



Union Community School District

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#UKnighted

“Education to Meet Tomorrow’s Challenges”

November 21, 2023

To: Union CSD Board of Education

From: John Howard, Superintendent

Regular and annual organizational meeting on Tuesday, November 21, 2023 at Union Middle School, 505 West St. Dysart, Iowa at 6:00 p.m.

FINAL MEETING OF RETIRING BOARD

1. CALL TO ORDER
2. APPROVAL OF THE AGENDA
3. CONSIDERATION OF ACTIONS ON CONSENT ITEMS
 - a. Approval of the October 23, 2023 Board Minutes
 - b. Approval of board policies— 2nd Reading
 - i. 402.5- REQUIRED PROFESSIONAL DEVELOPMENT (NEW POLICY)
 - ii. 403.6- DRUG AND ALCOHOL TESTING PROGRAM
 - iii. 404- EMPLOYEE CONDUCT AND APPEARANCE
 - iv. 404.3R3- RETALIATION PROHIBITION (NEW POLICY)\
 - v. 405.1- LICENSED EMPLOYEE DEFINED
 - vi. 405.2- LICENSED EMPLOYEE QUALIFICATIONS, RECRUITMENT, SELECTION
 - vii. 405.3- LICENSED EMPLOYEES INDIVIDUAL CONTRACTS
 - viii. 405.4- LICENSED EMPLOYEE CONTINUING CONTRACTS
 - ix. 405.5- LICENSED EMPLOYEE WORK DAY
 - x. 605.3E4- REQUEST TO PROHIBIT A STUDENT FROM CHECKING OUT SPECIFIC LIBRARY MATERIALS (NEW POLICY)
 - xi. 605.3E5- REQUEST TO PROHIBIT A STUDENT FROM ACCESSING SPECIFIC INSTRUCTIONAL MATERIALS (NEW POLICY)
4. APPROVE CANVASS OF VOTES/ELECTION
5. OLD BUSINESS
 - a. EARLY RETIREMENT POLICY AND DOCUMENTATION– 407.6, 407.6E1-407.6E3
- 6.. ADJOURN

ANNUAL ORGANIZATIONAL MEETING

1. CALL TO ORDER BY PRESIDENT PRO TEM (BOARD SECRETARY)
2. OATH TO NEW BOARD MEMBERS
3. ELECTION OF BOARD PRESIDENT
4. OATH OF OFFICE, BOARD PRESIDENT
5. ELECTION OF VICE PRESIDENT
6. OATH OF OFFICE, VICE PRESIDENT
7. APPOINTMENT OF BOARD SECRETARY/TREASURER
8. APPROVAL OF THE AGENDA
9. CONSIDERATION OF ACTIONS ON CONSENT ITEMS
 - a. Approval of board policies- 1st Reading
 - i. 405.6- LICENSED EMPLOYEE ASSIGNMENT
 - ii. 405.7- LICENSED EMPLOYEE TRANSFERS
 - iii. 405.8- LICENSED EMPLOYEE EVALUATION
 - iv. 405.9- LICENSED EMPLOYEE PROBATIONARY STATUS
 - v. 406.1- LICENSED EMPLOYEE COMPENSATION
 - vi. 406.2- LICENSED EMPLOYEE COMPENSATION ADVANCEMENT
 - vii. 406.3- LICENSED EMPLOYEE CONTINUED EDUCATION CREDIT
 - viii. 406.4- LICENSED EMPLOYEE COMPENSATION FOR EXTRA DUTY
 - ix. 406.5- LICENSED EMPLOYEE GROUP INSURANCE BENEFITS (I,II)
 - x. 406.6- LICENSED EMPLOYEE TAX SHELTER PROGRAMS
 - xi. 407.1- LICENSED EMPLOYEE RESIGNATION
 - xii. 407.6- EARLY RETIREMENT POLICY
 - xiii. 407.6E1-EMPLOYEE EARLY RETIREMENT ACKNOWLEDGEMENT OF RECEIPT
 - xiv. 407.6E2- EMPLOYEE EARLY RETIREMENT INSURANCE OPTION
 - xv. 407.6E3- EMPLOYEE EARLY RETIREMENT PLAN APPLICATION
 - b. Approval of Resignations
 - i. Randi Walker- UMS/UHS Cheer Coach
 - c. Approval of Transfers/Reassignment
 - d. Approval of New Hires
 - i. Mike Bistline- Substitute Route/Activity Bus Driver
 - ii. Julie Borton- Substitute Van Route Driver
 - iii. Sheryl Bruce- Substitute Van Route Driver
 - iv. Reid Carlson- Substitute Route/Activity Bus Driver
 - v. Kayla Grigg- Substitute Van Route Driver
 - vi. Jonni Meier- Substitute Van Route Driver
 - vii. Allen Purdy- Bus Route/Driver- Pending background check
 - viii. Tim Smith- Substitute Route/Activity Bus Driver- Pending background check
 - e. Financials
 - f. Open Enrollment Requests
 - g. Special Education Contract with Gladbook-Reinbeck
 - h. Fundraiser Requests

10. ANNOUNCEMENTS, COMMUNICATIONS AND PRESENTATIONS

A. Comments from Public–

The Union Community School Board and administration welcome comments from community members and encourage regular communication with the citizens of the school district. In consideration for others attending the meeting and time restraints, however, we ask that individuals limit their comments to 5 minutes or less. The views and opinions of citizens addressing the board do not necessarily reflect those of the board, district administration, or staff. If you believe further discussion is necessary, we encourage you to contact the school administrator or staff member most knowledgeable or responsible for your area of interest or concern. Your cooperation and interest in our students and school system is appreciated.

NOTICE: This communication and any response to it may constitute a public record, and therefore, may be available upon request under the Iowa Public Records Law, Iowa Code Chapter 22.

B. Correspondence

C. Superintendent Report

D. Presentations

- a. Wayne Slack- UMS Principal
- b. Jason Toenges- UHS Principal
- c. Garret Wittmer- Shared Director of Transportation

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12. NEW BUSINESS

A. Appoint board members to the following positions:

- ❖ County Conference Boards (1 each)
 - 1. Black Hawk
 - 2. Benton
 - 3. Tama
- ❖ Negotiations (2 + 1 Alt)
- ❖ Dysart Community Foundation (1)
- ❖ ELL Committee (Lau Plan) (1)
- ❖ Board Personnel Team (2-3)
- ❖ Board Insurance Committee (2-3)

B. Consider approval of a resolution to designate authorized signatures for the District's financial accounts and business transactions

C. Consider approval of the district School Improvement Advisory Committee (SIAC) academic and bullying/harassment prevention goals

D. Consider approval of the SBRC Request for River Hills

E. Consider approval of the SBRC Request for Lied Center

F. Consider approval of the SBRC Request for Open Enrollment Out

G. Consider approval of the memorandum of understanding between the Union Community School District and Luther College

H. Consider approval of an annual contract between the Union CSD and Sentinel 1/BreachQuest for the complete computer security platform

I. Consider approval of the district Talented and Gifted Identification and Programming Guide

J. Consider approval of the EnCompass Quote for Microsoft Open Value Subscription Program.

K. Consider approval of the bid for sale of the Finish Lynx Track and Cross Country Timing System to the Boyer Valley CSD.

L. Discussion of facility projects for 2023-2024

M. Consider approval of the tentative dates, locations and times for upcoming board meetings

- ❖ Tentative dates & locations
 - December 18 LPC Elementary 6:00
 - January 15 District Office- Board Room 6:00
 - February 19 District Office- Board Room 6:00

➤ March	18	District Office- Board Room	6:00
➤ April	1	District Office- Board Room	6:00
➤ April	15	District Office- Board Room	6:00
➤ May	20	District Office- Board Room	6:00
➤ June	17	District Office- Board Room	6:00
➤ July	15	District Office- Board Room	6:00

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