Capital Projects (Sales Tax)	2,519,555.46	152,954.48	98,550.00	<b>2,573,959.94</b>
Debt Service	18,705.27	6,039.48	-	<b>24,744.75</b>
Hot Lunch	185,553.07	27,971.24	4,255.60	<b>209,268.71</b>
Trust and Agency	42,647.22	258.38	-	<b>42,905.60</b>
Braves Bank	35,352.34	-	-	<b>35,352.34</b>
<b>Total - All Funds</b>	<b>\$ 7,632,378.17</b>	<b>\$ 549,260.67</b>	<b>\$ 1,378,223.40</b>	<b>\$ 6,803,415.44</b>

Published Budget Report  
All Funds  
7/31/2025

Category	Function #'s	Sub Total Exp.	Expenditures	Amt Published	% of Published
<b>INSTRUCTION</b>	(1000-1999)	168,465.95	168,465.95	11,255,000.00	1%
Perkins	(5210)	-			
<b>SUPPORT SERVICES</b>	(2000-2999)				
Student Support Svcs	(2000-2199)	17,775.41			
Inst. Staff Support Svcs	(2200-2299)	37,062.05			
General Administration	(2300-2399)	81,472.68			
Building Administration	(2400-2499)	44,962.83			
Business Administration	(2500-2599)	83,799.92			
Plant Operation & Maint	(2600-2699)	421,640.80			
Student Transportation	(2700-2799)	66,095.13			
<b>TOTAL SUPPORT SERVICES</b>			752,808.82	5,273,000.00	14%
<b>NON INSTRUCTIONAL PGMS</b>	(3000-3999)	11,882.39	11,882.39	850,000.00	1%
<b>OTHER EXPENDITURES</b>	(4000-5999)				
Facilities	(4000-4999)	101,303.13			
Debt Service	(5000-5999)	-			
AEA Support Direct	(5200)	-			
<b>TOTAL OTHER EXPENDITURES</b>			101,303.13	3,705,530.00	3%
<b>TOTAL EXPENDITURES</b>			1,034,460.29	21,083,530.00	5%

# Cherokee Elementary School

August 2025 Brian Christiansen, Principal  
Jen Burch, Instructional Coach



## DISTRICT GOAL 1 COLLEGE & CAREER READINESS

Our building leadership team (BLT) spent a half of day on August 4th looking over items for the beginning of the school year and planning for the year. They were able to do a final review of the master schedule and reviewed how our PBIS expectations will be taught to our students. We also reviewed the Conditions for Learning survey and other items for the beginning of the school year. Time was also spent developing our building goals for the 2025-2026 school year. Below are the goals that were created:

1. Classrooms will collaborate with PIE partners at least once a quarter to develop school, career and community relationships.
2. Classroom teachers will build community within their classroom and students will participate in monthly assemblies focused on positive values.
3. During the 2025-2026 school year, every student will receive one personalized handwritten postcard from a staff member to build positive relationships and school culture.

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

Our new certified staff members joining CES this school year had two professional development days dedicated for them on August 15th and August 18th. They spent time meeting with Mrs. Burch and myself and going over necessary paperwork with Joyce and the central office staff. New teachers had time to collaborate with their assigned mentor for the year, and spent time working in their new classrooms. Our teacher mentors also spent time with our Instructional Coaches reviewing a newly created Mentor/Mentee checklist that will be used throughout this school year.

## DISTRICT GOAL 3 COMMUNICATION & POSITIVE RELATIONSHIPS

Certified staff members had four professional development days to start the school year. Two of those days were scheduled as professional development focused on ACEs (Adverse Childhood Experiences) training and emergency trainings. A big thank you to Sergeant Gannon and the rest of our emergency management providers for helping organizing this year's emergency trainings. The remaining two days were spent in building meetings, team meetings, and time for teachers to prepare their classrooms for students.

We are pleased to share that we recently completed two successful weeks of our Summer Jump Start. Throughout the program, all 84 participating students remained actively engaged in meaningful review activities and benefited from pre-teaching sessions thoughtfully prepared and led by our dedicated staff.

We have heard a lot of positive feedback from teachers regarding the flex day (190th contract day) during the week of August 11-15. Teachers were able to choose the day that worked best for them to work in their classrooms. During this time they also had a option of getting CPR training and certification. Sixteen of our CES staff took advantage of this! Thank you, Derek Scott, for the training!



# Cherokee Middle School

August 2025

Krista Miller, Principal  
Kasey Stowater, Instructional Coach



## DISTRICT GOAL 1

COLLEGE & CAREER  
READINESS

## DISTRICT GOAL 2

21ST CENTURY SKILLS  
PROBLEM SOLVING,  
TEAM BUILDING &  
INTERPERSONAL SKILLS

## DISTRICT GOAL 3

COMMUNICATION &  
POSITIVE  
RELATIONSHIPS

We are looking forward to starting the 2025-2026 school year. We currently have 11 new students enrolled in CMS for this school year. We welcome several new staff to our building this year. The new to district staff members had the opportunity to meet with their mentors this week and all mentors have a checklist to work through with them throughout the year.

- Niki Morgan will be our 5-8 special education teacher
- Kris Alesch will be our 6th grade science teacher
- Tyler Zeimen will be our 8th grade science teacher
- Nancy Ruhland will be 5th social studies
- Cindy Husman will be 5-8 special education teacher
- Kady Smith will be our therapeutic classroom teacher
- Anna Paulsrud will be 8th grade math
- Evan Mattioda will be 6-8 Spanish
- Streeter Johnson will be EL for TK-8

We also have Carla DeYoung, Tammy Jarmuzek, Kiersten Ryherd, Josie Leeck, Emma Martin, and Jill Mosbach joining the middle school team as paraeducators. We are excited to have them join our staff.

The administrative team attended the SAI conference in the beginning of August. There were many great sessions that we were able to attend. We attended the preconference this year and heard Jessica Minahan speak.

We had a BLT work afternoon to go over some big items in preparation for the new school year. We updated our building goals for the 25-26 school year. Our new goals are:

1. Prepare students with skills and experiences to explore and plan for future education and careers.
2. Build a safe, respectful culture where students feel valued and respected.
3. Students will develop problem solving skills, interpersonal skills, and team building skills through various activities.

The meeting was very productive and we are very excited to get the year started!

This summer, we had 22 middle school students attend jump start, with a total of 84 students participating across grades 1-8. Our staff did an outstanding job providing engaging activities designed to prepare students for the upcoming school year. In addition to academic work, students enjoyed a mid-morning snack and recess, creating a balanced and enjoyable learning experience.

We are excited to welcome our incoming 5th graders this week at orientation on Thursday from 3-6 by appointment as well as all students at our open house on Thursday from 4-6pm!

Certified staff kicked off the school year with four professional development days. They also had their 190th contract day as a flex day last week. This allowed them to pick their day to work in their classroom. We offered staff to use part of their day to get certified in CPR and CMS had 22 staff members partake in the certification! Thanks for Derek Scott for leading that training! On Wednesday we have Adverse Childhood Experiences (ACEs) training and Friday is our emergency preparedness training. The remaining days were dedicated to building meetings, team collaboration, and classroom preparation.

The building looks amazing! Thank you to our custodians for their work this summer and making sure our projects were completed!



# Cherokee Washington High School

August 2025

Matt Malausky, Principal

Natalie Barkley, Instructional Coach



## DISTRICT GOAL 1 COLLEGE & CAREER READINESS

The building principals attended the SAI conference in Des Moines at the beginning of August. We were able to listen to Dr. Jessica Minahan. Dr. Minahan's message was a great mix of stories and real world examples she has experienced in the school setting and her professional setting. Our district staff members will participate in a remote professional development in March of 2026, led by Dr. Minahan. There were some other great speakers as well. One that really stood out was the one regarding communication and how some messages, though well intended, are misinterpreted.

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

It has been great seeing teachers in and out of the building these past few weeks. I have visited with them about how their summers were, if they went on any trips, and if they are ready for school to start. It is nice getting to visit and interact with our staff members during this relaxed, yet approaching chaotic time of year.

Not only have staff members been in the building, but students have been in and out as well. Ms. Barnes had band camp in August, with over 70 students attending. Mr. Hoskinson has his cross country team running the streets of Cherokee to get ready for their upcoming season as well. Coach Lugar's crew has been hard at it in the gym. I was able to watch the high school volleyball team members work with our junior high volleyball athletes at the junior high camp.. It's great seeing our high school students helping, and our junior high students learning from them. Mr. Alesch and the football team have been to a team camp, had their own high school and youth camps, and are now all go with pre-season practices.

## DISTRICT GOAL 3 COMMUNICATION & POSITIVE RELATIONSHIPS

Our parking lots have been repainted and are ready for all of our driving students to come back. The building is looking great! Our new door signs are hung, and looking amazing! A big thank you to Sarah Grace Evans and Conner York for taking on this project last year in STEM and creating something that our staff, students and community will be able to utilize for years to come.

We are trying something a little different this year with our freshmen orientation for the 2025/2026 school year. Mrs. Barkley and I met after the orientation last year, and we knew we needed to do something different in order to break into groups and have our freshmen students be able to hear and more actively participate in their orientation process. We also have received donations from businesses to give to our students as they go from station to station, and our NHS students will lead the groups.

CWHS is looking forward to seeing our students on August 25, and getting back into a routine. The summer flew by, but we are ready to see our students again!



Superintendent Report  
August, 2025

Board/District Goal #1: To support and expand career opportunities with local entities, in addition to college readiness, by prioritizing/allocating resources.

- Principals attended the SAI Administrator Conference last week. This is a great learning and networking opportunity for our admin. It also signifies that the start of the school year is right around the corner!
- Online registration has been open since August 1. In-person registration has been available by appointment since August 11. Registrations have been coming in steadily over the course of the month. We have had a handful of new students register so far.

Board/District Goal #2: To develop problem solving skills, interpersonal skills, and team building skills for all students, while increasing implementation/alignment of Iowa Common Core, by prioritizing/allocating resources.

- The district will focus on the element of Acknowledging adherence to rules & Procedures in the Marzano High Reliability School framework. Each teacher will have their own element that they will focus on as an individual, and this is one that everyone will also work on over the course of the school year. Admin will be looking for these points of emphasis throughout the course of the school year as they are in classrooms.
- Teachers were given the opportunity to utilize a flex work day between August 11 - August 15. They needed to work one day during that week to fulfill one of their 190-day contract. It allowed them to work a day that worked for them as they get ready for the start of the school year.
- New Teachers reported for orientation August 15 & 19
- Beginning of the year PD for staff - August 19, 20, 21, & 22.
- August 22 PD for staff will focus on Active Shooter training, Stop the Bleed, CPR/AED, as well as a presentation from Public Health. Thank you to Sergeant Gannon for his work on organizing and facilitating this informational day.

Board/District Goal #3: Improve communication between all stakeholders in the district that will promote an atmosphere that encourages positive relationships.

- Friday, August 25 - First Day of School for Students
- Homecoming this fall will be the week of September 8 - 12. The Homecoming game will be our first home football game on Friday, September 12 against Ridge View.

### **Technology Update**

- **IT Director, Dan Bringle**
  - The district network upgrade is complete, providing a stronger foundation for our systems. Any issues that arise will be addressed promptly.
  - Camera and FOB installations are progressing well, with approximately 70% completed.
  - IT ticket volume is increasing steadily as teachers return.
  - A special thank-you to the CMS summer team for their support this summer—they've been a tremendous help in moving equipment and cleaning up after projects.

### **Nursing, Nutrition & Transportation Update**

- **Director of Nursing, Rachel Doeden**
  - It's been a busy week back in the office working on organizing things for the start of the year. A big thank you to Justin Pritts for getting us 3 more AED's for the district. These will be designated to send with coaches for outdoor sports that are not always close to a building equipped with an AED.
- **Food Service Director, Cara Jacobson**
  - The kitchen has hired some new staff for the 2025-2026 school year: Jill Holmes (CMS) and Kayleen Gray (CES)
  - The walk-in freezer at CWHS was replaced!
  - We are gearing up for school to start and ready to get staff here next week to do some training and organizing of product.
  - Breakfast is free again this year to all students.
- **Transportation Director, Rachel Mallory**
  - "New to us" bus has arrived and is ready for the route.
  - Bus 8 is finally fixed and will be picked up Wednesday.
  - Drivers are ready to start the new year.

### **Activities, Building, Grounds, & Capital Projects Update**

- **Maintenance Director, Mike Fiedler & Grounds Director, Jamie Hodgdon**
  - Jamie and his crew have been doing a lot of mowing and keeping up great.
  - The greenhouse is done and ready to go.
  - The motor and water department sensor in the chill tower and CMS was replaced.
  - All three schools are waxed, cleaned and ready to go.
  - Building & Grounds and the Maintenance crews have done an awesome job this summer of getting things done for the upcoming school year.
  - There has been a lot of freight delivered since July 1. The custodial crew has been busy delivering those items to each building/classroom.
  - We had seven rooms at the high school painted this summer.
  - The freezer in the kitchen has been rebuilt. All the cooling unit components were replaced. It is just like new!
- **Activities Director, Jason Spooner**
  - Fall activities started practice on Aug 11 and Girls tennis on Aug 4. Tennis has already had several meets with their first home meet (doubleheader) on Monday Aug 18. All activities are looking forward to successful seasons.
  - Band had its annual camp as well from Aug 4-8 which was well attended. We are excited to get the year started!

## CLASSIFIED EMPLOYEE - QUALIFICATIONS, RECRUITMENT, SELECTION

Persons interested in a classified employee position will have an opportunity to apply and qualify for classified employee positions in the school district without regard to age, race, creed, color, sex, national origin, religion, sexual orientation, gender identity or disability. Job applicants for classified employee positions will be considered on the basis of the following:

- Training, experience, and skill;
- Nature of the occupation;
- Demonstrated competence; and
- Possession of, or ability to obtain, state or other license or certificate, if required, for the position.

All job openings shall be submitted to the Iowa Department of Education for posting on TeachIowa.gov, the online state job posting system. Additional announcements of the position may occur through means the superintendent believes will inform potential applicants about the position. Applications for employment may be obtained from and completed applications will be returned to the central administration office. Whenever possible, the preliminary screening of applicants will be conducted by the administrator who directly supervises and oversees the position.

The superintendent will recommend employment of classified employees to the board for approval.

Legal Reference: 29 U.S.C. §§ 621-634.  
42 U.S.C. §§ 2000e; 12101 *et seq.*  
Iowa Code §§ 20; 35C; 216; 256.27; 279.8; 279.20  
281 I.A.C. 12

<b>I.C. Iowa Code</b>	<b>Description</b>
Iowa Code § 20	<u>Collective Bargaining</u>
Iowa Code § 216	<u>Civil Rights</u> <u>Commission</u>
Iowa Code § 256.27	<u>Online State Job</u> <u>Posting</u>
Iowa Code § 279.8	<u>Directors - General</u> <u>Rules - Bonds of</u> <u>Employees</u>
Iowa Code § 35C	<u>Veterans Preference</u>
Iowa Code § 279.20	<u>Superintendent - Term</u>

<b>I.A.C. Iowa Administrative Code</b>	<b>Description</b>
281 I.A.C. 12	<u>General Accreditation</u> <u>Standards</u>

<b>U.S.C - United States Code</b>	<b>Description</b>
29 U.S.C. §§ 621	<u>Labor - Age</u> <u>Discrimination</u>
42 U.S.C. § 12101	<u>Public Health - Equal</u> <u>Opportunity -</u> <u>Disabilities</u>
42 U.S.C. § 2000e	<u>Public Health - EEO</u> <u>Civil Rights -</u> <u>Definitions</u>
Cross References	

<b>Code</b>	<b>Description</b>
401.01	<u>Equal Employment</u> <u>Opportunity</u>
401.03	<u>Nepotism</u>
401.06	<u>Limitations to</u> <u>Employment</u> <u>References</u>
410.04	<u>Education Associate</u>
411.01	<u>Classified Employee</u> <u>Defined</u>
411.04	<u>Classified Employee</u> <u>Licensing/Certification</u>
411.06	<u>Classified Employee</u> <u>Transfers</u>
411.07	<u>Classified Employee</u> <u>Evaluation</u>

Approved \_\_\_\_\_ Reviewed 1/14, 11/16, 8/19, 8/22, 8/25 Revised \_\_\_\_\_

## GRADUATION REQUIREMENTS

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

It is the responsibility of the superintendent to ensure that students complete grades one through twelve and that high school students complete 49 credits prior to graduation. The following credits will be required:

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

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

Prior to graduation, the district will advise students on how to successfully complete the free application for federal student aid.

Graduation requirements for special education students include successful completion of four years of English, three years of math, three years of social studies and three years of science.

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

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

Beginning with the school year starting July 1, 2026, students must receive a passing score on the civics test as set forth by the Iowa Department of Education and required by relevant laws.

## GRADUATION REQUIREMENTS

Legal Reference: Iowa Code §§ 256.7, 11, .41; 279.8; 279.61; 280.3, .14.  
281 I.A.C. 12.3(5); 12.5

I.C. Iowa Code		Description
Iowa Code § 256.11		<u>DE - Educational Standards</u>
Iowa Code § 256.41		<u>DE - Online Learning Requirements</u>
Iowa Code § 256.7		<u>DE - Duties of State Board</u>
Iowa Code § 279.8		<u>Directors - General Rules - Bonds of Employees</u>
Iowa Code § 280.14		<u>Uniform School Requirements - Administrators</u>
Iowa Code § 280.3		<u>Education Program - Attendance Center Requirements</u>
Iowa Code § 279.61		<u>Individual Career and Academic Plan</u>
I.A.C. Iowa Administrative Code		Description
281 I.A.C. 12.3		<u>Administration</u>
281 I.A.C. 12.5		<u>General Accreditation Standards - Education Program</u>
Cross References		
Code		Description
603.03		<u>Special Education</u>

Approved 9/17, 4/22 Reviewed 10/14, 5/17, 2/20 Revised 7/07/, 8/17, 4/22  
4/21, 4/22, 5/23, 4/24, 4/25, 8/25

## STUDENT HEALTH AND IMMUNIZATION CERTIFICATES

Students desiring to participate in athletic activities or enrolling in kindergarten or first grade in the school district will have a physical examination by a licensed physician and provide proof of such an examination to the school district. A physical examination and proof of such an examination may be required by the administration for students in other grades enrolling for the first time in the school district.

A certificate of health stating the results of a physical examination and signed by the physician is on file at the attendance center. Each student will submit an up-to-date certificate of health upon the request of the superintendent. Failure to provide this information may be grounds for disciplinary action.

Students enrolling for the first time in the school district will also submit a certificate of immunization against diphtheria, pertussis, tetanus, poliomyelitis, rubeola, rubella, and other immunizations required by law. The student may be admitted conditionally to the attendance center if the student has not yet completed the immunization process but is in the process of doing so. Failure to meet the immunization requirement will be grounds for suspension, expulsion or denial of admission. Upon recommendation of the Iowa Department of Education and Iowa Department of Public Health, students entering the district for the first time may be required to pass a TB test prior to admission. The district may conduct TB tests of current students.

Exemptions from the immunization requirement in this policy will be allowed only for medical or religious reasons recognized under the law. The student must provide a valid Iowa State Department of Health Certificate of Immunization Exemption to be exempt from this policy. The district will include information related to immunization requirements in the districts registration documentation as well as on the districts website.

Legal Reference: Iowa Code §§ 13A.8; 280.13  
281 I.A.C. 33.5.  
641 I.A.C. 7.

Cross Reference: 402.2 Child Abuse Reporting  
501 Student Attendance  
507 Student Health and Well-Being

Approved \_\_\_\_\_

Reviewed 6/17, 4/20, 5/23, 8/25 Revised \_\_\_\_\_



## BASIC INSTRUCTION PROGRAM

The basic instruction program will include the courses required for each grade level by the State Department of Education. The instructional approach will be gender fair and multicultural.

The basic instruction program of students enrolled in kindergarten is designed to develop healthy emotional and social habits, language arts and communication skills, the capacity to complete individual tasks, character education and the ability to protect and increase physical well-being with attention given to experiences relating to the development of life skills and human growth and development.

The basic instruction program of students enrolled in grades one through six will include English-language arts, social studies, mathematics, science, health, age-appropriate and research-based human growth and development, physical education, traffic safety, music, visual art and computer science. Career planning and pathways will also be taught in grades five and six. Computer science will be offered during at least one grade level.

The basic instruction program of students enrolled in grades seven and eight will include English-language arts, social studies including instruction related to civics, mathematics, science, health, age-appropriate and research-based human growth and development, family and consumer science, career instruction, exploration and development, technology education, physical education, music, visual art and computer science. Computer science will be offered during at least one grade level.

The basic instruction program of students enrolled in grades nine through twelve will include English-language arts (6 units), social studies (5 units), mathematics (6 units), science (5 units), health (1 unit), age-appropriate human growth and development, physical education (1 unit), fine arts (3 units), foreign language (4 units), financial literacy (1/2 unit) and vocational education (12 units) and computer science (1/2 unit).

The board may, in its discretion, offer additional courses in the instruction program for any grade level.

Each instruction program is carefully planned for optimal benefit taking into consideration the financial condition of the school district and other factors deemed relevant by the board or superintendent. Each instruction program's plan should describe the program, its goals, the effective materials, the activities and the method for student evaluation.

It is the responsibility of the superintendent to develop administrative regulations stating the required courses and optional courses for kindergarten, grades one through six, grades seven and eight, and grades nine through twelve.

Legal Reference: 20 U.S.C. § 1232h.  
34 C.F.R. Pt. 98.  
Iowa Code §§ 216.9; 256.9, .11; 279.8; 280.3-.14.  
281 I.A.C. 12.5, 11.

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I.C. Iowa Code	Description
Iowa Code § 216.9	<u>Unfair/Discriminatory Practices</u>

I.C. Iowa Code		Description
Iowa Code § 256.11		<u>DE - Educational Standards</u>
Iowa Code § 279.8		<u>Directors - General Rules - Bonds of Employees</u>
Iowa Code § 280		<u>Uniform School Requirements</u>
I.A.C. Iowa Administrative Code		Description
281 I.A.C. 12.11		<u>General Accreditation Standards - Computer Science</u>
281 I.A.C. 12.5		<u>General Accreditation Standards - Education Program</u>
U.S.C. - United States Code		Description
20 U.S.C. § 1232h		<u>Education - Protection of Pupil Rights</u>
C.F.R. - Code of Federal Regulations		Description
34 C.F.R. Pt. 98		<u>Education - Research, Experimental Programs, Testing - Student Rights</u>
Cross References		
Code		Description
102		<u>Equal Educational Opportunity</u>
102-R(1)		<u>Equal Educational Opportunity - Grievance Procedure</u>
102-EH(1)		<u>Equal Educational Opportunity - Annual Notice of Nondiscrimination</u>
102-EH(2)		<u>Equal Educational Opportunity - Continuous Notice of Nondiscrimination</u>
102-EH(3)		<u>Equal Educational Opportunity - Notice of Section 504 Student and Parental Rights</u>
102-E(4)		<u>Equal Educational Opportunity - Discrimination Complaint Form</u>

Code	Description
102-E(5)	<u>Equal Educational Opportunity - Witness Disclosure Form</u>
102-E(6)	<u>Equal Educational Opportunity - Disposition of Complaint Form</u>
103	<u>Long-Range Needs Assessment</u>
103-R(1)	<u>Long-Range Needs Assessment - Regulation</u>
903.02	<u>Community Resource Persons and Volunteers</u>

Approved \_\_\_\_\_ Reviewed 1/15, 8/17, 6/20, 7/23, 8/25 Revised 6/20

## HEALTH EDUCATION

Students in grade levels one through twelve will receive, as part of their health education, instruction about personal health; food and nutrition; environmental health; safety and survival skills; consumer health; family life; age-appropriate, research-based human growth and development; substance abuse and non-use, including the effects of alcohol, tobacco, drugs and poisons on the human body; human sexuality; self-esteem; stress management; interpersonal relationships; emotional and social health; health resources; prevention and control of disease; and communicable diseases, including acquired immune deficiency syndrome. The purpose of the health education program is to help each student protect, improve and maintain physical, emotional and social well-being.

The areas stated above are included in health education and the instruction are adapted at each grade level in compliance with relevant laws to aid understanding by the students.

Parents who object to health education instruction in human growth and development may file a written request that the student be excused from the instruction. The written request will include a proposed alternate activity or study acceptable to the superintendent. The superintendent will have the final authority to determine the alternate activity or study.

Legal Reference: Iowa Code §§ 256.11; 279.8; 80; 280.3-.14.  
281 I.A.C. 12.5.

I.C. Iowa Code	Description
Iowa Code § 256.11	<u>DE - Educational Standards</u>
Iowa Code § 279.8	<u>Directors - General Rules - Bonds of Employees</u>
Iowa Code § 280	<u>Uniform School Requirements</u>
I.A.C. Iowa Administrative Code	Description
281 I.A.C. 12.5	<u>General Accreditation Standards - Education Program</u>

Approved \_\_\_\_\_

Reviewed 8/17, 7/20, 8/23, 8/25 Revised \_\_\_\_\_

## GIFTS TO EMPLOYEES

Employees may receive a gift on behalf of the school district. Employees will not, either directly or indirectly, solicit, accept or receive any gift, series of gifts or an honorarium unless the donor does not meet the definition of "restricted donor" stated below or the gift or honorarium does not meet the definition of gift or honorarium stated below.

A "restricted donor" is defined as a person or other entity which:

- Is seeking to be, or is a party to, any one or any combination of sales, purchases, leases or contracts to, from or with the school district;
- Will be directly and substantially affected financially by the performance or nonperformance of the employee's official duty in a way that is greater than the effect on the public generally or on a substantial class of persons to which the person belongs as a member of a profession, occupation, industry or region; or
- Is a lobbyist or a client of a lobbyist with respect to matters within the school district's jurisdiction.

A "gift" is the giving of anything of value in return for which something of equal or greater value is not given or received. However, "gift" does not include any of the following:

- Contributions to a candidate or a candidate's committee;
- Information material relevant to an employee's official function, such as books, pamphlets, reports, documents, periodicals or other information that is recorded in a written, audio or visual format;
- Anything received from a person related within the fourth degree by kinship or marriage, unless the donor is acting as an agent or intermediary for another person not so related;
- An inheritance;
- Anything available or distributed to the general public free of charge without regard to the official status of the employee;
- Items received from a charitable, professional, educational or business organization to which the employee belongs as a dues paying member if the items are given to all members of the organization without regard to an individual member's status or positions held outside of the organization and if the dues paid are not inconsequential when compared to the items received;
- Actual expenses of an employee for food, beverages, travel and lodging for a meeting, which is given in return for participation in a panel or speaking engagement at the meeting when the expenses relate directly to the day or days on which the employee has participation or presentation responsibilities;
- Plaques or items of negligible resale value given as recognition for public service;
- Nonmonetary items with a value of less than three dollars that are received from any one donor during one calendar day;
- Items or services solicited or given to a state, national or regional organization in which the state of Iowa or a school district is a member for purposes of a business or educational conference, seminar or other meeting or solicited by or given for the same purposes to state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees for purposes of a business or educational conference, seminar or other meeting;
- Funeral flowers or memorials to a church or nonprofit organization;
- Gifts other than food, beverages, travel and lodging received by an employee which are received from a person who is a citizen of a country other than the United States and is given during a ceremonial presentation or as a result of a custom of the other country and is of personal value only to the employee

## GIFTS TO EMPLOYEES

- Gifts which are given to an employee for the employee's wedding or twenty-fifth or fiftieth wedding anniversary;
- Items or services received by members or representatives of members as part of a regularly scheduled event that is part of a business or educational conference, seminar or other meeting that is sponsored and directed by any state, national or regional government organization in which the state of Iowa or a political subdivision of the state of Iowa is a member or received at such an event by members or representatives of members of state, national or regional government organizations whose memberships and officers are primarily composed of state or local government officials or employees;
- Payment of salary or expenses by the school district for the cost of attending a meeting of a subunit of an agency when the employee whose expenses are being paid serves on a board, commission, committee, council or other subunit of the agency and the employee is not entitled to receive compensation or reimbursement of expenses from the school district for attending the meeting; or
- Actual registration costs for informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions. The costs of food, drink, lodging and travel are not "registration costs" under this paragraph. Meetings or sessions which a public official or public employee attends for personal or professional licensing purposes are not "informational meetings or sessions which assist a public official or public employee in the performance of the person's official functions" under this paragraph.

An "honorarium" is anything of value that is accepted by, or on behalf of, an employee as consideration for an appearance, speech or article. An honorarium does not include any of the following:

- Actual expenses of an employee for registration, food, beverages, travel or lodging for a meeting, which is given in return for participation in a panel or speaking engagement at a meeting when the expenses relate directly to the day or days on which the employee has participation or presentation responsibilities;
- A nonmonetary gift or series of nonmonetary gifts donated within thirty days to a public body, an educational or charitable organization or the Iowa department of general services; or
- A payment made to an employee for services rendered as part of a private business, trade or profession in which the employee is engaged if the payment is commensurate with the actual services rendered and is not being made because of the person's status as an employee of the district, but, rather, because of some special expertise or other qualification.

It is the responsibility of each employee to know when it is appropriate to accept or reject gifts or an honorarium.

Legal References: Iowa Code ch. 68B (2013).  
1972 Op. Att'y Gen. 276.  
1970 Op. Att'y Gen. 319.

Cross References: 217 Gifts to Board of Directors  
401.2 Employee Conflict of Interest  
704.4 Gifts-Grants-Bequests

Approved \_\_\_\_\_ Reviewed 6/13, 8/16, 3/19, 3/22, 8/25 Revised \_\_\_\_\_

## EMPLOYEE OUTSIDE EMPLOYMENT

The board believes the primary responsibility of employees is to the duties of their position within the school district as outlined in their job description. The board considers an employee's duties as part of a regular, full-time position as full-time employment. The board expects such employees to give the responsibilities of their positions in the school district precedence over any other employment.

It is the responsibility of the superintendent to counsel employees, whether full-time or part-time, if, in the judgment of the superintendent and the employee's immediate supervisor, the employee's outside employment interferes with the performance of the employee's duties required in the employee's position within the school district.

The board may request the employee to cease the outside employment as a condition of continued employment with the school district.

Legal Reference: Iowa Code §§ 20.7; 279.8.

Cross Reference: 401.2 Employee Conflict of Interest  
408.3 Licensed Employee Tutoring

Approved \_\_\_\_\_ Reviewed 6/13, 8/16, 3/19, 3/22, 8/25 Revised \_\_\_\_\_

## EMPLOYEE PHYSICAL EXAMINATIONS

The Cherokee Schools believes good health is important to job performance. School bus drivers will present evidence of good health upon initial hire and every other year in the form of a physical examination report unless otherwise required by law or medical opinion.

The cost of bus driver physicals will be paid by the school district. The form indicating the employee is able to perform the duties, with or without reasonable accommodation, for which the employee was hired, must be returned prior to the performance of duties. The cost of bus driver renewal physicals will be paid by the school district. The school district will provide the standard examination form to be completed by the personal physician of the employee or a certified medical examiner for bus drivers.

Employees whose physical or mental health, in the judgment of the administration, may be in doubt will submit to additional examinations to the extent job-related and consistent with business necessity, when requested to do so, at the expense of the school district.

The district will comply with occupational safety and health requirements as applicable to its employee in accordance with law.

Legal Reference: 29 C.F.R. Pt. 1910.1030.  
Iowa Code §§ 20.9; 279.8, 321.376.  
281 I.A.C. 12.4(14); 43.15 -.20.

Cross Reference: 403 Employees' Health and Well-Being

Approved \_\_\_\_\_ Reviewed 7/13, 8/16, 3/19, 3/22, 8/25 Revised 8/15/2016



## EMPLOYEE INJURY ON THE JOB

When an employee becomes seriously injured on the job, the employee's supervisor will attempt to notify a member of the family, or an individual of close relationship, as soon as the employee's supervisor becomes aware of the injury.

If possible, an employee may administer emergency or minor first aid. An injured employee will be turned over to the care of the employee's family or qualified medical employees as quickly as possible. The school district is not responsible for medical treatment of an injured employee.

It is the responsibility of the employee injured on the job to inform the superintendent within twenty-four hours of the occurrence. It is the responsibility of the employee's immediate supervisor to file an accident report within twenty-four hours after the employee reported the injury.

It is the responsibility of the board secretary to file worker's comp claims.

Legal Reference: Iowa Code §§ 85; 279.40; 613.17.

Cross Reference: 403 Employees' Health and Well-Being  
409.2 Licensed Employee Personal Illness Leave

Approved \_\_\_\_\_ Reviewed 7/13, 8/16, 3/19, 3/22, 8/25 Revised \_\_\_\_\_

## COMMUNICABLE DISEASES - EMPLOYEES

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

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

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

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

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

### Legal Reference:

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

### Cross Reference:

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

Approved \_\_\_\_\_ Reviewed 7/13, 8/16, 4/19, 4/22, 8/25 Revised \_\_\_\_\_

### Student Use of Personal Electronic Devices

In order to promote the best educational experience, students should feel connected to their educational environment and to others in the school community. Building meaningful connections can occur in a variety of ways. Technology has advanced peoples' ability to connect with one another across a variety of virtual platforms, and when used appropriately, adds value to the learning environment. However, it is vital to the developmental health and growth of students that the district provides opportunities for students to connect with peers and other members of their school community in-person whenever possible. In-person learning and interactions teach vital life and social skills that students will need for their continued success in the community.

For this reason, student use of personal electronic devices during instructional time is prohibited. Students have access to district-owned electronic devices as appropriate for the instructional needs of the learning environment and authorized by the classroom teacher. Parents or guardians who need to communicate with students during instructional time may contact the school building administrative office.

Instructional time is defined to [mean periods of classroom instruction from the beginning of class bell until the end of class bell; include lunch, recess, and passing periods.] Personal electronic devices means any device that is capable of electronically communicating, sending, receiving, storing, recording, reproducing and/or displaying information and data. This may include but is not limited to electronic communication equipment, mobile phones, smart phones, video game devices and portable media players. Students may wear smart or electronic watches but may not use any communication applications or features that are prohibited from use on other electronic devices and all notifications must be turned off. Personal electronic devices that have been specifically authorized under a current individual education plan (IEP), a Section 504 plan, or an Individual Health Plan (IHP) are exempt from this policy.

Parents or guardians of students may request to building level administration that a student retain access to the student's personal electronic device during instructional time if the parent or guardian can establish there is a legitimate reason related to the student's mental or physical health for the student to retain access during instructional time. This reason must be tied to the student's multi-tiered system of support framework. Any denials may be appealed to the Superintendent, who will be the final decision maker on the request.

Students who choose to use personal electronic devices outside instructional time but while on school property, at school-sponsored events, or in a manner that may impact the educational environment must use these devices in accordance with all applicable laws and board policies. Students who violate this policy may face disciplinary consequences up to and including suspension or expulsion. The Superintendent, in conjunction with building level administration, will develop administrative regulations in accordance with this policy.

**Legal References:**

16 C.F.R. 312

34 C.F.R. pt. 99  
47 C.F.R. 54.520  
Iowa Code 279.8

**I.C. Iowa Code**  
Iowa Code § 279.8

**Description**  
Directors - General Rules - Bonds of Employees

**C.F.R. - Code of Federal Regulations**  
16 C.F.R. 312  
34 C.F.R. Pt. 99  
47 C.F.R. 54.520

**Description**  
Children's Online Privacy Protection Rule  
Education - Family Rights and Privacy  
Communications - Children's Internet Protection Act

**Cross References**  
401.12  
401.12-R(1)

**Description**  
Employee Use of Cell Phones  
Employee Use of Cell Phones - Regulation

## REQUIRED PROFESSIONAL DEVELOPMENT FOR EMPLOYEES

Appropriate training and professional development of all employees is crucial to the success of all students. The district will provide professional development opportunities appropriate to the duties of school employees.

For all professional development programs the district requires employees to take, the district will provide to the employee notice indicating the section of the law, or rules adopted by the State Board of Education or Bureau of Educational Examiners that the district determines requires the employee to participate in the professional development program.

I.C. Iowa Code	Description
Iowa Code § 279.14A Cross References	<u>Professional Development - notification</u>
Code	Description
302.06	<u>Superintendent Professional Development</u>
303.07	<u>Administrator Professional Development</u>
408.01	<u>Licensed Employee Professional Development</u>

Approved \_\_\_\_\_ Reviewed \_\_\_\_\_

## Membership Count Report Codes

KA = 4 Year Olds

KB = No Entries

KC = 3 Year Olds

KD = Transitional Kindergarten

EC = 3 & 4 Year Old Special Education

HK = No Entries

8/14/25, 3:57 PM

Membership Count

Cherokee CSD

2024-2025

### Membership Count Report

From: 08/23/2024 - Friday to: 08/23/2024 - Friday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
08/23/2024	F	13	0	5	10	2	0	38	45	41	34	47	33	43	38	41	52	52	45	47	586
	M	20	0	6	15	3	0	33	43	39	39	53	50	48	50	38	48	53	44	36	618
	X	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Totals	33	0	11	25	5	0	71	88	80	73	100	83	91	88	79	100	105	89	83	1204

8/14/25, 3:57 PM

Membership Count

Cherokee CSD

2025-2026

### Membership Count Report

From: 08/25/2025 - Monday to: 08/25/2025 - Monday

Day		KA	KB	KC	KD	EC	HK	KG	1	2	3	4	5	6	7	8	9	10	11	12	Total
08/25/2025	F	19	0	8	6	3	0	31	34	47	39	32	48	35	44	39	43	54	48	45	575
	M	16	0	9	14	2	0	43	30	43	37	39	48	51	48	50	39	44	49	44	606
	X	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0	0
	Totals	35	0	17	20	5	0	74	64	90	76	71	96	86	92	89	82	98	97	89	1181

# DELEGATE ASSEMBLY & PRECON— WEDNESDAY, NOV. 19

## DELEGATE ASSEMBLY

### Rookie Delegate Orientation

8:15–8:45 a.m.

This **free** orientation will provide new delegates, or those wishing for a refresher, a brief overview of Delegate Assembly. Learn about the importance of setting a legislative platform and the role you play as the voice for your district. Attendees can also expect to learn about the voting and amendment processes and how to get the most out of their day. Join fellow delegates and IASB staff for this informational training! You **DO NOT** need to register for this orientation.

### Delegate Assembly & Annual Meeting

9 a.m.–Noon or until completion

Make your district's voice heard at the Delegate Assembly! Representatives from school boards across the state will vote to set the 2026 legislative platform that guides IASB's legislative work. Delegate Assembly is offered annually in conjunction with IASB BoardCon. Delegate Assembly is free for delegates and \$25 for guests staying for lunch (unless they are registered for PreCon workshops).

**Delegates—signing up for an afternoon event in advance helps ensure you are guaranteed a seat in your favorite workshop!**

## PRECON WORKSHOPS

**Whether you're newly elected or a seasoned board member, PreCon has in-depth workshops that will strengthen your leadership at the board table!** With the exception of the free Basics for Board Secretaries Workshop, the registration fee for a PreCon Workshop is \$125 for members and \$165 for non-members.

### Ready, Set, Govern! New Board Member Onboarding Workshop

9–11:30 a.m. OR 1–3:30 p.m. (repeat offerings)

**CALLING ALL NEWLY ELECTED OR APPOINTED SCHOOL BOARD MEMBERS!** Take advantage of the Ready, Set, Govern! workshop at BoardCon, which will set you on the road to success. We will cover foundational elements of good governance, such as understanding the roles of the board, management roles of the superintendent, and tips for fostering good communication to support an effective board-superintendent partnership.

**Special thanks to Hoglund Bus Company, Inc. for sponsoring the morning and afternoon Ready, Set, Govern! workshops.**



## The Art & Science of Constructive Disagreement

9–11:30 a.m. OR 1–3:30 p.m. (repeat offerings)

*Heather Sulejman, Co-Founder of Disagreeing Better & Director at Harvard's Constructive Disagreement Project*

Effective board leadership requires navigating disagreement with purpose and clarity. In this interactive workshop, you'll learn practical, research-based strategies to engage with differing views, strengthen board/superintendent team dynamics, and foster trust and collaboration. Led by Heather Sulejman, this session is personalized to help you build a governance culture where diverse perspectives lead to better decisions!

## Basics for Board Secretaries

11 a.m.–Noon

This **free** mini workshop is designed to support newer board secretaries with practical tips on foundational basics such as meeting minutes, agendas, and more. Connect with peers, get your questions answered, and then deepen your learning by attending the afternoon Board Secretary Workshop. **This session offers SBO credit for first-time attendees.**

## Board Secretary Workshop

1–3:30 p.m.

Our popular Board Secretary Workshop is a staple in our Wednesday workshop lineup! With all new content, we'll once again shape an afternoon of interactive networking and learning focused on issues and questions most pressing to Iowa's PK–12 and AEA board secretaries. **This session offers SBO credit for first-time attendees.**

Special thanks to Simbli by eBOARDsolutions\* for sponsoring the Board Secretary Workshop.

## School Finance 101, 201 & 301

9–11:30 a.m. OR 1–3:30 p.m. (repeat offerings)

**OPTIONS FOR ALL EXPERIENCE LEVELS!** Newer board members will value School Finance 101's introduction and overview of basic school finance concepts and terminology. Board members with intermediate level knowledge will learn about authorized budgets, unspent balance, and real-world data trends in School Finance 201. Attend School Finance 301 for an in-depth analysis of important concepts like spending authority, property tax, use of the School Budget Review Committee, and more.

**These sessions offer SBO credit for first-time attendees.**

**All PreCon workshops  
include a delicious buffet  
lunch from 11:30 a.m.–1 p.m.**

*\*Sponsor is an IASB Affiliated Program*

Special thanks to Frontline Analytics\* for sponsoring the morning and afternoon school finance workshops.



# BOARDCON—THURSDAY, NOV. 20



## GENERAL SESSIONS

Join us at BoardCon this November as we celebrate the **25-year anniversary of IASB's groundbreaking Lighthouse Research!**



### Leading With Purpose

**Opening General Session—8 a.m.**

***Thomas Murray, Educator, Author & Director of Innovation at Future Ready Schools***

What sets high-performing school boards apart? Award-winning author and national education leader Thomas C. Murray brings energy, insight, and inspiration to BoardCon! In this engaging keynote, Murray explores how a mindset for bold, student-centered leadership can strengthen communication, build trust, and drive continuous improvement across a district. With humor and heartfelt stories, he'll challenge Iowa's board members to lead boldly, foster collaboration, and create a culture of continuous improvement. A must-see message you won't want to miss!

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



### The Moment of Impact

**Second General Session & Luncheon—Noon**

***Anne Marie Anderson, Award-Winning Speaker, Author & Broadcaster***

School board leadership matters—yet in the midst of challenges and noise, it's easy to lose sight of your impact. Award-winning speaker, author, and broadcaster Anne Marie Anderson brings heart, humor, and powerful perspective to BoardCon! In this inspiring keynote, Anderson helps board members reconnect with their purpose and the powerful, lasting influence they have on students, families, and communities. Through compelling stories and meaningful insights, this session is a reminder that your decisions today shape the future tomorrow. A moving and memorable message!

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



# BOARDCON—THURSDAY, NOV. 20

## Iowa Open Meetings & Public Records Training

Closing General Session—3 p.m.

### ***IASB Staff Experts***

This year's 90-minute closing general session features IASB's own staff experts leading essential training on Iowa's *Open Meetings Law* and *Public Records Law*. While certification is only **required for newly elected and appointed board members**, we encourage all board members to attend annually to stay sharp and informed.

By participating, you'll earn the required certification and gain clarity on your legal responsibilities. Don't miss this opportunity to learn directly from IASB's trusted advisors—and leave BoardCon confident in your role as a public official.

## EDUCATION SESSIONS & DEEPER DIALOGUES

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

### **Topics include:**

- » The Board's Role in Student Learning
- » Effective Board Team Relationships
- » Strategic Plans for Student Success
- » Community Partnerships for Stronger Schools
- » AI in the Classroom
- » Onboarding New Board Members
- » Employee Evaluations
- » Engaging with the Community at Board Meetings
- » Supporting First Year Superintendents
- » Collective Bargaining Practices
- » School Finance Basics
- » Mock Closed Session Evaluations
- » Become a Champion for Your School—Marketing Your District
- » Budget Reductions for Student Success
- » School Funding & Property Taxes
- » Fostering District Culture
- » The Impacts of 4-Day School Weeks
- » Governance for Safe Schools

## EXHIBIT HALL & REFRESHMENTS

9 a.m.–2 p.m.

Network with and learn from vendors in the Exhibit Hall! These organizations offer important services and products to help your schools succeed. Complimentary refreshments will be served throughout the day for your enjoyment.

**Special thanks to frk architects + engineers for sponsoring the Exhibit Hall Breaks.**