Inver Grove Heights Community Schools
Independent School District 199
2990 - 80th Street East
Inver Grove Heights, Minnesota 55076
www.invergrove.k12.mn.us

Regular Meeting of the School Board
August 18, 2014
5:30 P.M.

District Office Board Room
2990 80th Street East
Inver Grove Heights, MN 55076

Agenda

School Board Goals

- *To provide a safe, caring and respectful learning environment;*
- *To develop a financial decision-making process focused on full implementation of the vision and mission of the district;*
- *To assure a district wide system will be in place that places curriculum as a high priority and is articulated Pre-kindergarten through grade 12;*
- *To promote effective and innovative teaching and competent performance by all district staff;*
- *To assure district wide facilities support and enhance innovative teaching and learning needs and requirements;*
- *To assure open and honest communication and to promote community involvement and partnership.*

I. Call to Order

II. Roll Call

III. Pledge of Allegiance

IV. Approval of Agenda Items

V. Visitor/Staff Communication

A. Visitors or Staff Communication on a Non-Agenda Item

B. Superintendent's Report

C. Committee Reports

1. Standing Committees

a. Facilities
b. Personnel
c. Policy

2. Membership Reports

   a. Association of Metropolitan Schools (AMSD)
   b. East Metro Integration District (EMID)
   c. Minnesota School Board Association (MSBA)

VI. Consent Agenda

(A) Approval of the Consent Agenda

A. To approve the Minutes of the Regular School Board Meeting held on July 14, 2014.

B. To approve the bills payable from July 11, 2014 through August 13, 2014.

C. Personnel

1. Classified Resignation/Retirement

   a. To accept the resignation of Catherine Bartholome, Preschool Teacher, effective August 1, 2014.

   b. To accept the resignation of Diana Gravem, Middle School Administrative Assistant, effective August 12, 2014.

   c. To accept the resignation of Debbie Lesch, Cook Helper, effective July 28, 2014.

   d. To accept the retirement of Kathleen Menz, Bus Driver, effective June 5, 2014.

   e. To accept the resignation of Jordan Roue, IMC Paraprofessional, effective July 21, 2014.

2. General/Medical Leave

   a. To approve the family medical leave for Deirdre Crawford, Simley High School Teacher, effective August 26, 2014 through November 26, 2014.

3. Certified Appointment

   a. To approve the appointment of Katy Anich, 1.0 FTE Hilltop Elementary School 4th Grade Teacher, effective September 2, 2014.

   b. To approve the appointment of Jamie Barton, 1.0 FTE Middle School English/Language Arts Teacher, effective September 2, 2014.

c. To approve the appointment of Rico Bohren, Simley High School Dean of Students, effective August 13, 2014.

d. To approve the appointment of Michelle Bouslog, 1.0 FTE Hilltop Elementary School 2nd Grade Teacher, effective September 2, 2014.

e. To approve the appointment of Carlene Bray, 1.0 FTE Hilltop Elementary School 3rd Grade Teacher, effective September 2, 2014.

f. To approve the appointment of Ann Butkowski, 0.857 FTE Simley High School Science Teacher, effective September 2, 2014.

g. To approve the appointment of Jane Carlson, 1.0 FTE Salem Hills Elementary School Media Specialist, effective September 2, 2014.

h. To approve the appointment of Matthew Chappuis, 1.0 FTE Middle School Health and Physical Education Teacher, effective September 2, 2014.

i. To approve the appointment of Breanna Ellevold, 1.0 FTE Hilltop Elementary School 1st Grade Teacher, effective September 2, 2014.

j. To approve the appointment of Dawn Erdman, 1.0 FTE Simley High School Licensed School Nurse, effective September 2, 2014.

k. To approve the appointment of Michael Franson, 1.0 FTE Pine Bend Elementary School 3rd Grade Teacher, effective September 2, 2014.

l. To approve the appointment of Susan Grados, 1.0 FTE Salem Hills Elementary School 4th Grade Teacher, effective September 2, 2104.

m. To approve the appointment of Anna Guth, 1.0 FTE Simley High School and Salem Hills Elementary School Psychologist, effective September 2, 2014.

n. To approve the appointment of Angela Markey, 1.0 FTE Middle School English Language (EL) Teacher, effective September 2, 2014.

o. To approve the appointment of Christopher Mensen, 1.0 FTE Simley High School Science Teacher, effective September 2, 2014.

p. To approve the appointment of Amy Nolechek, 1.0 FTE Hilltop Elementary School Kindergarten Teacher, effective September 2, 2014.

q. To approve the appointment of Katherine Schletty, 0.8 FTE Elementary Schools DAPE/Physical Education Teacher, effective September 2, 2014.

r. To approve the appointment of Michelle Sherrard, 1.0 FTE Middle School Mathematics Teacher, effective September 2, 2014.

s. To approve the appointment of Jennell Ulrich, 1.0 FTE Middle School Counselor, effective September 2, 2014.

t. To approve the appointment of Jason Voss, Middle School Assistant Principal, effective August 4, 2014.

u. To approve the appointment of Zeb Walberg, 1.0 FTE Middle School Social Studies Teacher, effective September 2, 2014.

v. To approve the appointment of Sally Wattrus, 1.0 FTE Hilltop Elementary School 1st Grade Teacher, effective September 2, 2014.

4. Classified Appointment

a. To approve the appointment of Donna Castillo, Middle School Special Education Paraprofessional, effective September 2, 2014.

b. To approve the revised appointment of Julie Coffey, Director of Human Resources, effective July 1, 2014.

c. To approve the appointment of Matthew Lapakko, Middle School Special Education Paraprofessional, effective September 2, 2014.

d. To approve the appointment of Jacob Solmonson, Simley High School Special Education Paraprofessional, effective September 2, 2014.

e. To approve the appointment of Sandra Thiele, Early Learning Center Preschool Paraprofessional, effective September 2, 2014.

f. To approve Community Education 2014 Fall Youth Enrichment classes and instructors.

g. To acknowledge the disclosure of employment and supervision of relatives for Brianna Lyddy/Jennifer Lyddy and Breanna Ellevold/Ashley Ellevold.

h. To approve the appointment of extra-curricular coaches for the 2014 – 2015 school year.

VII. Business

A. (A) To accept the following gifts, grants, and donations to Inver Grove Heights Community Schools:

1. Donation totaling $100.00 to Hilltop Elementary School from Wells Fargo Community Support Campaign on behalf of Bradley Hepper.

2. Donation totaling $204.61 to Hilltop Elementary School from Wells Fargo Educational Matching Gift program on behalf of Nichole Kappel and Kathleen Watts.
3. Donation totaling $204.61 to Hilltop Elementary School from Wells Fargo Community Support Campaign on behalf of Nichole Kappel and Kathleen Watts.
4. Donation totaling $136.00 to Hilltop Elementary School from The Benevity Community Impact Fund.

B. (A) To approve the 2014-2015 Spartan Kid's Care (SAC) fee increase.

C. (A) To approve the Second Reading for Revision of Policy 514 – Bullying Prohibition and Motion for Adoption of Policy 607 – Early Entrance to Kindergarten.

VIII. Education

A. (A) To approve the Simley High School Girls Tennis Team extended field trip to compete in a tournament located in Litchfield, MN from August 20, 2014 through August 21, 2014.

IX. Personnel

A. (A) To approve the 2014-2015 Teacher Development and Evaluation Joint Agreement.

B. (A) To approve the 2014-2016 Activities Director Contract.

C. (A) To approve the 2014-2016 Assistant Director of Special Education Contract.

D. (A) To approve the 2014-2016 Director of Buildings and Grounds Contract.

E. (A) To approve the 2014-2016 Director of Community Education Contract.

F. (A) To approve the 2014-2016 Director of Curriculum and Instruction Contract.

G. (A) To approve the 2014-2016 Director of Technology Contract.

H. (A) To approve the 2014-2016 Transportation Coordinator Contract.

I. (A) To approve the revised 2014-2016 Director of Human Resources Contract.

J. (A) To approve the revised 2014-2016 Director of Business Services Contract.

K. (A) To approve the 2014-2016 Director of Special Services Contract.

X. Additional Items

XI. Future Items

XII. Board Communication

XIII. Adjournment

Minutes Approved:

Tom Begich, Clerk: _____

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the Minutes of the Regular School Board Meeting held on July 14, 2014.

Justification:

Board Policy Considerations: Policy 204 – School Board Meeting Minutes

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Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Cindy Nordstrom, Board Chair **Date**: August 18, 2014

Superintendent's Approval: _____ **Date**: August 18, 2014

Documents Attached: July 14, 2014 Regular School Board Meeting Minutes.

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Independent School District 199
2990 - 80th Street East
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Regular Meeting of the School Board
July 14, 2014
5:30 P.M.

District Office Board Room
2990 80th Street East
Inver Grove Heights, Minnesota

Minutes

School Board Goals

- *To provide a safe, caring and respectful learning environment;*
- *To develop a financial decision-making process focused on full implementation of the vision and mission of the district;*
- *To assure a district wide system will be in place that places curriculum as a high priority and is articulated Pre-kindergarten through grade 12;*
- *To promote effective and innovative teaching and competent performance by all district staff;*
- *To assure district wide facilities support and enhance innovative teaching and learning needs and requirements;*
- *To assure open and honest communication and to promote community involvement and partnership.*

I. Call to Order

Chair Nordstrom called the meeting to order at 5:30 p.m.

II. Roll Call

Members Present: Mark Westpfahl, Allen Gerber, Cindy Nordstrom, Paul Mandell, and Bridget Cronin.

Members Absent: Tom Begich and Lynette Stensgard.

III. Pledge of Allegiance

Chair Nordstrom led the Pledge of Allegiance.

IV. Approval of Agenda Items

Motion by Member Mandell and Second by Member Westpfahl to approve the agenda items.

Motion carried 5-0.

V. Visitor/Staff Communication

A. Superintendent's Report

1. Student Update

Students in the Inver Grove Heights Community Schools have had the opportunity to participate in the following summer learning options:

- Summer Academy for elementary students – completed at Hilltop earlier this month.
- MS and HS Summer School – last day tomorrow with around 150 MS students and 200 HS students
- Kinder Camp for incoming kindergarten students in collaboration with St. Paul.
- Meals at Hilltop

The Summer Food Service Program is a USDA federal program that provides meals to students. The students participating in the extended day program and in the summer academy program at Hilltop Elementary will be eligible to take part in the summer food program. Students from the community who are not involved in either of these programs are also encouraged to participate in the summer food program.

2. Staff Update

Instructional Excellence

- Unleashing the Power of Collaborative Inquiry-data guided instruction. Staff from all schools had 2 days of training which will continue at various time intervals during the next year. A group from Forest Lake came here to participate with us.
- National Urban Alliance Summer Academy- 15 administrators and teachers participated in 4 days of training last week.

3. Congratulations to Bert Strassburg, former Director of Curriculum and most recently Director of Elementary Instruction/Hilltop Principal. Bert started today in his new position as Superintendent of the Onamia Schools.

4. Every year the State comes out to complete their annual transportation inspection on all of our buses. ISD 199 has obtained a 100% on our inspection each of the last two years. Congratulations to Transportation Coordinator Jeff Wendel and Mechanic Bruce Quarry on this outstanding accomplishment.

VI. Consent Agenda

Motion by Member Cronin and second by Member Mandell to approve the Consent Agenda as presented.

A. Approved the Minutes of the Regular School Board Meeting held on June 23, 2014.

B. Approved the bills payable from June 19, 2014 through July 10, 2014.

C. Personnel

1. Certified Resignation/Retirement

   a. Accepted the resignation of Bert Strassburg, Director of Elementary Instruction, effective July 11, 2014.

   b. Accepted the resignation of April Safford, Special Education Teacher, effective June 30, 2014.

2. Classified Resignation/Retirement

   a. Accepted the resignation of Taylor Wagner, Kids' Choice Paraprofessional, effective June 30, 2014.

3. General/Medical Leave

   a. Approved the revised family medical leave for Jesse Vasquez, Hilltop Elementary School Custodian, effective June 13, 2014 through July 11, 2014.

4. Certified Appointment

   a. Approved the appointment of Erin Lencowski, 1.0 FTE district wide Early Childhood Special Education Teacher, effective July 1, 2014.

5. Classified Appointment

   a. Approved the appointment of Julie Coffey, Director of Human Resources, effective July 7, 2014.

   b. Approved the appointment of Brady Hoffman, Director of Business Services, effective August 1, 2014.

   c. Approved the appointment of the Community Education Make A Difference Friday Staff.

Motion carried 5-0.

VII. Business

A. Motion by Member Westpfahl and Second by Member Mandell to designate seven financial institutions as depositories for the 2014-2015 fiscal year: American Bank, Associated Bank, Bremer Bank, Edward Jones, PMA Financial Network, Inc., US Bank, and Wells Fargo.

Motion carried 5-0.

B. Motion by Member Cronin and Second by Member Mandell to designate district office personnel to perform non-voting duties and functions of the school district's clerk and treasurer provided said personnel shall not be authorized to perform an official signature for either officer.

Motion carried 5-0.

C. Motion by Member Westpfahl and Second by Member Mandell to authorize the payment of certain claims. The Superintendent and Director of Business Services are authorized to purchase, lease and contract for goods and services within the limitations of the approved budget provided that any transaction in an amount exceeding the minimum amount for which bids are required must first be specifically authorized by the School Board.

Motion carried 5-0.

D. Motion by Member Westpfahl and Second by Member Mandell to authorize administration of budget according to M.S. 123B.02, Subd. 18, authorization for payment of a claim which cannot be deferred until the next regular board meeting without loss to the district of a discount privilege or in order to expedite vendor payment may be made by the Superintendent or Director of Business Services provided said payment be acted upon at the next regular School Board meeting at which bills are approved for payment and provides that payment made prior to Board approval shall not affect the right of the School Board or a taxpayer to challenge the validity of the claim provided to the Board.

Motion carried 5-0.

E. Motion by Member Mandell and Second by Member Cronin to request for approval of authorized personnel to transfer funds and authorize wire transfers: Dave Bernhardson, Superintendent; Brady Hoffman, Director of Business Services; Bonnie Mantei, Accounts Payable; Jeanette Dalton, Administrative Assistant to the Director of Business Services (with prior written approval of Mr. Bernhardson or Mr. Hoffman only).

Motion carried 5-0.

F. Motion by Member Westpfahl and Second by Member Mandell to authorize the Superintendent to approve open enrollments.

Motion carried 5-0.

G. Motion by Member Mandell and Second by Member Nordstrom to approve the school district's continued membership in the Association of Metropolitan School Districts (AMSD) for the 2014-2015 school year at a cost of $8,611.00.

Motion carried 5-0.

H. Motion by Member Mandell and Second by Member Westpfahl to approve the school district's membership in the Metro Educational Cooperative Service Unit (Metro ECSU) for the 2014-2015 school year at a cost of $4,185.70.

Motion carried 5-0.

I. Motion by Member Cronin and Second by Member Mandell to approve the school district's membership in the Minnesota School Boards Association (MSBA) for the 2014-2015 school year at a cost of $8,620.00.

Motion carried 5-0.

J. Motion by Member Westpfahl and Second by Member Mandell to approve the 2014-2015 membership in the Minnesota State High School League.

Motion carried 5-0.

K. Motion by Member Mandell and Second by Member Nordstrom to approve the revised 2014-2016 South Saint Paul School Lease Agreement.

Motion carried 5-0.

L. Motion by Member Mandell and Second by Member Cronin to approve the revised 2014-2016 Head Start/CAP Agency Lease Agreement.

Motion carried 5-0.

M. Motion by Member Westpfahl and Second by Member Begich to accept the following gifts and donations to Inver Grove Heights Community Schools:

1. Donation totaling $500.00 to Simley High School for classroom supplies from Hometown Meats.
2. Donation of a wheelchair with an estimated value of $1,500.00 to Inver Grove Heights Community Schools from Deb and Greg Rettinger.
3. Donation of a wheelchair with an estimated value of $1,500.00 to Inver Grove Heights Community Schools from Robert and Terry Richter.

Motion carried 5-0.

VIII. Personnel

A. Motion by Member Cronin and Second by Member Westpfahl to postpone the question of approval of the 2014-2015 Teacher Development and Evaluation Joint Agreement to the regular meeting of the School Board on August 18, 2014.

Motion carried 5-0.

B. Motion by Member Westpfahl and Second by Member Nordstrom to approve the 2014-2016 Director of Human Resources Contract.

Motion carried 5-0.

C. Motion by Member Cronin and Second by Member Westpfahl to approve the 2014-2016 Director of Business Services Contract.

Motion carried 5-0.

IX. Adjournment

A. Motion by Member Cronin and Second by Member Mandell to adjourn.

Motion carried 5-0.

The Board adjourned at 6:06 p.m.

Minutes Approved:

Tom Begich, Clerk:

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the bills payable from July 11, 2014 through August 13, 2014.

Justification: Bills payable are to be approved by the School Board.

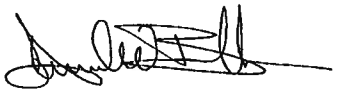
Board Policy Considerations: Policy 203.6 – Consent Agenda

Budget Considerations: District Budget

Estimated Contract Cost:

Budget Code:

Initiator: Brady Hoffman, Director of Business Services **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Board Bills Report from July 11, 2014 through August 13, 2014.

ISD 199 CHECK REGISTER REPORT

July 11, 2014 - August 13, 2014

Check Number	Bank	Payment Type	Check Date	Check Amount	Vendor Number	Vendor Name
1958	2	Wire	07/16/14	112,034.94	23235	CAPITOL ONE PUBLIC FUNDING
1960	2	Wire	07/16/14	19.01	7727	UNITED PARCEL SERVICE
1961	2	Wire	07/15/14	244,643.39	08679	FEDERAL TAX / FICA
1962	2	Wire	07/15/14	40,240.60	08523	COMMISSIONER OF REVENUE
1963	2	Wire	07/15/14	47,945.07	07227	EDUCATORS BENEFIT CONSULTANTS, LLC
1964	2	Wire	07/15/14	13,345.20	07227	EDUCATORS BENEFIT CONSULTANTS, LLC
1966	2	Wire	07/15/14	102.29	23101	MN DEPARTMENT OF REVENUE
1968	2	Wire	07/23/14	34,526.34	23131	BMO - FINANCIAL GROUP
1969	2	Wire	07/31/14	602,687.50	04360	BOND TRUST SERVICES CORPORATION
1970	2	Wire	07/31/14	84,950.00	04360	BOND TRUST SERVICES CORPORATION
1971	2	Wire	07/31/14	30,600.00	04360	BOND TRUST SERVICES CORPORATION
1972	2	Wire	07/31/14	470,525.17	04360	BOND TRUST SERVICES CORPORATION
1973	2	Wire	07/31/14	306,661.25	04360	BOND TRUST SERVICES CORPORATION
1974	2	Wire	07/31/14	237,495.37	08679	FEDERAL TAX / FICA
1975	2	Wire	07/31/14	39,090.46	08523	COMMISSIONER OF REVENUE
1976	2	Wire	07/31/14	108,897.56	08544	TEACHERS RETIREMENT ASSOC.
1977	2	Wire	07/31/14	48,421.82	07227	EDUCATORS BENEFIT CONSULTANTS, LLC
1978	2	Wire	07/31/14	2,616.00	08878	AMERICAS VEBAS SOLUTION
173000	2	Standard	07/18/14	147.76	07500	ACHIEVEMENT PROD INC
173001	2	Standard	07/18/14	318.10	07809	AIRGAS USA, LLC
173002	2	Standard	07/18/14	7,128.05	02566	APPLE COMPUTER, INC.
173003	2	Standard	07/18/14	615.00	02662	BAYADA HOME HEALTH CARE
173004	2	Standard	07/18/14	269.18	06978	BERGIN FRUIT COMPANY, INC.
173005	2	Standard	07/18/14	639.99	03343	BERTELSON TOTAL OFFICE SOLUTIONS
173006	2	Standard	07/18/14	14.78	21466	CBIZ FINANCIAL SOLUTIONS, INC.
173007	2	Standard	07/18/14	5,995.00	23234	CUSTOM COMMISSIONING AND ENERGY SERVICES
173008	2	Standard	07/18/14	972.97	04630	CYNMAR CORPORATION
173009	2	Standard	07/18/14	185.00	23226	DENNIS, BREANA
173010	2	Standard	07/18/14	280.00	06508	GUTZMAN, DEB
173011	2	Standard	07/18/14	432.00	07424	HEINEMANN, WILLIAM
173012	2	Standard	07/18/14	3,078.90	02016	HM RECEIVABLES CO. LLC
173013	2	Standard	07/18/14	494.95	04893	IND SCHOOL DISTRICT #197
173014	2	Standard	07/18/14	480.00	01777	IND SCHOOL DISTRICT #833
173015	2	Standard	07/18/14	11.82	07985	INNOVATIVE OFFICE SOLUTIONS, LLC
173016	2	Standard	07/18/14	12,152.16	09278	INTERMEDIATE SCHOOL DIST #916
173017	2	Standard	07/18/14	4,900.00	07125	INVER WOOD GOLF COURSE
173018	2	Standard	07/18/14	3,812.27	23080	K12 TRANSPORTATION MANAGEMENT SERVICES
173019	2	Standard	07/18/14	2,749.50	21265	KENNEDY & GRAVEN, CHARTERED
173020	2	Standard	07/18/14	107.68	23158	KVIKSTAD, MICHELE F.
173021	2	Standard	07/18/14	143.90	02469	LINGUISYSTEMS INC
173022	2	Standard	07/18/14	235.37	10016	LINK INTERPRET
173023	2	Standard	07/18/14	222.76	08924	LONE OAK GRAPHICS, INC.
173024	2	Standard	07/18/14	724.68	21362	OFFICE DEPOT, INC
173025	2	Standard	07/18/14	216.82	21375	OFFICE OF MN IT SERVICES
173026	2	Standard	07/18/14	163.00	02144	PEARSON EDUCATION
173027	2	Standard	07/18/14	246.50	23094	PETERSON, MEREDITH

173028	2	Standard	07/18/14	3,486.00	02721	REPUBLIC SERVICES
173029	2	Standard	07/18/14	817.29	01937	SAMS CLUB
173030	2	Standard	07/18/14	770.85	00189	SCHMITT MUSIC COMPANY
173031	2	Standard	07/18/14	145.12	03335	SCHUELLER, DENNIS
173032	2	Standard	07/18/14	1,735.38	01646	SHIFFLER EQUIPMENT SALES, INC
173033	2	Standard	07/18/14	113,363.18	08544	TEACHERS RETIREMENT ASSOC.
173034	2	Standard	07/18/14	81,693.47	00145	TIES
173035	2	Standard	07/18/14	80.07	06766	TOLL GAS & WELDING SUPPLY
173036	2	Standard	07/18/14	33.00	08718	TOTAL CONSTRUCTION & EQUIP INC
173037	2	Standard	07/18/14	205.38	21694	TRIARCH SLIDES
173038	2	Standard	07/18/14	10,266.76	02018	US FOODSERVICE, INC.
173039	2	Standard	07/18/14	1,536.00	00455	VIKING AUTOMATIC SPRINKLER CO.
173201	2	Standard	07/10/14	795.00	04605	AAA ALL CITY VACUUM
173202	2	Standard	07/10/14	3,713.60	23227	ALL-LINES LEASING
173203	2	Standard	07/10/14	4,975.92	06080	ATOMIC LEARNING, INC.
173204	2	Standard	07/10/14	1,808.25	23228	BEFORT, STEPHEN F.
173205	2	Standard	07/10/14	3,452.00	02602	D&L PAINTING WOODBURY LLC
173206	2	Standard	07/10/14	13,168.20	21962	EAST METRO INTEGRATION DISTRICT #6067
173207	2	Standard	07/10/14	7,190.80	07758	FRONTLINE PLACEMENT TECHNOLOGIES, INC
173208	2	Standard	07/10/14	99,933.20	21447	HOGLUND BUS
173209	2	Standard	07/10/14	800.00	03225	IND SCHOOL DISTRICT #11
173210	2	Standard	07/10/14	74,358.60	00051	INTERMEDIATE SCHOOL DIST 917
173211	2	Standard	07/10/14	1,266.00	08751	MASA/MASE MEMBERSHIP
173212	2	Standard	07/10/14	200.00	03238	MEMO
173213	2	Standard	07/10/14	7,614.00	03218	MITY-LITE
173214	2	Standard	07/10/14	115.14	02897	MOBILE MINI, INC.
173215	2	Standard	07/10/14	166.00	07467	RIVER HEIGHTS CHAMBER OF COMMERCE
173216	2	Standard	07/10/14	252.65	09428	STAPLES PRINT SOLUTIONS
173217	2	Standard	07/10/14	85,911.00	00145	TIES
173225	2	Standard	07/16/14	68.15	06672	ACE SUPPLY CO. INC.
173226	2	Standard	07/16/14	2,325.00	07663	AP EXAMS
173227	2	Standard	07/16/14	251,518.24	02566	APPLE FINANCIAL SERVICES
173228	2	Standard	07/16/14	531.37	00795	ASTLEFORD INTERNATIONAL INC.
173229	2	Standard	07/16/14	828.33	04577	AUTO JET MUFFLER
173230	2	Standard	07/16/14	17,029.00	00323	BAUER FLOOR COVERING INC.
173231	2	Standard	07/16/14	1,700.00	04360	BOND TRUST SERVICES CORPORATION
173232	2	Standard	07/16/14	24.85	07699	CIT
173233	2	Standard	07/16/14	24.75	21753	COMCAST
173234	2	Standard	07/16/14	309.70	03786	CULLIGAN WATER
173235	2	Standard	07/16/14	906.34	04630	CYNMAR CORPORATION
173236	2	Standard	07/16/14	315.44	00987	EDUCATORS BENEFIT CONSULTANTS, LLC
173237	2	Standard	07/16/14	286.01	00150	EXPRESS AUTO PARTS
173238	2	Standard	07/16/14	3,804.02	02357	GOODIN COMPANY
173239	2	Standard	07/16/14	104.22	04210	GRAPHIC RESOURCES
173240	2	Standard	07/16/14	1,368.72	21447	HOGLUND BUS
173241	2	Standard	07/16/14	43,800.00	07534	K.PEARSON MECHANICAL, LLC
173242	2	Standard	07/16/14	258.00	07792	KIDCREATE STUDIO
173243	2	Standard	07/16/14	15,207.95	01888	KREMER SERVICES, LLC.
173244	2	Standard	07/16/14	12,575.00	07179	L'ALLIER CONCRETE, INC.
173245	2	Standard	07/16/14	60.62	02408	LAWSON PRODUCTS, INC.
173246	2	Standard	07/16/14	503.13	02287	LILLIE SUBURBAN NEWSPAPERS INC
173247	2	Standard	07/16/14	3,281.42	03030	LOFFLER COMPANIES, INC.
173248	2	Standard	07/16/14	1,576.00	08751	MASA/MASE MEMBERSHIP

173249	2	Standard	07/16/14	5,413.16	01641	MINNEHAHA SERVICE
173250	2	Standard	07/16/14	120.00	06167	MINNESOTA SECRETARY OF STATE - NOTARY
173251	2	Standard	07/16/14	95.00	04442	MINNSPRA
173252	2	Standard	07/16/14	1,737.00	03218	MITY-LITE
173253	2	Standard	07/16/14	1,279.00	07463	MINNESOTA OFFICE TECHNOLOGY
173254	2	Standard	07/16/14	731.25	04787	MUNICIPAL/COMMERCIAL SEWER SERVICE
173255	2	Standard	07/16/14	581.76	01174	NORTH CENTRAL PARTS & SERVICE
173256	2	Standard	07/16/14	233.50	07351	POMP'S TIRE SERVICE, INC
173257	2	Standard	07/16/14	8.00	02660	PREMIUM WATER INC
173258	2	Standard	07/16/14	2,000.00	07902	PURCHASE POWER
173259	2	Standard	07/16/14	905.36	00065	RIVER COUNTRY COOPERATIVE
173260	2	Standard	07/16/14	987.14	00152	SAFE-WAY BUS CO.
173261	2	Standard	07/16/14	140.25	01333	SCHOLASTIC MAGAZINES
173262	2	Standard	07/16/14	0.00	22985	VOID
173263	2	Standard	07/16/14	2,084.58	03798	TDS METROCOM - MN
173264	2	Standard	07/16/14	174.22	04648	TELIN TRANSPORTATION GROUP
173265	2	Standard	07/16/14	1,119.75	02723	THYSSENKRUPP ELEVATOR CORPORATION - TKE C
173266	2	Standard	07/16/14	1,437.00	02232	TIERNEY BROTHERS, INC.
173267	2	Standard	07/16/14	25,193.25	00145	TIES
173268	2	Standard	07/16/14	76.05	03496	TROJE'S TRASH PICK-UP
173271	2	Standard	07/17/14	175,156.25	00106	INVER GROVE HEIGHTS, CITY OF
173272	2	Standard	07/15/14	76.03	00906	MESSERLI & KRAMER
173273	2	Standard	07/15/14	1,025.68	05353	MN CHILD SUPPORT PAYMENT CENTER
173274	2	Standard	07/15/14	32,531.71	00574	PERA
173275	2	Standard	07/15/14	111,522.66	08544	TEACHERS RETIREMENT ASSOC.
173276	2	Standard	07/23/14	1,312.05	07272	ALLY
173277	2	Standard	07/23/14	1,799.95	02566	APPLE COMPUTER, INC.
173278	2	Standard	07/23/14	109,315.76	02566	APPLE FINANCIAL SERVICES
173279	2	Standard	07/23/14	345.19	02109	ARMSTRONG MEDICAL INDUSTRIES, INC.
173280	2	Standard	07/23/14	225.55	21753	COMCAST
173281	2	Standard	07/23/14	15.91	21753	COMCAST
173282	2	Standard	07/23/14	3,280.17	23083	COMMERCIAL LIGHTING
173283	2	Standard	07/23/14	94.95	04630	CYNMAR CORPORATION
173284	2	Standard	07/23/14	3,345.00	02602	D&L PAINTING WOODBURY LLC
173285	2	Standard	07/23/14	95.00	06782	DAHL, STACIE
173286	2	Standard	07/23/14	659.00	07957	GLOBAL EQUIPMENT COMPANY
173287	2	Standard	07/23/14	271.25	04923	GOPHER BEARING CO.
173288	2	Standard	07/23/14	10,516.91	00081	GRAINGER
173289	2	Standard	07/23/14	1,091.29	02533	HOME DEPOT CREDIT SERVICES
173290	2	Standard	07/23/14	80,132.00	04049	JOHNSON CONTROLS, INC.
173291	2	Standard	07/23/14	102.00	23240	JOHNSON, JACKIE
173292	2	Standard	07/23/14	26.03	09410	JOSTENS, INC
173293	2	Standard	07/23/14	5,200.00	04624	KCB PROPERTIES
173294	2	Standard	07/23/14	508.06	01929	KLEIN, MAUREEN
173295	2	Standard	07/23/14	812.00	00118	KRECH'S IRON WORKS
173296	2	Standard	07/23/14	249.28	10016	LINK INTERPRET
173297	2	Standard	07/23/14	1,448.17	08924	LONE OAK GRAPHICS, INC.
173298	2	Standard	07/23/14	571.00	23177	LYCRA SOLUTIONS
173299	2	Standard	07/23/14	1,795.00	01347	MASSP
173300	2	Standard	07/23/14	215.05	00651	MEDICAL DISPOSAL SYSTEMS
173301	2	Standard	07/23/14	328.00	03723	MIDWEST IMAGING SOLUTIONS
173302	2	Standard	07/23/14	735.00	07245	MN DRIVERS MANUALS.COM
173303	2	Standard	07/23/14	486.55	21362	OFFICE DEPOT, INC

173304	2	Standard	07/23/14	75.00	09200	ROSS, ROBIN
173305	2	Standard	07/23/14	1,387.01	00152	SAFE-WAY BUS CO.
173306	2	Standard	07/23/14	8,250.00	08817	SCIENCE EXPLORERS, INC.
173307	2	Standard	07/23/14	532.00	06528	TRUGREEN PROCESSING CENTER
173308	2	Standard	07/23/14	375.00	03282	UNIQUE SOFTWARE CORP
173309	2	Standard	07/23/14	125.00	03282	UNIQUE SOFTWARE CORP
173310	2	Standard	07/23/14	1,050.00	06358	VERTICAL ENDEAVORS
173311	2	Standard	07/23/14	2,575.23	00159	XCEL
173312	2	Standard	07/23/14	4,945.00	08768	XEROX FINANCIAL SERVICES
173313	2	Standard	07/31/14	1,848.57	03233	AIR SPECIALTIES INC
173314	2	Standard	07/31/14	546.39	03973	ALL STAR ROLLOFF, INC.
173315	2	Standard	07/31/14	8,611.00	03961	ASSOC OF METROPOLITAN SCHOOL DISTRICTS
173316	2	Standard	07/31/14	175.00	07197	AUDIOLOGY SYSTEMS INC.
173317	2	Standard	07/31/14	1,350.00	02662	BAYADA HOME HEALTH CARE
173318	2	Standard	07/31/14	2,744.08	03118	COMMUNITY EDUCATION PETTY CASH
173319	2	Standard	07/31/14	1,728.50	06462	CRISIS PREVENTION INSTITUTE INC
173320	2	Standard	07/31/14	245.32	06594	DECKER EQUIPMENT
173321	2	Standard	07/31/14	15,558.00	06834	DOOR SERVICE COMPANY OF THE TWIN CITIES, IN
173322	2	Standard	07/31/14	411.56	02631	DSD
173323	2	Standard	07/31/14	102,174.38	07574	ECCO MIDWEST, INC.
173324	2	Standard	07/31/14	1,631.87	02949	FIRST IMPRESSION GROUP, THE
173325	2	Standard	07/31/14	171.34	02445	GENERAL PARTS INC.
173326	2	Standard	07/31/14	7.67	02357	GOODIN COMPANY
173327	2	Standard	07/31/14	65.98	04923	GOPHER BEARING CO.
173328	2	Standard	07/31/14	343.00	23111	HIRTE, DIANA
173329	2	Standard	07/31/14	1,732.50	21970	INFRASTRUCTURE TECHNOLOGIES, INC.
173330	2	Standard	07/31/14	120.00	07792	KIDCREATE STUDIO
173331	2	Standard	07/31/14	3,000.00	03885	LINE UP, THE
173332	2	Standard	07/31/14	588.01	10016	LINK INTERPRET
173333	2	Standard	07/31/14	146.11	08924	LONE OAK GRAPHICS, INC.
173334	2	Standard	07/31/14	4,185.70	03473	METRO ECSU
173335	2	Standard	07/31/14	2,850.00	03473	METRO ECSU
173336	2	Standard	07/31/14	160.00	03473	METRO ECSU
173337	2	Standard	07/31/14	85.60	02240	MINNESOTA AG GROUP, INC.
173338	2	Standard	07/31/14	8,620.00	00269	MINNESOTA SCHOOL BOARDS ASSOCIATION
173339	2	Standard	07/31/14	5,000.00	21895	MINNESOTA STATE UNIVERSITY - MANKATO
173340	2	Standard	07/31/14	31.30	07245	MN DRIVERS MANUALS.COM
173341	2	Standard	07/31/14	188.74	02897	MOBILE MINI, INC.
173342	2	Standard	07/31/14	225.27	21362	OFFICE DEPOT, INC
173343	2	Standard	07/31/14	37.00	06013	ON SITE SANITATION
173344	2	Standard	07/31/14	1,331.14	03782	PLUNKETT'S PEST CONTROL
173345	2	Standard	07/31/14	20.00	05353	RAMSEY COUNTY
173346	2	Standard	07/31/14	27.72	01333	SCHOLASTIC INC.
173347	2	Standard	07/31/14	81.60	00140	STAR TRIBUNE - NIE PROGRAM
173348	2	Standard	07/31/14	2,494.05	08718	TOTAL CONSTRUCTION & EQUIP INC
173349	2	Standard	07/31/14	112.50	04309	US FOODS CULINARY EQUIPMENT & SUPPLIES
173350	2	Standard	07/31/14	45.52	23241	VERICK, OLIVIA
173351	2	Standard	07/31/14	28.73	00359	WARD'S NATURAL SCIENCE INC
173352	2	Standard	08/06/14	1,326.00	08881	ALBERS MECHANICAL CONTRACTORS, INC.
173353	2	Standard	08/06/14	481.00	03973	ALL STAR ROLLOFF, INC.
173354	2	Standard	08/06/14	474.00	02566	APPLE COMPUTER, INC.
173355	2	Standard	08/06/14	632.60	02147	ARMCOM
173356	2	Standard	08/06/14	79.98	00395	ARROW MOWER INC

173357	2	Standard	08/06/14	664.28	06248	AT&T MOBILITY
173358	2	Standard	08/06/14	9,609.00	00323	BAUER FLOOR COVERING INC.
173359	2	Standard	08/06/14	53.04	06436	BEARCOM
173360	2	Standard	08/06/14	1,317.75	03497	BELDE BUILDING MAINT CORP
173361	2	Standard	08/06/14	7,845.13	03343	BERTELSON TOTAL OFFICE SOLUTIONS
173362	2	Standard	08/06/14	462.28	07204	BROCK WHITE COMPANY, LLC
173363	2	Standard	08/06/14	29,189.87	23243	CENTRAL MECHANICAL CO LLC
173364	2	Standard	08/06/14	66.02	06543	CENTURYLINK
173365	2	Standard	08/06/14	123.00	20089	CIC WRIGHT SPECIALTY
173366	2	Standard	08/06/14	4,090.00	02602	D&L PAINTING WOODBURY LLC
173367	2	Standard	08/06/14	245.60	02631	DSD
173368	2	Standard	08/06/14	124.70	22283	EAI EDUCATION
173369	2	Standard	08/06/14	60.30	03997	EARTHGRAINS BAKING CO. INC.
173370	2	Standard	08/06/14	2,961.11	21962	EAST METRO INTEGRATION DISTRICT #6067
173371	2	Standard	08/06/14	315.44	00987	EDUCATORS BENEFIT CONSULTANTS, LLC
173372	2	Standard	08/06/14	608.01	04210	GRAPHIC RESOURCES
173373	2	Standard	08/06/14	130.00	06508	GUTZMAN, DEB
173374	2	Standard	08/06/14	192.45	10024	HANCE UTILITY SERVICES, INC.
173375	2	Standard	08/06/14	159.94	02016	HM RECEIVABLES CO. LLC
173376	2	Standard	08/06/14	3,079.31	01018	IND SCHOOL DISTRICT #197
173377	2	Standard	08/06/14	23.31	00106	INVER GROVE HEIGHTS, CITY OF
173378	2	Standard	08/06/14	1,031.97	00106	INVER GROVE HEIGHTS, CITY OF
173379	2	Standard	08/06/14	13,805.94	04296	ISAACSON IMPLEMENT CO., INC.
173380	2	Standard	08/06/14	211.35	21952	JOHNSON DIVERSIFIED PRODUCTS
173381	2	Standard	08/06/14	3,600.00	07179	L'ALLIER CONCRETE, INC.
173382	2	Standard	08/06/14	76.33	08924	LONE OAK GRAPHICS, INC.
173383	2	Standard	08/06/14	50.00	03931	MASBO
173384	2	Standard	08/06/14	1,250.00	07898	MEDICINE LAKE TOURS
173385	2	Standard	08/06/14	16,938.25	06616	MERIDIAN CONSULTING GROUP, LLC
173386	2	Standard	08/06/14	2,988.00	00514	MIDWEST FENCE & MFG. CO.
173387	2	Standard	08/06/14	794.29	03507	MINVALCO INC
173388	2	Standard	08/06/14	593.29	07463	MINNESOTA OFFICE TECHNOLOGY
173389	2	Standard	08/06/14	126.38	08507	MTI DISTRIBUTING CO.
173390	2	Standard	08/06/14	3,600.00	05381	NAIKU, INC.
173391	2	Standard	08/06/14	1,994.00	22200	NEWS-2-YOU
173392	2	Standard	08/06/14	2,954.40	09278	NORTHEAST METRO DISTRICT 916
173393	2	Standard	08/06/14	1,420.00	23064	NUTRISLICE INC
173394	2	Standard	08/06/14	2,118.53	21362	OFFICE DEPOT, INC
173395	2	Standard	08/06/14	1,895.00	21375	OFFICE OF MN IT SERVICES
173396	2	Standard	08/06/14	204.00	06013	ON SITE SANITATION
173397	2	Standard	08/06/14	130.00	07859	PAPCO JANITORIAL EQUIPMENT
173398	2	Standard	08/06/14	77.18	23244	PARTS MIDWEST INC
173399	2	Standard	08/06/14	109.00	03782	PLUNKETT'S PEST CONTROL
173400	2	Standard	08/06/14	380.00	06614	PREMIER LITERACY
173401	2	Standard	08/06/14	495.41	07648	QUILL CORPORATION
173402	2	Standard	08/06/14	309.70	01937	SAMS CLUB
173403	2	Standard	08/06/14	246.40	02402	SCHOOL SPECIALTY, INC
173404	2	Standard	08/06/14	3,264.15	00536	SHERWIN WILLIAMS CO
173405	2	Standard	08/06/14	40.00	23245	SOUTH WEST METRO TRAINING CO-OP
173406	2	Standard	08/06/14	3,199.00	22985	SPED FORMS, INC
173407	2	Standard	08/06/14	177.25	00282	TARGET BANK
173408	2	Standard	08/06/14	612.72	02334	TRIO SUPPLY CO
173409	2	Standard	08/06/14	5,291.47	02018	US FOODSERVICE, INC.

173410	2	Standard	08/06/14	232.98	07967	VERIZON WIRELESS	
173411	2	Standard	08/06/14	965.97	07967	VERIZON WIRELESS	
173412	2	Standard	08/06/14	458.76	06831	WALMART BUSINESS	
173413	2	Standard	08/06/14	255.00	02488	WATCH ME DRAW	
173414	2	Standard	08/06/14	200.44	00159	XCEL	
173420	2	Standard	08/08/14	32,255.48	07250	HEALTH PARTNERS	
173421	2	Standard	08/08/14	337,515.99	07250	HEALTH PARTNERS	
173422	2	Standard	08/08/14	290.66	03616	INVER GROVE FEDERATION #1718	
173423	2	Standard	08/08/14	1,113.18	06160	IOUE LOCAL 70	
173424	2	Standard	08/08/14	111.72	06460	LEGAL SHIELD	
173425	2	Standard	08/08/14	5,325.35	08543	MADISON NATIONAL LIFE INS CO	
173426	2	Standard	08/08/14	184.00	08524	999999-NCPERS MINNESOTA	
173427	2	Standard	08/08/14	360.50	08527	MINNESOTA TEAMSTERS LOCAL 320	
173428	2	Standard	08/08/14	1,025.68	05353	MN CHILD SUPPORT PAYMENT CENTER	
173429	2	Standard	08/08/14	4,157.17	07353	NATIONAL INSURANCE SERVICES	
173430	2	Standard	08/08/14	42.00	01357	PEACEMAKER MINNESOTA	
173431	2	Standard	08/08/14	33,180.20	00574	PERA	
173432	2	Standard	08/08/14	1,141.24	08541	RELIASTAR LIFE INSURANCE COMPANY	(STD)
173433	2	Standard	08/08/14	148.00	08018	GREATER TWIN CITIES UNITED WAY	
	TOTAL BANK 2			**4,680,704.79**			

ISD 199 CHECK REGISTER REPORT

July 11, 2014 - August 13, 2014

Check Number	Bank	Payment Type	Check Date	Check Amount	Vendor Number	Vendor Name
173218	3	Standard	07/11/14	99,695.00	02706	AIM ELECTRONICS INC
173219	3	Standard	07/11/14	1,410.50	07762	BRAUN INTERTEC CORPORATION
173220	3	Standard	07/11/14	6,096.00	06834	DOOR SERVICE COMPANY OF THE TWIN
173221	3	Standard	07/11/14	34,817.50	07534	K.PEARSON MECHANICAL, LLC
173222	3	Standard	07/11/14	368,398.79	23224	LAKE AREA ROOFING & CONSTRUCTION INC
173223	3	Standard	07/11/14	295,188.75	23229	S&J CONTRACTING OF MN LLC
173224	3	Standard	07/11/14	33,521.04	06471	SHEEHY CONSTRUCTION COMPANY
173269	3	Standard	07/17/14	306,945.00	23179	COBALT CONTRACTING INC
173270	3	Standard	07/17/14	4,415.00	23236	ILLETSCHKO SALES AND SERVICES LLC
173415	3	Standard	08/06/14	10,550.00	23236	ILLETSCHKO SALES AND SERVICES LLC
173416	3	Standard	08/06/14	141,925.25	07534	K.PEARSON MECHANICAL, LLC
173417	3	Standard	08/06/14	59,037.75	23229	S&J CONTRACTING OF MN LLC
173418	3	Standard	08/06/14	264,081.00	06471	SHEEHY CONSTRUCTION COMPANY
173419	3	Standard	08/06/14	400.00	04965	US ASSURE, INC.
TOTAL BANK 3				**1,626,481.58**		

ISD 199 CHECK REGISTER REPORT

July 11, 2014 - August 13, 2014

Check Number	Bank	Payment Type	Check Date	Check Amount	Vendor Number	VADD	Vendor Name
500880	9	E-Pay	07/24/14	63.56	99999	10361	Anderson, Michelle
500881	9	E-Pay	07/24/14	37.70	99999	318	Auge, Kevin
500882	9	E-Pay	07/24/14	33.00	99999	8940	Empey, Julie
500883	9	E-Pay	07/24/14	16.80	99999	9942	Frana, Heidi
500884	9	E-Pay	07/24/14	100.80	99999	7926	Getting, Sara
500885	9	E-Pay	07/24/14	147.84	99999	7485	Gingerich, Michael J.
500886	9	E-Pay	07/24/14	36.49	99999	10607	Hagen, Tad
500887	9	E-Pay	07/24/14	113.34	99999	10026	Johnson, Mitchell
500888	9	E-Pay	07/24/14	124.85	99999	10375	Kaszas, Penny
500889	9	E-Pay	07/24/14	25.01	99999	6624	Luke, Kimberly
500890	9	E-Pay	07/24/14	34.16	99999	9664	Lugowski, Erin
500891	9	E-Pay	07/24/14	16.08	99999	10363	Ney, Rebecca
500892	9	E-Pay	07/24/14	118.27	99999	9943	Peterson, Danielle
500893	9	E-Pay	07/24/14	294.12	99999	5945	Potts, Linda
500894	9	E-Pay	07/24/14	125.44	99999	10353	Prall, Rebecca
500895	9	E-Pay	07/24/14	129.92	99999	10541	Serig, Bridget
500896	9	E-Pay	07/24/14	62.64	99999	10237	Uebel, Hannah
500897	9	E-Pay	07/24/14	32.01	99999	7370	Wang, Barbara
500898	9	E-Pay	07/24/14	90.00	99999	9514	Wendel, Jeffrey
500899	9	E-Pay	07/24/14	98.40	99999	9843	Wormer, Joan
500900	9	E-Pay	07/24/14	80.00	99999	9094	Sweet, Amanda
500901	9	E-Pay	08/04/14	100.00	99999	9806	Fisher, Carissa
500902	9	E-Pay	08/04/14	98.00	99999	10365	Garrison, Mary
500903	9	E-Pay	08/04/14	128.35	99999	8833	Karnes, Jill
500904	9	E-Pay	08/04/14	6.72	99999	10379	Kuenzli, Rachel
500905	9	E-Pay	08/04/14	23.18	99999	9934	Pates, Melissa
500906	9	E-Pay	08/04/14	163.75	99999	5945	Potts, Linda
500907	9	E-Pay	08/04/14	99.85	99999	8181	Schmidt, Deborah
500908	9	E-Pay	08/07/14	4.20	99999	10361	Anderson, Michelle
500909	9	E-Pay	08/07/14	179.99	99999	6362	McNamara, Kevin
500910	9	E-Pay	08/07/14	63.51	99999	9514	Wendel, Jeffrey
500911	9	E-Pay	08/07/14	82.16	99999	9843	Wormer, Joan
	TOTAL BANK 9			**2,730.14**			

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To accept the resignation of Catherine Bartholome, Preschool Teacher, effective August 1, 2014.

Justification:

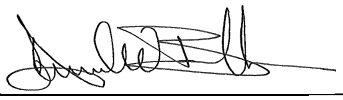
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

B**udget Code**:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To accept the resignation of Diana Gravem, Middle School Administrative Assistant, effective August 12, 2014.

Justification:

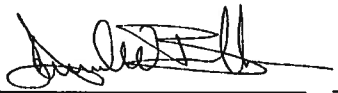
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To accept the resignation of Debbie Lesch, Cook Helper, effective July 28, 2014.

Justification:

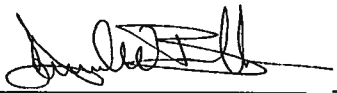
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To accept the retirement of Kathleen Menz, Bus Driver, effective June 5, 2014.

Justification:

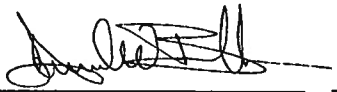
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To accept the resignation of Jordan Roue, IMC Paraprofessional, effective July 21, 2014.

Justification:

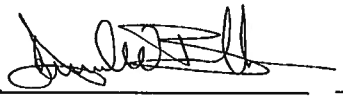
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

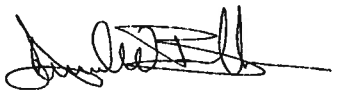
Purpose: To approve the leave of absence for the following staff:

Deirdre Crawford (FMLA)	Certified	Teacher	Simley High School	August 26, 2014 – November 26, 2014

Justification: Conforms to procedures, contract and/or statute.

Board Policy Considerations: Policy 410 – Family and Medical Leave

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Katy Anich, 1.0 FTE Hilltop Elementary School 4th Grade Teacher, effective September 2, 2014.

Justification: Due to the transfer of Jorge Guiral. The approval of employees must be made by the board.

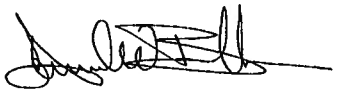
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $46,617.00 per Master Agreement Lane 5 and Step 3.

Estimated Contract Cost: $46,617.00 plus benefits.

Budget Code: 01-175-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Jamie Barton, 1.0 FTE Middle School English/Language Arts Teacher, effective September 2, 2014.

Justification: Due to the retirement of Julane Severson. The approval of employees must be made by the board.

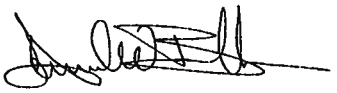
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $46,617.00 per Master Agreement Lane 5 and Step 3.

Estimated Contract Cost: $46,617.00 plus benefits.

Budget Code: 01-327-221-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Rico Bohren, Simley High School Dean of Students, effective August 13, 2014.

Justification: The approval of employees must be made by the board.

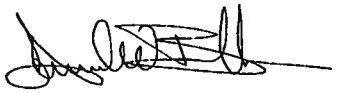
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations:

Estimated Contract Cost: $80,000.00 plus benefits.

Budget Code: 01-326-605-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Michelle Bouslog, 1.0 FTE Hilltop Elementary School 2nd Grade Teacher, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

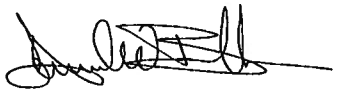
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $39,991.00 per Master Agreement Lane 2 and Step 3.

Estimated Contract Cost: $39,991.00 plus benefits.

Budget Code: 01-175-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Carlene Bray, 1.0 FTE Hilltop Elementary School 3rd Grade Teacher, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

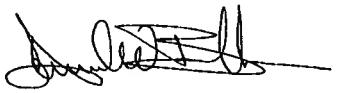
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $44,679.00 per Master Agreement Lane 5 and Step 2.

Estimated Contract Cost: $44,679.00 plus benefits.

Budget Code: 01-175-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Ann Butkowski, 0.857 FTE Simley High School Science Teacher, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

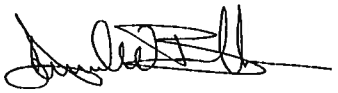
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $40,732.35 per Master Agreement Lane 7 and Step 2.

Estimated Contract Cost: $40,732.35 plus benefits.

Budget Code: 01-326-260-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Jane Carlson, 1.0 FTE Salem Hills Elementary School Media Specialist, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

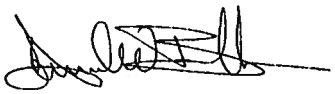
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $65,900.00 per Master Agreement Lane 6 and Step 11.

Estimated Contract Cost: $65,900.00 plus benefits.

Budget Code: 01-178-620-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Matthew Chappuis, 1.0 FTE Middle School Health and Physical Education Teacher, effective September 2, 2014.

Justification: Due to the retirement of Kellen O'Donnell. The approval of employees must be made by the board.

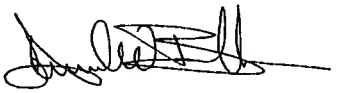
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $46,617.00 per Master Agreement Lane 5 and Step 3.

Estimated Contract Cost: $46,617.00 plus benefits.

Budget Code: 01-327-240-342-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Breanna Ellevold, 1.0 FTE Hilltop Elementary School 1st Grade Teacher, effective September 2, 2014.

Justification: This is a new position. The approval of employees must be made by the board.

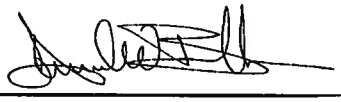
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $40,252.00 per Master Agreement Lane 4 and Step 1.

Estimated Contract Cost: $40,252.00 plus benefits.

Budget Code: 01-175-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Dawn Erdman, 1.0 FTE Simley High School Licensed School Nurse, effective September 2, 2014.

Justification: This is a new position. The approval of employees must be made by the board.

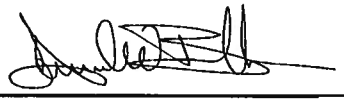
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $39,991.00 per Master Agreement Lane 2 and Step 3.

Estimated Contract Cost: $39,991.00 plus benefits.

Budget Code: 01-326-720-000-155-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Michael Franson, 1.0 FTE Pine Bend Elementary School 3rd Grade Teacher, effective September 2, 2014.

Justification: Due to enrollment. The approval of employees must be made by the board.

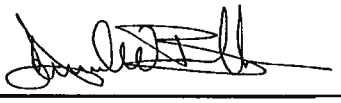
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $38,483.00 per Master Agreement Lane 2 and Step 2.

Estimated Contract Cost: $38,483.00 plus benefits.

Budget Code: 01-177-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Susan Grados, 1.0 FTE Salem Hills Elementary School 4th Grade Teacher, effective September 2, 2104.

Justification: Due to retirement of Diane Lewis. The approval of employees must be made by the board.

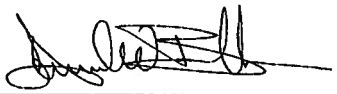
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $40,252.00 per Master Agreement Lane 4 and Step 1.

Estimated Contract Cost: $40,252.00 plus benefits.

Budget Code: 01-178-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Anna Guth, 1.0 FTE Simley High School and Salem Hills Elementary School Psychologist, effective September 2, 2014.

Justification: Due to resignation of Danielle Hamsund. The approval of employees must be made by the board.

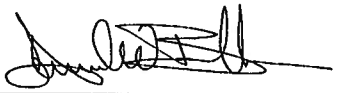
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $44,006.00 per Master Agreement Lane 6 and Step 1.

Estimated Contract Cost: $44,006.00 plus benefits.

Budget Code: 01-200-640-308-185-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Angela Markey, 1.0 FTE Middle School English Language (EL) Teacher, effective September 2, 2014.

Justification: Due to the transfer of Heath Anderson. The approval of employees must be made by the board.

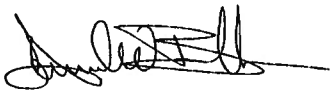
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $40,252.00 per Master Agreement Lane 6 and Step 1.

Estimated Contract Cost: $40,252.00 plus benefits.

Budget Code: 01-327-219-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Christopher Mensen, 1.0 FTE Simley High School Science Teacher, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

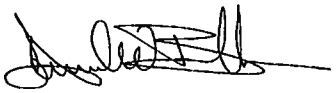
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $40,252.00 per Master Agreement Lane 4 and Step 1.

Estimated Contract Cost: $40,252.00 plus benefits.

Budget Code: 01-326-260-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Amy Nolechek, 1.0 FTE Hilltop Elementary School Kindergarten Teacher, effective September 2, 2014.

Justification: Due to the transfer of Julie Empey. The approval of employees must be made by the board.

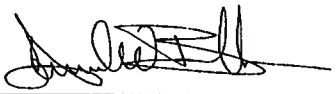
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $37,009.00 per Master Agreement Lane 2 and Step 1.

Estimated Contract Cost: $37,009.00 plus benefits.

Budget Code: 01-175-201-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Katherine Schletty, 0.8 FTE Elementary Schools DAPE/Physical Education Teacher, effective September 2, 2014.

Justification: Due to enrollment. The approval of employees must be made by the board.

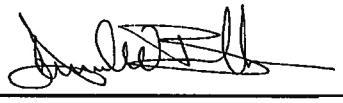
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $37,293.60 per Master Agreement Lane 5 and Step 3.

Estimated Contract Cost: $37,293.60 plus benefits.

Budget Code: 01-200-420-740-174-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Michelle Sherrard, 1.0 FTE Middle School Mathematics Teacher, effective September 2, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

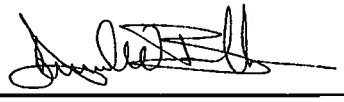
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $39,991.00 per Master Agreement Lane 2 and Step 3.

Estimated Contract Cost: $39,991.00 plus benefits.

Budget Code: 01-327-256-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Jennell Ulrich, 1.0 FTE Middle School Counselor, effective September 2, 2014.

Justification: This is a new position. The approval of employees must be made by the board.

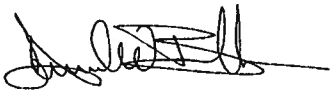
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $42,742.00 per Master Agreement Lane 5 and Step 1.

Estimated Contract Cost: $42,742.00 plus benefits.

Budget Code: 01-327-710-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Jason Voss, Middle School Assistant Principal, effective August 4, 2014.

Justification: Due to the non-renewal of a probationary employee. The approval of employees must be made by the board.

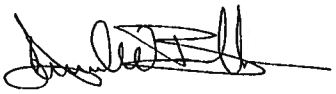
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations:

Estimated Contract Cost: $103,897.00 plus benefits.

Budget Code: 01-327-605-000-110-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Zeb Walberg, 1.0 FTE Middle School Social Studies Teacher, effective September 2, 2014.

Justification: Due to the family leave of Danielle Steinhoff. The approval of employees must be made by the board.

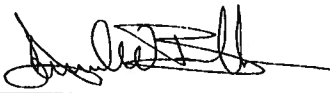
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $39,991.00 per Master Agreement Lane 2 and Step 3.

Estimated Contract Cost: $39,991.00 plus benefits.

Budget Code: 01-327-270-000-140-00

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Sally Wattrus, 1.0 FTE Hilltop Elementary School 1st Grade Teacher, effective September 2, 2014.

Justification: Due to the transfer of Michelle Anderson. The approval of employees must be made by the board.

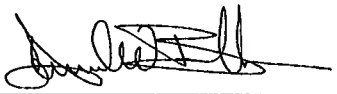
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: Salary of $39,991.00 per Master Agreement Lane 2 and Step 3.

Estimated Contract Cost: $39,991.00 plus benefits.

Budget Code: 01-175-203-000-140-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Donna Castillo, Middle School Special Education Paraprofessional, effective September 2, 2014.

Justification: This is due to the transfer of Leanne Anderson. The approval of employees must be made by the board.

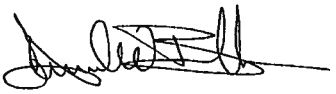
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: 6.75 hours per week; student days only.

Estimated Contract Cost: $17.62 per hour plus benefits.

Budget Code: 01-327-411-750-161-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the revised appointment of Julie Coffey, Director of Human Resources, effective July 1, 2014.

Justification: This is a new position. The approval of employees must be made by the board.

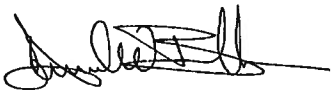
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: 2014-2015: $128,775.00
2015-2016: $131,351.00

Estimated Contract Cost: $128,775.00 plus benefits.

Budget Code: 01-005-160-000-110-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Matthew Lapakko, Middle School Special Education Paraprofessional, effective September 2, 2014.

Justification: This is due to the resignation of a probationary employee. The approval of employees must be made by the board.

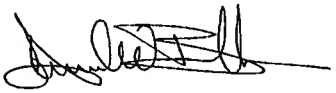
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: 6.75 hours per week; student days only.

Estimated Contract Cost: $17.62 per hour plus benefits.

Budget Code: 01-327-411-750-161-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Jacob Solmonson, Simley High School Special Education Paraprofessional, effective September 2, 2014.

Justification: This is due to the resignation of a probationary employee. The approval of employees must be made by the board.

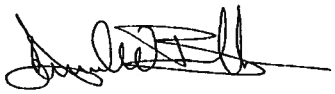
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: 6.75 hours per week; student days only.

Estimated Contract Cost: $17.62 per hour plus benefits.

Budget Code: 01-326-411-750-161-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve the appointment of Sandra Thiele, Early Learning Center Preschool Paraprofessional, effective September 2, 2014.

Justification: This is a new position. The approval of employees must be made by the board.

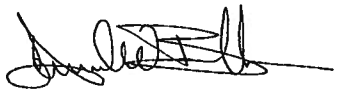
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations: 28.5 hours per week; student days only.

Estimated Contract Cost: $15.25 per hour plus benefits.

Budget Code: 04-500-550-000-175-000

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To approve Community Education 2014 Fall Youth Enrichment classes and instructors.

Justification: The approval of employees must be made by the board.

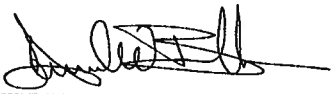
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations:

Estimated Contract Cost: Per Contracts.

Budget Code: 04-500-585-000-311-000 – Grade K-5 Classes
04-500-586-000-311-000 – Grade 6-12 Classes

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: List of classes with pertinent information.

Instructor name	Course name	Start date	End date	Payment details	Course budget code	Location
Theatre						
Sheila Casey Best	Simley Theatre- 2014-15			Flat Fee- $9,666/year	04-000-291-000-050-045 (IGH Simley Theater)	
Elementary Enrichment						
1st Swing Golf School	Beginner Golf	09/25/14	10/23/14	Beginner Golf ($50.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
1st Swing Golf School	Beginner Golf	09/22/14	10/13/14	Beginner Golf ($50.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Amy Mueller	Destination Imagination (Grades K-5)			Flat Fee- $464/year	04-000-585-000-050-000 (IGH Youth Gr. K-5)	
Computer Explorers	Junior LEGO Engineering: Theme Parks (STEM)	11/06/14	12/04/14	LEGO Engineering ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Computer Explorers	Extreme Robotics: Robo-Sports	09/22/14	10/06/14	Extreme Robots ($60.00 per Enroilment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Computer Explorers	Minecraft Digital Animation	10/15/14	10/16/14	Minecraft ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Computer Explorers	Ultimate Video Game Design	11/24/14	12/15/14	Video Game Design ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Computer Explorers	Ultimate Video Game Design	11/24/14	12/15/14	Video Game Design ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Computer Explorers	Ultimate Video Game Design	11/26/14	12/17/14	Video Game Design ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Computer Explorers	Junior LEGO Engineering: Theme Parks (STEM)	11/07/14	12/05/14	LEGO Engineering ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Computer Explorers	Junior LEGO Engineering: Theme Parks (STEM)	12/01/14	12/22/14	LEGO Engineering ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Computer Explorers	Ultimate Video Game Design	11/25/14	12/16/14	Video Game Design ($60.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Designed 4 Imagination	How to Create Your Own Dragon	10/21/14	10/28/14	Dragon ($15.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Designed 4 Imagination	How to Create Your Own Dragon	10/20/14	10/27/14	Dragon ($15.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Designed 4 Imagination	How to Create Your Own Dragon	10/23/14	10/30/14	Dragon ($15.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Designed 4 Imagination	Air Dry Clay	09/25/14	10/09/14	Air Dry Clay ($12.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Designed 4 Imagination	Air Dry Clay	09/26/14	10/10/14	Air Dry Clay ($12.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Designed 4 Imagination	Air Dry Clay	09/22/14	10/06/14	Air Dry Clay ($12.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Designed 4 Imagination	Basic Rhythm Skills and Knowledge	10/06/14	10/27/14	Basic Rhythm & Skill Rate ($20.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Designed 4 Imagination	Basic Rhythm Skills and Knowledge	10/08/14	11/05/14	Basic Rhythm & Skill Rate ($20.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Designed 4 Imagination	Basic Rhythm Skills and Knowledge	11/03/14	11/24/14	Basic Rhythm & Skill Rate ($20.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
GoSolar!	Solar Robots (STEM)	09/26/14	10/24/14	Solar Robots ($59.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
GoSolar!	Solar Robots (STEM)	09/23/14	10/14/14	Solar Robots ($59.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Homeward Bound	Magic and More	11/05/14	11/19/14	Magic and More ($38.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Homeward Bound	Magic and More	11/03/14	11/17/14	Magic and More ($38.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Homeward Bound	Magic and More	11/04/14	11/18/14	Magic and More ($38.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School

Instructor name	Course name	Start date	End date	Payment details	Course budget code	Location
Kid Create Studio	Halloween Craft Party	10/28/14	10/28/14	Halloween Craft ($28.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Kid Create Studio	Halloween Craft Party	10/30/14	10/30/14	Halloween Craft ($28.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Kid Create Studio	Halloween Craft Party	10/29/14	10/29/14	Halloween Craft ($28.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Kid Create Studio	Frozen Art Class	11/19/14	12/17/14	Frozen ($46.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Sara Svihel	Frozen Art Class	11/20/14	12/18/14	Frozen ($46.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Sara Svihel	Frozen Art Class	11/21/14	12/19/14	Frozen Art ($46.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
SiFul-Al Lam	Kung Fu - Wu Shu	10/09/14	12/04/14	Kung Fu ($95.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School, IGH Hilltop Elementary School
Watch Me Draw	Fall Art Fest	09/30/14	10/28/14	Fall Art Fest ($47.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Pine Bend Elementary School
Youth Enrichment League	Enrichment League Fencing (Grades 2-5)	09/24/14	11/05/14	Youth Fencing ($79.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Youth Enrichment League	Extreme LEGO	11/18/14	12/23/14	Extreme Lego ($54.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Salem Hills Elementary School
Youth Enrichment League	Grandmasters of Chess	09/24/14	11/05/14	Chess ($59.00 per Enrollment)	04-000-585-000-050-000 (IGH Youth Gr. K-5)	IGH Hilltop Elementary School
Middle School/High School Enrichment						
Advantage Prep	ACT Prep Course	10/28/14	12/02/14	ACT Prep (90% per Enrollment's Price)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Simley High School
Advantage Prep	SAT/PSAT Prep Course	09/16/14	10/07/14	ACT Prep (90% per Enrollment's Price)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Simley High School
Amy Mueller	Destination Imagination (Grades 6-12)			Flat Fee- $464/year	04-000-586-000-050-000 (IGH Youth Gr.6-12)	
Calyssa Hall	The Nutcracker- Awesome Children's Theatre	11/14/14	12/12/14	Flat Fee- $1,200 for Fall A.C.T.	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Simley High School
Deb Gutzman	Certified Babysitter's Training (Ages 11+)	10/15/14	10/15/14	IGH Babysitting Rate ($70.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Deb Gutzman	Safekids 101- Preparing Kids to stay safe at Home or in the Community	10/17/14	10/17/14	$15 per person ($15.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Designed 4 Imagination	Babysitter's Cuisine	10/27/14	10/27/14	$15 per enrollment ($15.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Designed 4 Imagination	Sushi Making	11/10/14	11/10/14	$25 per person ($25.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Designed 4 Imagination	Holiday Treats	12/12/14	12/12/14	$33 per person ($33.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Diana Hirte	Cake Decorating 101	10/09/14	10/09/14	Hourly Rate ($28.00 per Hour @ 1h 19m 48s)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Diana Hirte	Cake Decorating 201- Decorating a Character Cake	11/13/14	11/13/14	Hourly Rate ($28.00 per Hour @ 1h 30m)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Diana Hirte	Cake Decorating 201- Decorating a Character Cake	11/06/14	11/06/14	Hourly Rate ($28.00 per Hour @ 1h 30m)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Eugene Lucas	IGH Middle School Chess Club	10/01/14	12/10/14	Volunteer ($0.00 per Day)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
GoSolar!	Solar Derby	10/13/14	10/20/14	$64 per person ($64.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
GoSolar!	Solar Gadgets & Gizmos	11/03/14	11/24/14	$110 per person ($110.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Homeward Bound	Beginning Acting	10/27/14	11/17/14	Homeward Bound Rate ($38.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Simley High School

Instructor name	Course name	Start date	End date	Payment details	Course budget code	Location
Mary Dillon	VEX Robotics: Design, Build Program	09/30/14	11/25/14	VEX ($25.00 per Hour @ 19h 49m 48s)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Partners In Education	Super Stretch Yoga	10/22/14	11/19/14	$50 per person ($50.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
School of Fish	School of Fish- Open Water	10/16/14	10/16/14	$50 per person ($58.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Town Square TV	Studio Production- Create & Produce Your Own TV Show!	10/20/14	10/23/14	IGH Rate ($87.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Town Square TV
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day MEA Camp	10/16/14	10/16/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day MEA Camp	10/17/14	10/17/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day MEA Camp	10/18/14	10/18/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day Winter Break Camp	11/29/14	11/29/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day Winter Break Camp	12/13/14	12/13/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day Winter Break Camp	12/22/14	12/22/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Vertical Endeavors	Vertical Endeavors Rock Climbing- 1 Day Winter Break Camp	12/23/14	12/23/14	1 Day Camps ($40.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	Vertical Endeavors - St. Paul
Young Rembrandts	Anime & Manga Drawings	10/21/14	11/18/14	Anime ($51.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Middle School
Youth Enrichment League	Enrichment League Fencing (Grades 6-10)	09/24/14	11/05/14	Youth Fencing ($79.00 per Enrollment)	04-000-586-000-050-000 (IGH Youth Gr.6-12)	IGH Salem Hills Elementary School

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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Purpose: To acknowledge the disclosure of employment and supervision of relatives for Brianna Lyddy/Jennifer Lyddy and Breanna Ellevold/Ashley Ellevold.

Justification: The approval of employees must be made by the board.

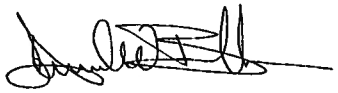
Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Julie Coffey, Director of Human Resources **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Consent

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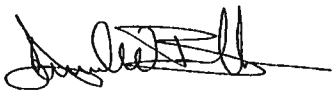
Purpose: To approve the appointment of extra-curricular coaches for the 2014-2015 school year.

Justification: Approval of employees must be made by the Board.

Board Policy Considerations: Policy 404 – Employment Background Checks and Policy 427 – Employment and Supervision of Relatives.

Name	Activity	Accounting Code	Salary
Kevin Fuhrman	Marching Band Drill Instructor	01-326-291-000-185-021	$1,068.00
Robert Mandell	Simley Annual	01-326-291-000-185-030	$2,983.00
Desmond Radunz	Head Cross Country	01-326-292-000-185-120	$4,053.00
Ben Bushaw	Head Boys Basketball	01-326-294-000-185-110	$5,854.16
Rex King	Head Football	01-326-294-000-185-125	$5,629.00
Houa Xiong	7th Football	01-326-294-000-185-125	$1,913.00
Mark Madigan	Assistant Football	01-326-294-000-185-125	$4,559.76
Lukas Johnson	Head Boys Lacrosse	01-326-294-000-185-137	$4,784.00
Michel Wolf	Middle School Boys Soccer	01-326-294-000-185-150	$1,913.00
Houa Xiong	JV Boys Tennis	01-326-294-000-185-160	$3,039.00
Brant Luehman	Head Boys Track	01-326-294-000-185-165	$4,784.00
Mark Madigan	Assistant Wrestling	01-326-294-000-185-175	$4,559.76
Deana Walsh	Head Gymnastics	01-326-296-000-185-130	$6,079.32
Rebecca Ney	Head Girls Swim & Dive	01-326-296-000-185-140	$5,629.00
Robert Mandell	9th Girls Soccer	01-326-296-000-185-140	$2,252.00
Patrick Gilbertson	Assistant Softball	01-326-296-000-185-155	$3,820.24
Gretchen Schwanz	JV Volleyball	01-326-296-000-185-170	$3,604.00
Chad Klopp	Middle School Student Council	01-327-291-000-185-040	$1,969.00
Partrick Gilbertson	7th Boys Basketball	01-327-294-000-185-110	$2,268.40
Chad Klopp	8th Boys Basketball	01-327-294-000-185-110	$2,140.00
Michelle Ahrens	8th Boys Basketball	01-327-294-000-185-110	$2,140.00
Daniel Gaisbauer	7th Boys Basketball	01-327-294-000-185-110	$2,268.40
Patrick Gilbertson	7th Girls Basketball	01-327-296-000-185-110	$2,268.40
Chad Klopp	8th Girls Basketball	01-327-296-000-185-110	$2,140.00
Michelle Ahrens	8th Girls Basketball	01-327-296-000-185-110	$2,140.00
Daniel Gaisbauer	7th Girls Basketball	01-327-296-000-185-110	$2,268.40
Bridget Serig	8th Softball	01-327-296-000-185-155	$1,689.00
Michelle Ahrens	7th Softball	01-327-296-000-185-155	$1,689.00
Jennell Ulrich	8th Volleyball	01-327-296-000-185-170	$1,689.00

Initiator: Will Short, Activities Director **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Business

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Purpose: To accept the following gifts and donations to Inver Grove Heights Community Schools:

1. Donation totaling $100.00 to Hilltop Elementary School from Wells Fargo Community Support Campaign on behalf of Bradley Hepper.
2. Donation totaling $204.61 to Hilltop Elementary School from Wells Fargo Educational Matching Gift program on behalf of Nichole Kappel and Kathleen Watts.
3. Donation totaling $204.61 to Hilltop Elementary School from Wells Fargo Community Support Campaign on behalf of Nichole Kappel and Kathleen Watts.
4. Donation totaling $136.00 to Hilltop Elementary School from The Benevity Community Impact Fund.

Justification:

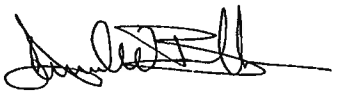
Board Policy Considerations: Policy 706 – Acceptance of Gifts.

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Cindy Nordstrom, Board Chair **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Business

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Purpose: To approve the 2014-2015 Spartan Kid's Care (SAC) fee increase.

Justification: Fees have not been increased since 2012. This has been reviewed and approved by the Finance Committee.

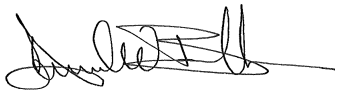
Board Policy Considerations:

Budget Considerations: Fee increase will compensate for increase in employee salary costs and costs due to credit card fees.

Estimated Contract Cost:

B**udget Code**: 04-000-570-000-050-000

Initiator: Dr. Bernadette MacKenzie, Director of Community Ed **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Budget summary and comparable district rates.

Fees	2013-14	2014-2015	Notes
			2% increase in school year fees to cover staffing increases
School Year			
5 days a week AM Only	$ 50.00	$ 51.00	
5 days a week PM Only	$ 50.00	$ 51.00	
5 days a week AM/PM	$ 100.00	$ 102.00	
Daily rate in any other combination			
AM	$ 15.00	$ 15.30	
PM	$ 15.00	$ 15.30	
AM/PM	$ 30.00	$ 30.60	
Registration fee	$ 25.00	27.5	(went up 10% to cover the cost of credit card fees)
Summer			
Daily fee-full contract (5 days a week)	$ 30.00	$ 30.60	Proposal: Vacation credit of 1 week based on their contract
Half Day Contract	$ 16.00		Ex: Full contract: 5 days to choose
Daily fee- (attends 4 days a week)	$ 40.00	$ 35.00	
Daily fee- (attends 3 days a week or less)	$ 55.00	$ 45.00	
Registration fee	$ 25.00	$ 27.50	

Summary Sheet
Budgeted Expenses vs. Projected Revenue

Revenue				
2013-14	**2014-15**			
	Projected Revenue (Before fee increase)	**Projected Revenue** (After fee increase)	**Difference**	
$ 642,670.00	$ 731,885.95	$ 743,199.54	**$**	**11,313.59**

Expenses				
Budget Code	**2013-14 Budget**	**2013-14 Projected**	**2014-15 adj**	**Difference**
110	$ 52,000.00		$ 52,000.00	$ -
170	$ 40,376.00		$ 41,849.00	$ 1,473.00
141	$ 305,973.70	$ 285,000.00	$ 292,595.00	$ 7,595.00
210	$ 26,534.58		$ 29,563.01	$ 3,028.43
214	$ 24,908.00		$ 28,017.23	$ 3,109.23
220	$ 44,291.13		$ 38,654.00	$ (5,637.13)
230	$ 296.20		$ 551.00	$ 254.80
235	$ 450.24		$ 516.00	$ 65.76
240	$ 705.53		$ 546.00	$ (159.53)
250	$ 2,012.27		$ 1,700.00	$ (312.27)
260	$ 699.34		$ 600.00	$ (99.34)
270	$ -		$ 150.00	$ 150.00
280	$ -		$ 25.00	$ 25.00
Total	$ 498,246.99	$ 285,000.00	$ 486,766.24	**$ 9,492.95**

141 staff has been streamlined to be more cost effective and plans have been made to attempt to cut staffing costs on NSD's and when staff are out of ratio

220 We have a lot of new staff whose hours do not qualify them for benefits so the projections for next year are less.

All prices are daily prices

Comparable Rates of Districts our size

	Spring Lake Park		Roseville		Hopkins		St. Louis Park	
Registration			School Year	$ 25.00	School Year	$ 35.00	School Year	$ 25.00
			Summer	$ 15.00	Summer	$ 35.00	Summer	$ 45.00
Full Time Care	**Full Time Care (Mon-Fri)**		**Early Start Schools**		**Full Time (Mon-Friday)**		**Full Time (4-5 days)**	
			Before School	$ 10.00				
			After School	$ 11.00				
	Before School	$ 12.00			Before School	$ 13.00	Before School	11.25/13.50
	After School	$ 10.50	**Late Start Schools**		After School	$ 13.00	After School	11.25/13.50
			Before School	$ 11.00				
			After School	$ 10.00				
Part Time	**Part Time Care (flexible schedule)**				**Part Time Care (flexible schedule)**		**Part Time (2-3) days**	
	Before School	$ 13.00			Before School	$ 14.00	Before School	13.75/16.00
	After School	$ 11.50			After School	$ 14.00	After School	13.75/16.00
	Drop in Care	$ 15.50			Drop in	$ 15.00		
Non School Days and Half Days	On Site	$ 32.00	NSD	$ 33.50	NSD Before Deadline	$ 36.00	NSD	$ 43.00
	Field Trip day	$ 35.00			NSD After Deadline	$ 39.00	Early Release	$ 14.00
	Half Day contract	$ 22.00						
Summer	Full Time	$ 32.00	Full Time	$ 35.00	Full Time	$ 36.00	10+ Days	$ 39.50
			4 Days	$ 38.00	(30+ days)			
			3 Days	$ 41.00				
	Part Time (Flexible schedule)	$ 35.00	Half Day	$ 24.00	Part Time (20-29 days)	$ 39.00		
			Pick Your Day					
	Drop in	$ 40.00	Full	$ 44.00	Flex Schedule (1-19 days)	$ 45.00		
			Half	$ 32.00				
			Pick your week					
			Full	$ 42.00				
			Half	$ 30.00				

All prices are daily prices

Comparable Rates of Districts our size

	South St. Paul		West St. Paul		Inver Grove Heights-13-14		Inver Grove Heights 2014-15	
Registration	School Year	$ 25.00	School Year	$ 55.00	School Year	$ 25.00	School Year	$ 27.50
	Summer	$ 25.00	Summer	$ 35-55				
Full Time Care	Before School	$ 10.00	Before/After	$ 12.50	Before School	$ 10.00	Before School	$ 10.20
	After School	$ 10.00			After School	$ 10.00	After School	$ 10.20
Part Time	Before School	$ 12.00	Before/After	$ 12.50	Before School	$ 15.00	Before School	$ 15.30
	After School	$ 12.00			After School	$ 15.00	After School	$ 15.30
	Drop in rate	$ 15.00	Drop in rate	$ 15.00				
Non School Days and Half Days	NSD	$ 31.00	NSD	$ 38.00	Before Deadline	$ 30.00	Before Deadline	$ 31.00
	Drop in NSD	$ 36.00			After Deadline	$ 33.00	After Deadline	$ 34.00
					Early Release	$ 14.00	Early Release	$ 14.50
Summer	**Full Time**		**Full Day rate**		**Full Time (5 days a week)**		**Full Time (5 days a week)**	
	Full Day	$ 31.00	5 Days	$ 37.00	Full day	$ 30.00	Full Day	$ 30.60
	1/2 Day	$ 16.00					1/2 Day	$ 16.00
	Part Time		**Part Time**		**Part Time**		**Part Time**	
	Full Day	$ 32.00	4 Days	$ 39.50	4 days a wk	$ 40.00	4 days a wk	$ 35.00
	1/2 Day	$ 16.00	3 Days	$ 42.50	3 Days or less	$ 55.00	3 days or less	$ 40.00
			2 Days	$ 44.50				
			1 Day	$ 47.00			1/2 day (4 days a wk)	$ 16.00
							1/2 day (3 or less)	$ 18.00

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Business

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Purpose: To approve the Second Reading for Revision of Policy 514 – Bullying Prohibition and Motion for Adoption of Policy 607 – Early Entrance to Kindergarten.

Justification: These policies have been reviewed and approved by the Policy Committee.

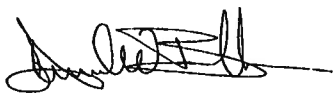
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Cindy Nordstrom, Board Chair **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of policy drafts.

POLICY: 514
ADOPTED: 05/17/05
REVISED: 09/25/06
REVISED: 09/10/07
REVISED: 07/14/08
REVISED: 08/18/14

INDEPENDENT SCHOOL DISTRICT 199
Inver Grove Heights Community Schools
2990 80th Street East
Inver Grove Heights, Minnesota 55076

BULLYING PROHIBITION

I. Purpose

A safe and civil environment is necessary for students to learn and attain high academic standards and to promote healthy human relationships. Bullying, like other violent or disruptive behavior, is conduct that interferes with students' ability to learn and teachers' ability to educate students in a safe environment. The school district cannot monitor the activities of students at all times and eliminate all incidents of bullying between students, particularly when students are not under the direct supervision of school personnel. However, to the extent such conduct affects the educational environment of the school district and the rights and welfare of its students and is within the control of the school district in its normal operations, it is the school district's intent to prevent bullying and to take action to investigate, respond, remediate, and discipline those acts of bullying which have not been successfully prevented. The purpose of this policy is to assist the school district in its goal of preventing and responding to acts of bullying, intimidation, violence and other similar disruptive behavior.

II. General Statement of Policy

A. An act of bullying, by either an individual student or a group of students, is expressly prohibited on school district property or at school-related functions. This policy applies not only to students who directly engage in an act of bullying but also to students who, by their indirect behavior, condone or support another student's act of bullying. This policy also applies to any student whose conduct at any time or in any place constitutes bullying that interferes with or obstructs the mission or operations of the school district or the safety or welfare of the student, other students, or employees. The misuse of technology including, but not limited to, teasing, intimidating, defaming, threatening, or terrorizing another student, teacher, administrator, volunteer, contractor, or other employee of the school district by sending or posting e-mail messages, instant messages, text messages, digital pictures or images, or Web site postings, including blogs, also may constitute an act of bullying regardless of whether such acts are committed on or off school district property and/or with or without the use of school district resources.

B. No administrator, teacher, volunteer, contractor, or other employee of the school

district shall permit, condone, or tolerate bullying.

C. Apparent permission or consent by a student being bullied does not lessen the prohibitions contained in this policy.

D. Retaliation against a victim, good faith reporter, or a witness of bullying is prohibited.

E. False accusations or reports of bullying against another student are prohibited.

F. A person who engages in an act of bullying, reprisal, or false reporting of bullying or permits, condones, or tolerates bullying shall be subject to discipline for that act in accordance with school district's policies and procedures. The school district may take into account the following factors:

1. The developmental and maturity levels of the parties involved;

2. The levels of harm, surrounding circumstances, and nature of the behavior;

3. Past incidences or past or continuing patterns of behavior;

4. The relationship between the parties involved; and

5. The context in which the alleged incidents occurred.

Consequences for students who commit prohibited acts of bullying may range from positive behavioral interventions up to and including suspension and/or expulsion. Consequences for employees who permit, condone, or tolerate bullying or engage in an act of reprisal or intentional false reporting of bullying may result in disciplinary action up to and including termination or discharge. Consequences for other individuals engaging in prohibited acts of bullying may include, but not be limited to, exclusion from school district property and events and/or termination of services and/or contracts.

G. The school district will act to investigate all complaints of bullying and will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who is found to have violated this policy.

III. Definitions

For purposes of this policy, the definitions included in this section apply.

A. "Bullying" means any written or verbal expression, physical act or gesture, or pattern thereof, by a student that is intended to cause or is perceived as causing distress to one or more students and which substantially interferes with another

student's or students' educational benefits, opportunities, or performance. Bullying includes, but is not limited to, conduct by a student against another student that a reasonable person under the circumstances knows or should know has the effect of:

1. harming a student;

2. damaging a student's property;

3. placing a student in reasonable fear of harm to his or her person or property; or

4. creating a hostile educational environment for a student.

~~4.~~5. intimidating a student or group of students

B. "Immediately" means as soon as possible but in no event longer than 24 hours.

C. "On school district property or at school-related functions" means all school district buildings, school grounds, and school property or property immediately adjacent to school grounds, school bus stops, school buses, school vehicles, school contracted vehicles, or any other vehicles approved for school district purposes, the area of entrance or departure from school grounds, premises, or events, and all school-related functions, school-sponsored activities, events, or trips. School district property also may mean a student's walking route to or from school for purposes of attending school or school-related functions, activities, or events. While prohibiting bullying at these locations and events, the school district does not represent that it will provide supervision or assume liability at these locations and events.

IV. Reporting Procedure

A. Any person who believes he or she has been the victim of bullying or any person with knowledge or belief of conduct that may constitute bullying shall report the alleged acts immediately to an appropriate school district official designated by this policy. A student may report bullying anonymously. However, the school district's ability to take action against an alleged perpetrator based solely on an anonymous report may be limited.

B. The school district encourages the reporting party or complainant to use the report form available from the principal of each building or available from the school district office, but oral reports shall be considered complaints as well.

C. The building principal or the principal's designee or the building supervisor (hereinafter building report taker) is the person responsible for receiving reports of bullying at the building level. Any person may report bullying directly to a school district human rights officer or the superintendent. If the complaint

involves the building report taker, the complaint shall be made of filed directly with the superintendent or the school district human rights officer by the reporting party or complainant.

D. A teacher, school administrator, volunteer, contractor, or other school employee shall be particularly alert to possible situations, circumstances, or events that might include bullying. Any such person who receives a report of, observes, or has other knowledge or belief of conduct that may constitute bullying shall inform the building ~~principal~~ report taker immediately. School district personnel who fail to inform the building report taker of the conduct that may constitute bullying in a timely manner may be subject to disciplinary action.

E. Reports of bullying are classified as private educational and/or personnel data and/or confidential investigative data and will not be disclosed except as permitted by law.

F. Submission of a good faith complaint or report of bullying will not affect the complainant's or reporter's future employment, grades, or work assignments, or educational or work environment.

G. The school district will respect the privacy of the complainant(s), the individual(s) against whom the complaint is filed, and the witnesses as much as possible, consistent with the school district's obligation to investigate, take appropriate action, and comply with any legal disclosure obligations.

V. School District Action

A. Upon receipt of a complaint or report of bullying, the school district shall undertake or authorize an investigation by school district officials or a third party designated by the school district.

B. The school district may take immediate steps, at its discretion, to protect the complainant, reporter, students, or others pending completion of an investigation of bullying, consistent with applicable law.

C. Upon completion of the investigation, the school district will take appropriate action. Such action may include, but is not limited to positive behavioral intervention, warning, suspension, exclusion, expulsion, transfer, remediation, termination, or discharge. Disciplinary consequences will be sufficiently severe to try to deter violations and to appropriately discipline prohibited behavior. School district action taken for violation of this policy will be consistent with the requirements of applicable collective bargaining agreements; applicable statutory authority, including the Minnesota Pupil Fair Dismissal Act; school district policies; and regulations.

D. The school district is not authorized to disclose to a victim private educational or personnel data regarding an alleged perpetrator who is a student or employee of

the school district. School officials will notify the parent(s) or guardian(s) of students involved in a bullying incident and the remedial action taken, to the extent permitted by law, based on a confirmed report.

VI. Reprisal

The school district will discipline or take appropriate action against any student, teacher, administrator, volunteer, contractor, or other employee of the school district who retaliates against any person who makes a good faith report of alleged bullying or against any person who testifies, assists, or participates in an investigation, or against any person who testifies, assists, or participates in a proceeding or hearing relating to such bullying. Retaliation includes, but is not limited to, any form of intimidation, harassment, or intentional disparate treatment.

VII. Training and Education

A. The school district annually will provide information and any applicable training to school district staff regarding this policy.

B. The school district annually will provide education and information to students regarding bullying, including information regarding this school district policy prohibiting bullying, the harmful effects of bullying, and other applicable initiatives to prevent bullying.

C. The administration of the school district is directed to implement programs and other initiatives to prevent bullying, to respond to bullying in a manner that does not stigmatize the victim, and to make resources or referrals to resources available to victims of bullying.

D. The school district may implement violence prevention and character development education programs to prevent and reduce policy violations. Such programs may offer instruction on character education including, but not limited to, character qualities such as attentiveness, truthfulness, respect for authority, diligence, gratefulness, self-discipline, patience, forgiveness, respect for others, peacemaking, and resourcefulness.

VIII. Notice

The school district will give annual notice of this policy to students, parents or guardians, and staff, and this policy shall appear in the student handbook.

Legal References: ~~Minn. Stat. § 120B.232 - Character Development Education~~
~~Minn. Stat. § 121A.03 - Sexual, Religious and Racial Harassment and Violence~~
~~Minn. Stat. § 121A.0695 - School Board Policy; Prohibiting Intimidation and Bullying~~

~~Minn. Stat. §§ 121A.40-121A.56 - Pupil Fair Dismissal Act~~
~~Minn. Stat. § 121A.69 - Hazing Policy~~

Minn. Stat. Ch. 13 (Minnesota Government Data Practices Act)
Minn Stat. § 120A.05, Subds. 9, 11, 13, and 17 (Definition of a Public School)
Minn. Stat. § 120B.232 (Character Development Education)
Minn.Stat. § 121A.03 (Sexual, Religious and Racial Harassment and Violence)
Minn. Stat. § 121A.031 (School Student Bullying Policy)
Minn.Stat. § 121A.0695 (School Board Policy; Prohibiting Intimidation and Bullying)
Minn. Stat. § 121A.0311 (Notice of Rights and Responsibilities of Students and Parents under the Safe and Supportive Minnesota Schools Act)
Minn. Stat. § 121A.40-121A.56 (Pupil Fair Dismissal Act)
Minn. Stat. § 121A.69 (Hazing Policy)
Minn. Stat. § 124D.10 (Charter School)
Minn. Stat. Ch. 363A (Minnesota Human Rights Act)
20 U.S.C. § 1232g *et seq.* (Family Educational Rights and Privacy Act)
34 C.F.R. § 99.1 – 99.67 (Family Educational Rights and Privacy)

Cross References:

Policy 403 - Discipline, Suspension, and Dismissal of School District Employees
Policy 413 - Harassment and Violence
Policy 414 - Mandated Reporting of Child Neglect or Physical or Sexual Abuse
Policy 415 - Mandated Reporting of Maltreatment of Vulnerable Adults
Policy 423 - Employee-Student Relationships
Policy 501 - School Weapons Policy
Policy 506 - Student Discipline
Policy 507 - Corporal Punishment
Policy 515 - Protection and Privacy of Pupil Records
Policy 521 - Student Disability Nondiscrimination
Policy 522 - Student Sex Nondiscrimination
Policy 526 - Hazing Prohibition
Policy 529 - Staff Notification of Violent Behavior by Students
Policy 709 - Student Transportation Safety Policy
Policy 711 - Digital/Electronic Recording on School Buses
Policy 712 - Digital/Electronic Surveillance Other Than on Buses

INDEPENDENT SCHOOL DISTRICT 199
Inver Grove Heights Community Schools
2990 80th Street East
Inver Grove Heights, Minnesota 55076

EARLY ENTRANCE TO KINDERGARTEN

I. Purpose

To provide criteria and procedures for early entrance into Kindergarten in the Inver Grove Heights Community Schools prior to age 5. Early entrance student success is contingent on mature levels of social, emotional, and academic proficiency. The early entrance assessment is designed to select students who demonstrate superior development in all these areas.

II. General Statement of Policy

1. The admission of student will be in accordance with Minnesota Statute 120A.20, Subd. 1 – Admission to Public School.

2. The school board will allow early school entrance.

3. Students who have met ALL criteria set by Inver Grove Heights Community Schools will be allowed to enter Kindergarten early. The decision made by the administration shall be final.

4. The District reserves the right to close all early entrance enrollments on those years when Kindergarten classes are projected to be full or open enrollment is closed.

5. Children will be admitted to school as a Kindergarten student if the child is five years of age on or before September 1 of the school year for which admission is sought.

6. Children who become five years of age on September 2 through October 31 of the school year for which admission is requested may enroll in Kindergarten based upon successful completion of an assessment process. Early admission procedures will guide the final recommendation for acceptance of the child.

7. An application must be filled out and received by the Director of Special Services no later than May 15th. Applications for students who move into the district over the summer will be considered on an individual basis.

III. Criteria

1. The child must have a birth date on or before October 31st of the calendar school year for which she or he seeks admission. Parent or caregiver must provide proof of age through one of the following documents: an original or copy of the student's legal birth certificate, or an original valid passport.

2. Measured general intellectual ability must be at or about the 98th percentile when compared with the child's same-age peers +/- one Standard Error of Measurement (SEM) for the test used will be required. This area will be assessed using a standardized, norm referenced, individually administered test of intellectual ability that is appropriate for the child given his/her cultural and linguistic background. Subscales or prorated scores will not be accepted as indicative of "general intellectual ability".

3. Social/emotional/behavioral skills must be within the average to above average range when compared with children who are age-appropriate for Kindergarten. This area will be assessed using parent and current day care provider checklists and interviews as well as observations by a Kindergarten teacher in IGH during a Summer Academy session.

4. Measured academic readiness skills must be within the average to above average range when compared with children who are age-appropriate for Kindergarten. This area will be assessed using Curriculum Based Measures of early literacy and numeracy and/or criterion based assessment of Kindergarten Readiness skills.

5. Assessments will be administered by a licensed school psychologist or licensed psychologist. The District will consider outside evaluations if submitted by the parents and following the criteria set forth in this policy.

6. Strong desire by the child to enter Kindergarten must be evident, without undue pressure from the parents.

7. Students transferring from other states or countries, whose admission laws are not consistent with Minnesota admission laws, will have transcripts reviewed by the Director of Special Services for determination of placement.

Admission to Kindergarten through the early admission process is considered probationary to ensure the child will have a successful experience. The length of time would extend through the end of the first trimester. If it is apparent to the parent or school personnel in the first few weeks of school that the child's adjustment is not satisfactory, the site principal will be notified by the classroom teacher. A team will be convened to determine if the school enrollment is appropriate at that time. If it were determined to be inappropriate at that time, the child would return to Kindergarten the following year in accordance with state statute. The decision of the Superintendent is final.

IV. Procedures:

1. The early entrance applicant must complete and demonstrate school readiness as evidenced in the preschool screening process that is required of all children before entering Kindergarten.

2. The parent/guardian(s) must complete an Application for Early Admission to Kindergarten by May 15. The application can be obtained from the Director of Special Services at the District office.

3. The early entrance applicant will then be screened by a licensed school psychologist for Kindergarten readiness. If the student scores at the median or higher, additional testing will be completed by a licensed school psychologist or licensed psychologist and a Kindergarten teacher by June 30. Signed consent to complete the assessment will be obtained prior to starting any data collection.

4. Based on the results of the screenings and evaluation, parents will be notified by the office of the Director of Special Services with the decision of whether or not approval for early entrance into Kindergarten was given by July 5.

5. A fee of $150 will be charged to parents of each out of district student, payable to Independent School District 199. This payment is due prior to starting the assessment.

6. Parents seeking Open Enrollment in the IGH Community Schools for their child as well as Early Kindergarten Admission must apply for Early Kindergarten Admission following the procedures above. Non-eligibility for Early Kindergarten Admission will result in the forfeiture of the Open Enrollment seat for the desired academic year.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Education

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Purpose: To approve the Simley High School Girls Tennis Team extended field trip to compete in a tournament located in Litchfield, MN from August 20, 2014 through August 21, 2014.

Justification:

Board Policy Considerations: Policy 610 – Field Trips

Budget Considerations:

Estimated Contract Cost:

B**udget Code**:

Initiator: Will Short, Activities Coordinator **Date**: August 18, 2014

Superintendent's Approval: Dr. Deirdre Wells **Date**: August 18, 2014

Documents Attached: Field trip proposal.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2015 Teacher Development and Evaluation Joint Agreement.

Justification: This was reviewed and approved by the Teacher Evaluation Committee.

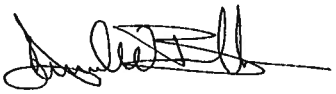
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Penny Kaszas, Director of Curriculum and Instruction **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: None.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Activities Director Contract.

Justification: This was reviewed and approved by the Personnel Committee.

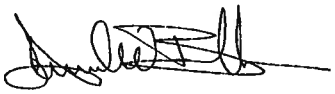
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Assistant Director of Special Education Contract.

Justification: This was reviewed and approved by the Personnel Committee.

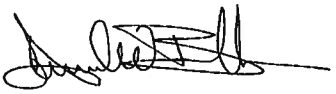
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Director of Buildings and Grounds Contract.

Justification: This was reviewed and approved by the Personnel Committee.

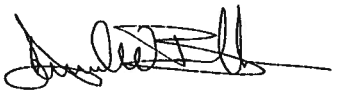
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Director of Community Education Contract.

Justification: This was reviewed and approved by the Personnel Committee.

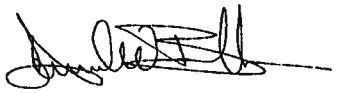
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Director of Curriculum and Instruction Contract.

Justification: This was reviewed and approved by the Personnel Committee.

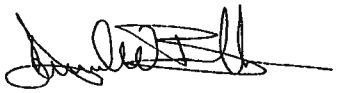
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Director of Technology Contract.

Justification: This was reviewed and approved by the Personnel Committee.

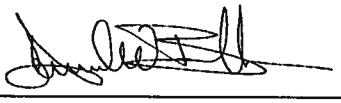
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Transportation Coordinator Contract.

Justification: This was reviewed and approved by the Personnel Committee.

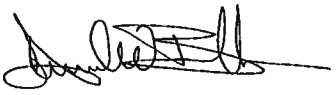
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the revised 2014-2016 Director of Human Resources Contract.

Justification: This was reviewed and approved by the Personnel Committee.

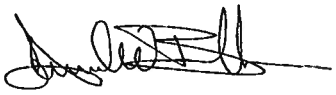
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the revised 2014-2016 Director of Business Services Contract.

Justification: This was reviewed and approved by the Personnel Committee.

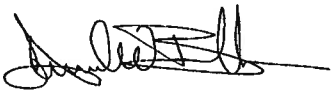
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.

BOARD AGENDA ITEM FORM
Inver Grove Heights Community Schools

Meeting of: August 18, 2014 **This agenda item is for**: Personnel

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Purpose: To approve the 2014-2016 Director of Special Services Contract.

Justification: This was reviewed and approved by the Personnel Committee.

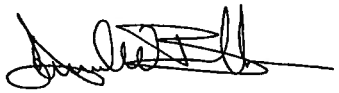
Board Policy Considerations:

Budget Considerations:

Estimated Contract Cost:

Budget Code:

Initiator: Dave Bernhardson, Superintendent **Date**: August 18, 2014

Superintendent's Approval:  **Date**: August 18, 2014

Documents Attached: Copy of Contract.