

Red Oak Community School District

604 S Broadway

Red Oak, Iowa 51566

712.623.6600

www.redoakschooldistrict.com

Regular Board of Directors Meeting

Meeting Location: Red Oak Jr./Sr. Virtual Learning Center OR
VIA Internet and Phone – visit website for information

GoToMeeting Link: <https://meet.goto.com/866908333>

Thursday, March 20, 2025 – 5:30 p.m.

Agenda

Public Hearing on FY 2026 Proposed Tax Notice at Approximately 5:35 p.m.

- 1.0 Call to Order – Board of Directors President Bret Blackman
- 2.0 Roll Call – Board of Directors Secretary Heidi Harris
- 3.0 Approval of the Agenda – President Brent Blackman
- 4.0 Communications
 - 4.1 Public Comment

The board invited members of the public to offer comments about items of interest or concern relating to the district. Public comments are limited to two (2) minutes. The Board will not respond to comments at this time, but may consider public input when the topic is raised on the agenda. Due to open meeting laws, the Board cannot discuss items not already on the agenda.
 - 4.2 Good News from Red Oak Schools
 - 4.3 Visitors and Presentations
 - 4.3.1 APMA and Boyd Jones will Update the Board on Proposed Additions and Renovations at Inman Elementary School
- 5.0 Consent Agenda
 - 5.1 Review and Approval of Minutes from March 6, 2025 Board Meetings.
 - 5.2 Review and Approval of Monthly Business Reports
 - 5.3 Personnel Considerations
 - 5.3.1 Resignation of Mark Haufle as Elementary Classroom Teacher at Inman Effective at the End of the 2024-2025 School Year
 - 5.3.2 Resignation of Jada Schwindt as ELA Teacher at Jr-Sr High School Effective at the End of the 2024-2025 School Year
 - 5.3.3 Resignation of Allen Gray as Assistant Football Coach at the Jr-Sr High School Effective at the End of 2024-2025 School Year
 - 5.3.4 Resignation of Jamie Nordeen as Jr-Sr High Paraprofessional at the end of the 2024-2025 School Year

- 5.3.5 Non-Renewal of Probationary Teaching Contract for Stephanie Boyd, Agriculture Teacher at Jr-Sr High School
- 5.4 Service Agreement
 - 5.4.1 Agreement with College Community School District to Provide Regular Education Services for Student in Residential Placement
- 5.6 Contract Renewals
 - 5.6.1 Renewal of Iowa Local Government Risk Pool (LGRP) Program Participation Agreement (i.e., Stabilization of Natural Gas Costs)
 - 5.6.2 Renewal of Head Start Program Agreement with West Central Community Action for the 2025-2026 School Year (Not to Exceed \$81,000)
 - 5.6.3 Renewal of US Cellular 24 Month Agreement for District Issued Cell Phones (\$359.91 per month)
- 5.7 Out of State Trips
 - 5.7.1 Fourth Grade Students to Travel to Omaha, NE to attend the Kiewit Luminarium, on April 16, 2025
- 6.0 General Business for the Board of Directors
 - 6.1 Old Business
 - 6.1.1 Discussion/Approval of Second Reading of Board Policy 606.6
 - 6.2 New Business
 - 6.2.1 Discussion of Cost Savings Measures for the 2025-2026 School Year
 - 6.2.2 Discussion/Approval of Red Oak Education Association Master Contract and Issuing Individual Teacher Contracts for the 2025-2026 School Year
 - 6.2.3 Discussion/Approval of Renewing the District's Medical and Ancillary Insurance Through Mercer/Iowa Educator Group Insurance Trust (i.e., Wellmark) for the 2025-2026 School Year
 - 6.2.4 Discussion/Approval of Switching Vision Insurance from Vision Direct to Delta Vision Through Mercer/Iowa Educator Group Insurance Trust (i.e., Wellmark) for the 2025-2026 School Year
- 7.0 Reports
 - 7.1 Administrative
 - 7.2 Future Conferences, Workshops, Seminars
 - 7.3 Other Announcements
 - 7.4 Board Member Requested Item(s) for Next Meeting Agenda
- 8.0 Next Board of Directors Meeting:
 - Wednesday, April 16, 2025 – 5:30pm
 - Red Oak Virtual Learning Center
 - Red Oak Jr/Sr High
- 9.0 Adjournment

FY2026 Budget Certification

Red Oak Community School District
Informing the Public



Certified Budget Facts

What is the Certified Budget and how is it certified?

- A document showing the amount of taxes to be levied for each fund and/or program and the aggregate revenues and expenditures.
- Property tax rate certification requires a **public hearing** and **adoption** to request property tax dollars for **all** funds combined and is a total tax rate, not by individual funds. This document must be certified by the local board no later than April 30, 2025.

For the Public – Certification Requirements and Information for the Public

- We inform the public the maximum we can spend in all funds from July 1, 2025 throughout June 30, 2026.
- Expenditures include instruction, total support services, non-instructional programs, total other expenditures, and total expenditures.
- We inform the public of the expected revenues and expenditures for FY2026, along with expected revenues in all funds for FY2026.
- We inform the public of the property tax rate for July 1, 2025 through June 30, 2026.

Key Assumptions (General Fund, except in Green Cells)

Key Variables that Fund Property Tax

	2025	2026
Certified Enrollment	1,059.6	972.9
Certified Enrollment Change	24.7	-86.7
Served Enrollment	967.6	885.9
Served Enrollment Change	-5.3	-81.7
Preschool Enrollment	24.0	24.5
Supplemental State Aid %	2.50%	2.00%
Dropout Prevention \$	357,281.0	240,317.0
Isl Level	0.10	0.10
Isl Surtax	0.01	0.05
Cash Reserve Levy - Sbrc	0.0	0.0
Cash Reserve Levy - Other	0.0	0.0
Taxable Valuation % Change	14.57%	1.80%
Tif Taxable Valuation % Change	-101.50%	-3.40%
Sbrc Modified Suppl Amt Other #1	0.0	0.0
Sbrc Modified Suppl Amt Other #2	240,317.0	200,000.0
Special Ed Modified Suppl Amt	100,000.0	100,000.0
	2025	2026
Regular PPEL Fund Rate	0.33	0.33
Voted PPEL Fund Rate	1.34	1.34
Voted PPEL Fund Surtax Rate	1%	1%
Management Fund Dollars	0	400000

Historical Property Tax by Levy

	Property Tax Rates						
	Historical					BUDGET	
	2020	2021	2022	2023	2024	2025	2026
General	10.40334	9.16789	9.44349	9.12901	9.59788	9.51561	10.07783
Management	0.00000	1.00153	0.42839	0.70453	0.40652	0.00000	0.87133
Regular PPEL	0.33000	0.33000	0.33000	0.33000	0.33000	0.33000	0.33000
Voted PPEL	1.20731	1.18926	1.19786	1.19361	1.18052	1.19832	1.21724
PERL	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000
Library	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000	0.00000
Debt Service	3.66578	3.75322	4.04957	4.04993	4.03872	4.05000	2.98220
Total Rate	15.60643	15.44190	15.44931	15.40708	15.55364	15.09393	15.47861

Proposed FY2026 Tax Rate

Utility Replacement and Property Taxes Adopted					
		Utility Replacement AND Property Tax Dollars	Levy Rate	Property Taxes Levied	Estimated Utility Replacement Dollars
Levy to Fund Combined District Cost (A&L line 15.3)	1	4,281,358			
+Educational Improvement Levy (A&L line 15.5)	2	0			
+Cash Reserve Levy - SBRC (A&L line 15.9)	3	0			
+Cash Reserve Levy - Other (A&L line 15.10)	4	0			
-Use of Fund Balance to Reduce Levy (A&L line 15.11)	5	0			
=Subtotal General Fund Levy (A&L line 15.14)	6	4,281,358	9.32622	4,181,783	99,575
+Instructional Support Levy (A&L line 15.13)	7	347,448	0.74767	339,464	7,984
=Total General Fund Levy (A&L line 15.12)	8	4,628,806	10.07389	4,521,247	107,559
	9				
Management	10	400,000	0.87133	390,696	9,304
Amana Library	11	0	0	0	0
Voted Physical Plant & Equipment (Loan Agreement)	12	0			
+Voted Physical Plant & Equipment (Capital Project)	13	565,660			
=Subtotal Voted Physical Plant & Equipment	14	565,660	1.21724	552,662	12,998
+Regular Physical Plant & Equipment	15	153,353	0.33000	149,829	3,524
=Total Physical Plant & Equipment	16	719,013			
	17				
Reorganization Equalization Levy	18	0	0.00000	0	0
Emergency Levy (for Disaster Recovery)	19	0	0.00000	0	0
Public Education/Recreation (Playground)	20	0	0.00000	0	0
Debt Service	21	1,385,844	2.98220	1,354,004	31,840
GRAND TOTAL	22	7,133,663	15.47466	6,968,438	165,225

General Fund Property Tax Projections

RED OAK Combined District Cost

		FY 2026	FY 2025	FY 2026 vs. FY
Uniform Levy				
Uniform Levy Dollars	6.3	2,478,961	2,435,016	43,945
State Aid				
Unadjusted State Foundation Aid	7.22	7,260,281	7,759,042	(498,761)
Property Tax Adjustment Aid	8.14	21,470	21,864	(394)
Property Tax Replacement Payment (PTRP)	8.19	270,297	271,672	(1,375)
Foundation Base Supplement Aid	8.22	20,188	20,710	(522)
Adjusted Additional Property Tax Levy Aid	8.35	0	5,465	(5,465)
AEA Statewide State Aid Reduction	5.16	14,859	69,904	(55,045)
Adjustment for Property Tax Repayment due to Property Assessment Appeal	9.11	0	0	0
FY2024 District Special Ed Positive Balance, Property & Utility Repl Tax Portion	8.43	0	36,742	(36,742)
Additional Levy				
Additional Dollar Levy	8.4	2,111,495	1,635,299	476,196
FY2026 Property Tax Adjustment Aid	8.14	21,470	21,864	(394)
Property Tax Replacement Payment (PTRP)	8.19	270,297	271,672	(1,375)
Foundation Base Supplement Aid	8.22	20,188.000	20,710.000	(522.000)
FY2026 Adjusted Additional Property Tax Levy Aid	8.35	0.00	5,465.00	(5,465.00)
AEA Statewide State Aid Reduction	5.16	14,859	69,904	(55,045)
FY2024 District Special Ed Positive Balance, Property & Utility Repl Tax Portion	8.43	0	36,742	(36,742)
Additional Levy Utility Replacement Adjustment	13.3	(208)	(437)	229
Utility Replacement				
Uniform Levy Utility Replacement Adjustment	6.6	(386)	(666)	280
Additional Levy Utility Replacement Adjustment	13.3	(208)	(437)	229
State Foundation vs. Combined District Cost				
State Foundation Aid	9.13	7,754,083	8,229,598	(475,515)
Total Preschool Foundation Aid	7.35	195,584	184,007	11,578
Preschool is not included in the CDC and the C&I Amounts are State Aid in CDC				

Incoming Revenues/Resources to be Certified

NOTICE OF PUBLIC HEARING
Proposed RED OAK School Budget Summary
Fiscal Year 2025 - 2026

Location of Public Hearing:

Date of Hearing Time of Hearing:

The Board of Directors will conduct a public hearing on the proposed school budget at the above noted location and time. At the hearing, any resident or taxpayer may present objections to, or arguments in favor of, any part of the proposed budget. This notice represents a summary of the supporting detail of the revenues and expenditures on file with the district secretary. A copy of the details will be furnished upon request.

		Budget 2026	Re-est. 2025	Actual 2024	Avg % 2024-2026
Taxes Levied on Property	1	6,970,207	6,726,702	6,127,720	6.65%
Utility Replacement Excise Tax	2	165,263	162,596	172,627	-2.16%
Income Surtaxes	3	415,950	415,950	415,950	0.00%
Tuition\Transportation Received	4	541,079	531,531	572,408	
Earnings on Investments	5	647,705	630,583	294,104	
Nutrition Program Sales	6	125,938	124,219	148,725	
Student Activities and Sales	7	165,320	164,622	168,138	
Other Revenues from Local Sources	8	317,377	316,527	296,517	
Revenue from Intermediary Sources	9	0	0	0	
State Foundation Aid	10	7,731,652	7,962,438	7,710,302	
Instructional Support State Aid	11	28,271	30,867	0	
Other State Sources	12	1,481,255	1,480,617	1,482,288	
Two Tier Assessment Limitation Replacement	13	22,778	22,778	22,778	
Title 1 Grants	14	503,317	503,317	444,839	
IDEA and Other Federal Sources	15	562,125	555,293	880,920	
Total Revenues	16	19,678,237	19,628,040	18,737,316	
General Long-Term Debt Proceeds	17	0	0	0	
Transfers In	18	961,971	947,923	897,046	
Proceeds of Fixed Asset Dispositions	19	173,827	173,827	176,258	
Special Items/Upward Adjustments	20	32,336	32,313	32,630	
Total Revenues & Other Sources	21	20,846,371	20,782,103	19,843,250	
Beginning Fund Balance	22	11,921,380	13,817,035	14,309,410	
Total Resources	23	32,767,751	34,599,138	34,152,660	

Expenditures approved for Certification

		Budget 2026	Re-est. 2025	Actual 2024	Avg % 24-26
*Instruction	24	10,671,972	10,332,126	9,557,529	% 5.7
Student Support Services	25	274,895	311,304	303,290	
Instructional Staff Support Services	26	1,266,264	1,249,719	1,010,789	
General Administration	27	493,488	491,797	486,383	
School Administration	28	882,006	898,170	872,372	
Business & Central Administration	29	367,349	404,280	349,214	
Plant Operation and Maintenance	30	2,134,509	2,087,770	1,922,045	
Student Transportation	31	1,318,578	1,298,113	786,422	
*Total Support Services (lines 25-31)	31A	6,737,089	6,741,153	5,730,515	% 8.4
*Noninstructional Programs	32	685,877	675,704	643,912	% 3.2
Facilities Acquisition and Construction	33	894,824	881,601	400,409	
Debt Service (Principal, interest, fiscal charges)	34	2,581,979	2,543,822	2,512,528	
AEA Support - Direct to AEA	35	395,024	436,089	494,198	
*Total Other Expenditures (lines 33-35)	35A	3,871,827	3,861,512	3,407,135	% 6.6
Total Expenditures	36	21,966,765	21,610,495	19,339,091	
Transfers Out	37	953,469	939,632	897,046	
Other Uses	38	128,258	127,632	99,488	
Total Expenditures, Transfers Out & Other Uses	39	23,048,492	22,677,759	20,335,625	
Ending Fund Balance	40	9,840,766	12,191,864	13,807,313	
Total Requirements	41	32,889,258	34,869,623	34,142,938	
Proposed Property Tax Rate (per \$1,000 taxable valuation)		15.47466			

The Overall Tax Rate

TAX CERT RESULTS	Rate	Total Dollars
Subtotal General Fund Levy (A&L line 15.14)	9.32622	4,281,358
+ Instructional Support Levy (A&L line 15.13)	0.74767	347,448
= Total General Fund Levy (A&L line 15.12)	10.07389	4,628,806
Management	0.87133	400,000
Amana Library	0.00000	0
Voted Physical Plant & Equipment (Loan Agreement)		0
+ Voted Physical Plant & Equipment (Capital Project)		565,660
= Subtotal Voted Physical Plant & Equipment	1.21724	565,660
+ Regular Physical Plant & Equipment	0.33000	153,353
= Total Physical Plant & Equipment		719,013
Reorganization Equalization Levy	0.00000	0
Emergency Levy (for Disaster Recovery)	0.00000	0
Public Education/Recreation (Playground)	0.00000	0
Debt Service	2.98220	1,385,844
GRAND TOTAL	15.47466	7,133,663

NOTICE OF PUBLIC HEARING
Proposed RED OAK School Budget Summary
Fiscal Year 2025 - 2026

What are we approving for certification?

Actual Publication Form

Location of Public Hearing:

Date of Hearing:

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Income Surtaxes	3	415,950	415,950	415,950	0.00%
Tuition\Transportation Received	4	541,079	531,531	572,408	
Earnings on Investments	5	647,705	630,583	294,104	
Nutrition Program Sales	6	125,938	124,219	148,725	
Student Activities and Sales	7	165,320	164,622	168,138	
Other Revenues from Local Sources	8	317,377	316,527	296,517	
Revenue from Intermediary Sources	9	0	0	0	
State Foundation Aid	10	7,731,652	7,962,438	7,710,302	
Instructional Support State Aid	11	28,271	30,867	0	
Other State Sources	12	1,481,255	1,480,617	1,482,288	
Two Tier Assessment Limitation Replacement	13	22,778	22,778	22,778	
Title 1 Grants	14	503,317	503,317	444,839	
IDEA and Other Federal Sources	15	562,125	555,293	880,920	
Total Revenues	16	19,678,237	19,628,040	18,737,316	
General Long-Term Debt Proceeds	17	0	0	0	
Transfers In	18	961,971	947,923	897,046	
Proceeds of Fixed Asset Dispositions	19	173,827	173,827	176,258	
Special Items/Upward Adjustments	20	32,336	32,313	32,630	
Total Revenues & Other Sources	21	20,846,371	20,782,103	19,843,250	
Beginning Fund Balance	22	11,921,380	13,817,035	14,309,410	
Total Resources	23	32,767,751	34,599,138	34,152,660	
*Instruction	24	10,671,101	10,332,126	9,557,529	5.67%
Student Support Services	25	274,867	311,304	303,290	
Instructional Staff Support Services	26	1,266,181	1,249,719	1,010,789	
General Administration	27	493,460	491,797	486,383	
School Administration	28	881,970	898,170	872,372	
Business & Central Administration	29	367,336	404,280	349,214	
Plant Operation and Maintenance	30	2,134,495	2,087,770	1,922,045	
Student Transportation	31	1,318,566	1,298,113	786,422	
*Total Support Services (lines 25-31)	31A	6,736,875	6,741,153	5,730,515	8.43%
*Noninstructional Programs	32	685,877	675,704	643,912	3.21%
Facilities Acquisition and Construction	33	894,824	881,601	400,409	
Debt Service (Principal, interest, fiscal charges)	34	2,581,979	2,543,822	2,512,528	
AEA Support - Direct to AEA	35	261,089	436,089	494,198	
*Total Other Expenditures (lines 34-35)	35A	3,737,892	3,861,512	3,407,135	4.74%
Total Expenditures	36	21,831,745	21,610,495	19,339,091	
Transfers Out	37	953,469	939,632	897,046	
Other Uses	38	128,258	127,632	99,488	
Total Expenditures, Transfers Out & Other Uses	39	22,913,472	22,677,759	20,335,625	
Ending Fund Balance	40	9,854,279	11,921,380	13,817,035	
Total Requirements	41	32,767,751	34,599,138	34,152,660	
Proposed Property Tax Rate (per \$1,000 taxable valuation)		15.4786			

Red Oak Community School District
Special Meeting of the Board of Directors
Meeting Location: Virtual
March 6, 2025

The special meeting of the Board of Directors of the Red Oak Community School District was called to order by President Bret Blackman at 7:30 a.m. The Special Board Meeting was held virtually.

Present

Directors: Bret Blackman, Kathy Walker, Scott Bruce, and Pastor Ricky Rohrig
Superintendent Ron Lorenz, Board Secretary/Business Manager Heidi Harris

Approval of Agenda

Motion by Director Walker, second by Director Bruce to approve the agenda with the order of agenda items at the discretion of the meeting chair. Motion carried unanimously.

Consent Agenda

Motion by Director Walker, second by Director Rohrig to approve the consent agenda as presented including personnel considerations (striking item 4.1.4). Motion carried unanimously.

Stellar Virtual

Motion by Director Walker, second by Director Bruce to approve contracting with Stellar Virtual to launch a Statewide K-12 virtual academy. Motion carried unanimously.

Math Intervention Materials

Motion by Director Bruce second by Director Rohrig to approve the purchase of math intervention materials relating to the ESSA School Improvement Plan for \$12,808.26 Motion carried unanimously.

Adjournment

Motion by Director Bruce, second by Director Rohrig to adjourn the meeting at 7:34 a.m.
Motion carried unanimously.

Next Board of Directors Meeting

Thursday, March 20, 2024
Virtual Classroom/Phone/Internet
Red Oak Junior Senior High School Campus

Bret Blackman, President

Heidi Harris, Board Secretary

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Checking Account ID 1	Fund Number 10	OPERATING FUND
AHLERS & COONEY	885383	998.50
10 9010 2310 000 0000 342	Professional Services	998.50
AHLERS & COONEY	885384	1,483.50
10 9010 2310 000 0000 342	Professional Services	1,483.50
AHLERS & COONEY	885716	477.00
10 9010 2310 000 0000 342	Professional Services	477.00
AHLERS & COONEY	887535	2,142.50
10 9010 2310 000 0000 342	Professional Services	2,142.50
Vendor Name AHLERS & COONEY		<u>5,101.50</u>
ALLENSWORTH HEATING & COOLING	178929-2	819.15
10 0445 2620 000 0000 432	Furnace Heat Repair	819.15
Vendor Name ALLENSWORTH HEATING & COOLING		<u>819.15</u>
AMAZON CAPITAL SERVICES, INC.	1CRH-WMM6-3K77	22.95
10 9010 2620 000 0000 618	Cleaning Supplies PreK	22.95
AMAZON CAPITAL SERVICES, INC.	1LGG-DCPX-PQMX	17.04
10 0418 1000 100 8001 612	Supplies - PTO	17.04
AMAZON CAPITAL SERVICES, INC.	1RNW-N14C-96F7	40.54
10 0109 2620 000 0000 618	AG ROOM FAUCET	40.54
AMAZON CAPITAL SERVICES, INC.	1RPJ-HMFP-46TR	51.06
10 9010 2620 000 0000 618	Receipt Books, Copy Stamp, Scissors	51.06
AMAZON CAPITAL SERVICES, INC.	1X7G-VVYF-3TYQ	67.96
10 0109 1300 340 0000 612	Kitchen Supplies	67.96
Vendor Name AMAZON CAPITAL SERVICES, INC.		<u>199.55</u>
BATTEN SANITATION SERVICE	TrashFeb2025	6,053.88
10 0109 2630 000 0000 421	JrSr Trash Services	1,830.00
10 0418 2630 000 0000 421	Inman Trash Services	1,800.00
10 0445 2630 000 0000 421	ROECC Trash Services	1,830.00
10 9010 2630 000 0000 421	Admin Office/BBF/FBF/Bancroft/Website	593.88
Vendor Name BATTEN SANITATION SERVICE		<u>6,053.88</u>
CAMBLIN MECHANICAL INC	42638	1,997.98
10 0445 2620 000 0000 432	Heat ROECC	1,997.98
Vendor Name CAMBLIN MECHANICAL INC		<u>1,997.98</u>
CAPITAL SANITARY SUPPLY CO.	20250225	1,512.61
10 9010 2620 000 0000 618	District Supplies	1,512.61
CAPITAL SANITARY SUPPLY CO.	o082338A	103.58
10 9010 2620 000 0000 618	District Supplies	103.58
CAPITAL SANITARY SUPPLY CO.	o083085A	434.28
10 9010 2620 000 0000 618	District Supplies o083085A	434.28
Vendor Name CAPITAL SANITARY SUPPLY CO.		<u>2,050.47</u>
CASEY'S BUSINESS MASTERCARD	20250312	287.87
10 9010 2700 000 0000 626	Activities Fuel	287.87

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name	CASEY'S BUSINESS MASTERCARD	287.87
CHEMSEARCH	9060540	510.55
10 0109 2640 910 6220 433	HS Boiler	510.55
CHEMSEARCH	9065188	481.84
10 0418 2640 000 0000 433	IES Boiler	481.84
Vendor Name	CHEMSEARCH	992.39
CITY OF RED OAK	WaterFeb2025	1,678.01
10 9010 2620 000 0000 411	Admin/BusBarn/BB/BBF Water	138.57
10 0109 2620 000 0000 411	JrSr High Water	581.00
10 0418 2620 000 0000 411	IES Water	600.57
10 0445 2620 000 0000 411	ROECC Water	357.87
Vendor Name	CITY OF RED OAK	1,678.01
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	OE-SEM1-2425	11,025.10
10 9010 1000 130 3116 567	TLC	568.84
10 9010 1000 100 0000 567	OE	10,217.40
10 9010 1000 100 3376 567	PD	114.22
10 9010 1000 100 3216 567	EIC	124.64
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	Sped-Sem1-2425	2,459.52
10 9010 1200 211 3301 567	Sped LvL 1	2,459.52
Vendor Name	CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	13,484.62
COCA-COLA BTLG OF OMAHA	11610616	111.24
10 0418 3200 000 8901 618	Coca Cola Order - IES	111.24
COCA-COLA BTLG OF OMAHA	11700458	114.48
10 0418 3200 000 8901 618	Coca Cola IES	114.48
Vendor Name	COCA-COLA BTLG OF OMAHA	225.72
COUNCIL BLUFFS COMM SCHOOLS	20250429	9,747.00
10 9010 1200 217 3303 320	Sped LvL 3	9,747.00
Vendor Name	COUNCIL BLUFFS COMM SCHOOLS	9,747.00
CREXENDO BUSINESS SOLUTIONS, INC	236024	1,444.72
10 9010 2510 000 0000 532	Internet Phone	1,444.72
Vendor Name	CREXENDO BUSINESS SOLUTIONS, INC	1,444.72
DOORS INC.	358703	60.88
10 0109 2620 000 0000 618	lock springs	60.88
Vendor Name	DOORS INC.	60.88
DOVEL REFRIGERATION	6018612	269.84
10 0418 2620 000 0000 432	Refridgerator Repair	269.84
DOVEL REFRIGERATION	6018623	2,731.55
10 0418 2620 000 0000 432	AC Unit in gym	2,731.55
DOVEL REFRIGERATION	6018624	2,907.10
10 0445 2620 000 0000 432	AC Repair	2,907.10
DOVEL REFRIGERATION	6078523	423.76
10 0418 2620 000 0000 432	IES Ice Maker Repair	423.76
Vendor Name	DOVEL REFRIGERATION	6,332.25

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
FAREWAY FOOD STORES	00029173	52.43
10 0418 1200 431 4501 618	Goldfish Crackers for Parent Night	52.43
FAREWAY FOOD STORES	20250227	63.39
10 0109 1300 340 0000 612	FACS-Groceries	63.39
Vendor Name FAREWAY FOOD STORES		<u>115.82</u>
FES	INV003338	405.00
10 9010 2236 000 0000 536	Web Hosting	405.00
Vendor Name FES		<u>405.00</u>
FIRST BANKCARD - HH	20250318-0001	259.38
10 9010 2620 000 0000 618	uratic salt remover	259.38
FIRST BANKCARD - HH	20250318-0002	76.00
10 9010 2700 000 0000 626	Activities Fuel	76.00
FIRST BANKCARD - HH	20250318-0003	1,118.50
10 9010 2620 000 0000 618	light bulbs	1,118.50
FIRST BANKCARD - HH	20250318-0005	38.72
10 0418 2410 000 0000 531	postage - Certified letters	38.72
Vendor Name FIRST BANKCARD - HH		<u>1,492.60</u>
FIRST BANKCARD - OFFICE CARD 1	20250318	97.41
10 9010 2700 000 0000 626	Band Fuel	97.41
FIRST BANKCARD - OFFICE CARD 1	20250318-0001	59.99
10 9010 2620 000 0000 618	tractor lights	59.99
FIRST BANKCARD - OFFICE CARD 1	20250318-0002	29.04
10 0109 2410 000 0000 531	Certified Mail	29.04
FIRST BANKCARD - OFFICE CARD 1	20250318-0003	19.36
10 0418 2410 000 0000 531	Postage for certified mail	19.36
FIRST BANKCARD - OFFICE CARD 1	20250318-0004	38.72
10 0418 2410 000 0000 531	postage-certified letters	38.72
Vendor Name FIRST BANKCARD - OFFICE CARD 1		<u>244.52</u>
FIRST BANKCARD - OFFICE CARD 2	20250318	40.00
10 9010 2700 000 0000 626	Activities Fuel	40.00
FIRST BANKCARD - OFFICE CARD 2	20250318-0001	9.68
10 0109 2410 000 0000 531	certified mail	9.68
FIRST BANKCARD - OFFICE CARD 2	20250318-0002	9.68
10 0109 2410 000 0000 531	Certified Mail	9.68
FIRST BANKCARD - OFFICE CARD 2	20250318-0003	87.12
10 0418 2410 000 0000 531	Postage for certified letters	87.12
Vendor Name FIRST BANKCARD - OFFICE CARD 2		<u>146.48</u>
FIRST BANKCARD - OFFICE CARD 3	20250318-0001	9.68

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
10 0109 2410 000 0000 531	Certified Mail	9.68
FIRST BANKCARD - OFFICE CARD 3	20250318-0002	9.68
10 0418 2410 000 0000 531	postage - certified letter	9.68
Vendor Name FIRST BANKCARD - OFFICE CARD 3		<u>19.36</u>
FIRST BANKCARD - OFFICE CARD 4	20250318	63.86
10 9010 2700 000 0000 626	Activities Fuel	63.86
Vendor Name FIRST BANKCARD - OFFICE CARD 4		<u>63.86</u>
FIRST BANKCARD BUSINESS MANAGER	20250318	51.00
10 9010 2700 000 0000 626	Activities Fuel	51.00
FIRST BANKCARD BUSINESS MANAGER	20250318-0002	60.51
10 9010 2235 000 0000 358	Roschools.org Renewal (3Year)	60.51
FIRST BANKCARD BUSINESS MANAGER	20250318-0003	74.16
10 9010 2310 000 0000 320	County Recortders Fee - Webster and Banc	74.16
Vendor Name FIRST BANKCARD BUSINESS MANAGER		<u>185.67</u>
HY VEE FOOD STORES	20250306	83.60
10 0109 1300 340 0000 612	Facs-Groceries	83.60
HY VEE FOOD STORES	20250317	747.43
10 9010 2620 000 0000 618	Previous Years Balances	747.43
Vendor Name HY VEE FOOD STORES		<u>831.03</u>
JAN-PRO OF OMAHA	18903	2,425.00
10 9010 2630 000 0000 340	Portable Janitorial April	2,425.00
JAN-PRO OF OMAHA	19008	40,000.00
10 9010 2630 000 0000 340	April Janitorial Services	40,000.00
Vendor Name JAN-PRO OF OMAHA		<u>42,425.00</u>
JOHNSON CONTROLS FIRE PROTECTION LP	52769202	168.22
10 0109 2670 000 0000 490	Repair of Manual Station	168.22
Vendor Name JOHNSON CONTROLS FIRE PROTECTION LP		<u>168.22</u>
KIDWELL, INC.	262249	4,570.00
10 9010 2235 000 0000 618	Avigilon Outdoor camera and licenses	4,570.00
Vendor Name KIDWELL, INC.		<u>4,570.00</u>
MATH LEARNING CENTER, THE	INV65800	12,808.26
10 0418 1200 432 4508 612	Bridges Math intervention kits and manip	12,808.26
Vendor Name MATH LEARNING CENTER, THE		<u>12,808.26</u>
MATHESON TRI-GAS	0031016101	53.82
10 0109 1300 370 0000 612	Replacement welding cable lugs	42.70
10 0109 1300 370 0000 612	Replacement Ground Clamp	11.12
Vendor Name MATHESON TRI-GAS		<u>53.82</u>
MEDIACOM	838497059009	297.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
	1909 MAR	
10 9010 2236 000 0000 536	Interenet	297.00
MEDIACOM	838497590091	80.26
	339 MAR	
10 9010 2236 000 0000 536	Internet	80.26
MEDIACOM	839497500001	1,550.00
	692 MAR	
10 9010 2236 000 0000 536	Internet	1,550.00
Vendor Name MEDIACOM		<u>1,927.26</u>
MIDAMERICAN ENERGY	563215257	430.80
10 0109 2620 000 0000 622	Field House Electric	430.80
MIDAMERICAN ENERGY	563217719	151.07
10 9010 2620 000 0000 622	Admin Electric	151.07
MIDAMERICAN ENERGY	563221461	2,125.41
10 0445 2620 000 0000 622	ROECC Electric	2,125.41
MIDAMERICAN ENERGY	563221726	239.85
10 9010 2620 000 0000 622	FBF Electric	239.85
MIDAMERICAN ENERGY	563222108	3,884.58
10 0418 2620 000 0000 622	IES Electric	3,884.58
MIDAMERICAN ENERGY	563222364	8,829.75
10 0109 2620 000 0000 622	HS Electric	8,829.75
MIDAMERICAN ENERGY	563227335	641.52
10 9010 2620 000 0000 622	Bancroft Electric	641.52
MIDAMERICAN ENERGY	563231470	242.66
10 9010 2620 000 0000 622	Bus Barn Electric	242.66
MIDAMERICAN ENERGY	563237811	95.85
10 9010 2620 000 0000 622	Sports Complex Electric	95.85
MIDAMERICAN ENERGY	563245747	881.20
10 9010 2620 000 0000 621	Admin Gas	881.20
MIDAMERICAN ENERGY	563247384	463.29
10 0418 2620 000 0000 622	IES Portable Electric	463.29
Vendor Name MIDAMERICAN ENERGY		<u>17,985.98</u>
MITCH'S PORTABLE SAWMILLING & TINY MOUNTAIN WOOD SHOP	20250225	250.00
10 0109 1300 370 0000 612	Walnut Wood	250.00
Vendor Name MITCH'S PORTABLE SAWMILLING & TINY MOUNTAIN WOOD SHOP		<u>250.00</u>
MONTGOMERY CO. MEMORIAL HOSP.	13797	7,280.00
10 9010 2134 000 1134 597	Nurse Pay	7,280.00
Vendor Name MONTGOMERY CO. MEMORIAL HOSP.		<u>7,280.00</u>
NASSP	20250227	385.00
10 0109 2410 000 0000 810	NHS Dues	385.00
Vendor Name NASSP		<u>385.00</u>
NEBRASKA AIR FILTER, INC.	20250225	1,290.11
10 9010 2620 000 0000 618	Air Filters	1,290.11
NEBRASKA AIR FILTER, INC.	20250225-0001	1,982.16
10 9010 2620 000 0000 618	Air Filters	1,982.16
Vendor Name NEBRASKA AIR FILTER, INC.		<u>3,272.27</u>
ONESOURCE THE BACKGROUND CHECK	20250312	98.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
COMPANY		
10 9010 2310 000 0000 340	OneSource	98.00
Vendor Name	ONESOURCE THE BACKGROUND CHECK COMPANY	98.00
ORME OUTDOOR	7722	21,550.00
10 9010 2630 000 0000 435	Snow Removal - 3 Days	21,550.00
Vendor Name	ORME OUTDOOR	21,550.00
PESKY PEST CONTROL, LLC	6585	200.00
10 9010 2620 000 0000 425	Pest Control	200.00
Vendor Name	PESKY PEST CONTROL, LLC	200.00
PLUMB SUPPLY/RIBACK SUPPLY	S100907889.001	252.27
10 0109 2620 000 0000 618	fittings for water meters	252.27
Vendor Name	PLUMB SUPPLY/RIBACK SUPPLY	252.27
QUADIENT	PPLN01 001	418.12
10 9010 2321 000 0000 531	Quadient	418.12
QUADIENT	Q1726107	531.76
10 9010 2321 000 0000 531	Postage Meter Rental	531.76
Vendor Name	QUADIENT	949.88
QUILL LLC	43016567	54.68
10 0418 1200 432 4508 618	Paper	54.68
Vendor Name	QUILL LLC	54.68
RED OAK CHAMBER & INDUSTRY ASSOC	2764B	1,450.00
10 9010 2310 000 0000 810	Membership Dues	1,450.00
Vendor Name	RED OAK CHAMBER & INDUSTRY ASSOC	1,450.00
RED OAK CHRYSLER, INC.	20250225	461.35
10 9010 2700 000 0000 434	#16 oil change / Third brake light repla	461.35
Vendor Name	RED OAK CHRYSLER, INC.	461.35
RED OAK PUBLISHING LLC	LegalsFeb2025	395.58
10 9010 2572 000 0000 540	Feb Legals	395.58
Vendor Name	RED OAK PUBLISHING LLC	395.58
RIVERSIDE TECHNOLOGIES, INC	RC0002961	760.00
10 9010 2235 000 0000 359	Managed Services	760.00
RIVERSIDE TECHNOLOGIES, INC	RC0003010	12.00
10 9010 2235 000 0000 359	Managed Services	12.00
Vendor Name	RIVERSIDE TECHNOLOGIES, INC	772.00
SCHOOL SPECIALTY LATTA DIV.	208135396535	309.64
10 0418 1200 432 4508 612	40 Calculators for interventions teacher	309.64
Vendor Name	SCHOOL SPECIALTY LATTA DIV.	309.64
SKILLSUSA IOWA	20250317	97.00
10 0109 1000 110 0000 810	Skills USA	97.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name SKILLSUSA IOWA		97.00
SONOVA USA INC.	5402397373	534.27
10 0418 1200 211 3301 612	SPED - Hearing Aids	534.27
Vendor Name SONOVA USA INC.		534.27
SOUTHWESTERN COMMUNITY COLLEGE	47104	110.00
10 9010 2700 000 0000 340	Stop Class	110.00
SOUTHWESTERN COMMUNITY COLLEGE	RED 1062	1,498.00
10 0109 1000 100 0000 565	Online Textbooks	1,498.00
SOUTHWESTERN COMMUNITY COLLEGE	swcc-sem1-2425	268,390.55
10 0109 1000 100 0000 565	College Classes	268,390.55
Vendor Name SOUTHWESTERN COMMUNITY COLLEGE		269,998.55
SW IA TIRE & SERVICE	20250225	71.95
10 9010 2700 000 0000 434	Bus #1 Right inner tire valve repair	71.95
Vendor Name SW IA TIRE & SERVICE		71.95
THREE B'S SAW & TOOL INC	20250317	94.00
10 0109 1300 370 0000 612	Saw blade sharpening	94.00
Vendor Name THREE B'S SAW & TOOL INC		94.00
US CELLULAR	0710392935	841.67
10 0418 2410 000 0000 532	SAM's Cell Phone	46.87
10 0109 2410 000 0000 532	Principal Cell Phone	46.87
10 9010 2510 000 0000 532	Bussiness Official Phone	46.87
10 9010 2510 000 0000 532	FBF/BBF MIFI	279.23
10 9010 2490 000 0000 530	Bus Barn Cell Phones	93.74
10 9010 2490 000 0000 530	Nurse Cell Phone	46.87
10 9010 2490 000 0000 532	Maintenance Cell Phones	187.48
10 9010 2490 000 0000 532	Technology Phones	93.74
Vendor Name US CELLULAR		841.67
VISUAL EDGE IT dba COUNSEL	24AR2487866	694.99
10 0445 1000 100 0000 359	ROECC Copier Clicks	78.48
10 0109 1000 100 0000 359	JrSr Copier Clicks	187.79
10 0418 1000 100 0000 359	IES Copier Clicks	367.20
10 9010 2520 000 0000 618	Steady Serve	12.99
10 9010 2620 000 0000 618	Admin Copier Clicks	48.53
Vendor Name VISUAL EDGE IT dba COUNSEL		694.99
WELLS FARGO LEASING	5033248183	1,215.50
10 9010 2520 000 0000 618	Admin	110.50
10 0418 1000 100 0000 359	IES	331.50
10 0109 1000 100 0000 359	HS	552.20
10 0445 1000 100 0000 359	ROECC	221.30
Vendor Name WELLS FARGO LEASING		1,215.50
WESTLAKE ACE HARDWARE	2814947	46.54
10 0109 2620 000 0000 618	HS Supplies	17.56
10 0418 2620 000 0000 618	IES Supplies	3.99
10 9010 2620 000 0000 618	District Supplies	24.99

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name	WESTLAKE ACE HARDWARE	46.54
WHIPP SALES & SERVICES	12139	941.19
10 9010 2640 000 0000 618	forks for tractors	941.19
Vendor Name	WHIPP SALES & SERVICES	941.19
WILLIAM V. MACGILL & CO.	20250317	89.39
10 0418 1000 108 0000 612	Nurse supplies	89.39
Vendor Name	WILLIAM V. MACGILL & CO.	89.39
Fund Number	10	446,224.59
Checking Account ID	1	Fund Number 22
SPECIALTY UNDERWRITERS LLC	SW4359-6	MANAGEMENT FUND
22 9010 2310 000 0000 520	Insurance Premium	25,894.00
Vendor Name	SPECIALTY UNDERWRITERS LLC	25,894.00
Fund Number	22	25,894.00
Checking Account ID	1	Fund Number 33
ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC	24077-2	CAPITAL PROJECTS - LOST
33 9010 2620 000 0000 490	IES REMODEL	14,480.00
ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC	24077-3	22,050.00
33 9010 2620 000 0000 490	IES Remodel	22,050.00
Vendor Name	ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC	36,530.00
Fund Number	33	36,530.00
Checking Account ID	1	Fund Number 36
COUNCIL BLUFFS COMM SCHOOLS	20250429	PHYSICAL PLANT & EQUIPMENT
36 9010 2620 000 0000 441	Rent	1,540.00
Vendor Name	COUNCIL BLUFFS COMM SCHOOLS	1,540.00
GRAINGER	9380219890	1,676.96
36 9010 2620 000 0000 432	Door Stoppers	1,676.96
Vendor Name	GRAINGER	1,676.96
WILLIAMS SCOTSMAN INC	9023177950	2,958.20
36 9010 2620 000 0000 441	Portable Rental	2,958.20
Vendor Name	WILLIAMS SCOTSMAN INC	2,958.20
Fund Number	36	6,175.16
Checking Account ID	1	514,823.75
Checking Account ID	2	Fund Number 61
MCALPLIN, TREVOR	LunchRefund	SCHOOL NUTRITION FUND
61 483 000 0000 000	Lunch Refund	9.90
Vendor Name	MCALPLIN, TREVOR	9.90
OPAA! FOOD MANAGEMENT INC	IA000063039	40,449.76
61 9010 3110 000 0000 570	Feb Food Services	40,449.76
Vendor Name	OPAA! FOOD MANAGEMENT INC	40,449.76
Fund Number	61	40,459.66

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Checking Account ID 2		40,459.66
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
AMAZON CAPITAL SERVICES, INC.	13Q4-7RMF-7R6J/1XJH-	446.58
21 0109 1400 920 6725 618	Bungee Cords 1XJH-KWHM-R1NM	13.98
21 0109 1400 920 6725 618	Soccer Balls 13Q4-7RMF-7R6J	432.60
Vendor Name AMAZON CAPITAL SERVICES, INC.		446.58
EDIE, DUSTIN	20250225	150.00
21 0109 1400 920 6790 340	JH WR OFFICIAL	150.00
Vendor Name EDIE, DUSTIN		150.00
FIRST BANKCARD - HH	20250318	100.88
21 0109 1400 920 6725 618	Epic Sports - Soccer Nets and Bags	100.88
FIRST BANKCARD - HH	20250318-0004	761.58
21 0109 1400 910 6220 618	Band Hotels	761.58
Vendor Name FIRST BANKCARD - HH		862.46
FIRST BANKCARD - OFFICE CARD 1	20250318	151.01
21 0109 1400 910 6220 618	Band Food	151.01
Vendor Name FIRST BANKCARD - OFFICE CARD 1		151.01
FIRST BANKCARD - OFFICE CARD 2	20250318-0004	305.03
21 9010 1400 920 6790 580	State Wrestling Cheer Food & Parking	305.03
Vendor Name FIRST BANKCARD - OFFICE CARD 2		305.03
FIRST BANKCARD - OFFICE CARD 3	20250318	281.53
21 0109 1400 910 6210 580	Music Hotel and Food	281.53
Vendor Name FIRST BANKCARD - OFFICE CARD 3		281.53
FIRST BANKCARD - OFFICE CARD 4	20250318-0001	1,640.70
21 9010 1400 920 6790 580	State Wrestling Cheer Hotel and Food	1,640.70
FIRST BANKCARD - OFFICE CARD 4	20250318-0002	1,641.81
21 9010 1400 920 6790 580	State Wrestling Hotel and Food	1,641.81
FIRST BANKCARD - OFFICE CARD 4	20250318-0003	108.66
21 0109 1400 910 6210 580	Music Hotel	108.66
FIRST BANKCARD - OFFICE CARD 4	20250318-0004	238.40
21 0109 1400 920 6790 580	Girls State Wrestling Cheer	238.40
FIRST BANKCARD - OFFICE CARD 4	20250318-0005	2,003.76
21 0109 1400 910 6220 618	Band Hotel	2,003.76
Vendor Name FIRST BANKCARD - OFFICE CARD 4		5,633.33
FIRST BANKCARD BUSINESS MANAGER	20250318-0001	1,636.34
21 0109 1400 920 6790 580	Girls State Wrestling Expenses	1,636.34

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
FIRST BANKCARD BUSINESS MANAGER	20250318-0004	667.72
21 0109 1400 920 6845 580	State Bowling Hotel and Food	667.72
Vendor Name FIRST BANKCARD BUSINESS MANAGER		<u>2,304.06</u>
FRENCH, SUEANN	TrackRelays	125.00
21 0109 1400 950 7485 619	Entry Fee Reimbursement	125.00
Vendor Name FRENCH, SUEANN		<u>125.00</u>
GAME ONE dba Graphic Edge	1040318	2,140.91
21 0109 1400 920 6730 618	Baseball Hats	2,140.91
Vendor Name GAME ONE dba Graphic Edge		<u>2,140.91</u>
GIRRES, CHRIS	20250318	650.00
21 0109 1400 920 6600 618	FB/BB Assigning	650.00
Vendor Name GIRRES, CHRIS		<u>650.00</u>
HUSEMAN, KELSI	HUSEMAN013125	382.50
21 0109 1400 920 6790 340	Girls Wrestling Regional - AT Services	382.50
Vendor Name HUSEMAN, KELSI		<u>382.50</u>
INSTRUMENTALIST AWARDS LLC	20250318	24.50
21 0109 1400 910 6210 618	Choral Certificates	24.50
Vendor Name INSTRUMENTALIST AWARDS LLC		<u>24.50</u>
IOWA HIGH SCHOOL MUSIC ASSOC	1302	360.00
21 0109 1400 910 6210 810	Vocal Solo/Ensemble Registration	360.00
Vendor Name IOWA HIGH SCHOOL MUSIC ASSOC		<u>360.00</u>
IRVIN, MICHAEL	IRVIN021825	150.00
21 0109 1400 920 6790 340	JH WR OFFICIAL	150.00
Vendor Name IRVIN, MICHAEL		<u>150.00</u>
NATIONAL FFA ORGANIZATION	20250318	81.00
21 0109 1400 950 7407 618	Jacket and Tie	81.00
Vendor Name NATIONAL FFA ORGANIZATION		<u>81.00</u>
OGDEN, VIVIAN	TrackEntry2425	100.00
21 0109 1400 950 7485 619	Entry Fee Reimbursement	100.00
Vendor Name OGDEN, VIVIAN		<u>100.00</u>
RAMIREZ, DANA	RAMIREZ022525	25.00
21 0109 1400 920 6600 618	Score Table Official	25.00
Vendor Name RAMIREZ, DANA		<u>25.00</u>
RED OAK COMMUNITY SCHOOL DIST	PopFund022425	439.75
21 9010 1790 920 6914	Pop Fund Deposit	439.75
RED OAK COMMUNITY SCHOOL DIST	Reimbursemen	439.75

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
	tyoyo	
21 9010 1400 920 6600 618	Refund	439.75
Vendor Name RED OAK COMMUNITY SCHOOL DIST		<u>879.50</u>
RED OAK HARDWARE HANK	20250318	214.74
21 9010 1400 920 6650 618	Tennis Balls	214.74
Vendor Name RED OAK HARDWARE HANK		<u>214.74</u>
RED OAK LANES	Bowling03022 5	3,685.00
21 0109 1400 920 6845 618	Bowling Rental/Repairs/SQM Fees	3,685.00
Vendor Name RED OAK LANES		<u>3,685.00</u>
VANN BRANDS CUSTOM DESIGNS, LLC	21536	1,861.80
21 0109 1400 920 6840 618	JH Track Jerseys	1,861.80
Vendor Name VANN BRANDS CUSTOM DESIGNS, LLC		<u>1,861.80</u>
WESTLAKE ACE HARDWARE	10551583	239.01
21 0109 1400 910 6210 618	Musical Set Supplies	239.01
Vendor Name WESTLAKE ACE HARDWARE		<u>239.01</u>
WHYE'S CHOICE FUNDRAISING	20250312	1,835.00
21 0109 1400 910 6111 618	Fundraising Invoice	1,835.00
Vendor Name WHYE'S CHOICE FUNDRAISING		<u>1,835.00</u>
WOOD, JACOB	20250225	150.00
21 0109 1400 920 6790 340	JH WR - Medical	150.00
WOOD, JACOB	WOOD022525	140.00
21 0109 1400 920 6600 618	District Finall BBB - Medical	140.00
Vendor Name WOOD, JACOB		<u>290.00</u>
Fund Number 21		<u>23,177.96</u>
Checking Account ID 3		<u>23,177.96</u>

February 2025 Reconciliation Report

RED OAK COMMUNITY SCHOOLS 2024	GENERAL FUND (10)	MANAGEMENT (22)	PHYSICAL PLANT AND EQUIPMENT LEVY (36)	DEBT SERVICE (40)	SAVE TAXES/REV BONDS (33)
Beg. Balance 2-01-2025	\$5,506,962.27	\$487,932.84	\$3,422,768.22	\$1,516,147.55	\$3,675,269.14
Revenue	\$1,120,213.40	\$558.34	\$20,330.02	\$87,960.22	\$105,024.10
Expenditure	\$1,751,697.79	\$ 3,308.98	\$13,846.30	\$1,500.00	\$88,670.67
Balance 2-28-2025	\$4,875,477.88	\$485,182.20	\$3,429,251.94	\$1,602,607.77	\$3,691,622.57

Balance 2-28-2024	\$4,923,331.07	\$946,181.47	\$3,078,792.14	\$1,393,822.28	\$3,184,307.61
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Checking Account .33%

Checking Account	\$6,296,842.02
Bank Iowa	\$2,641,382.10
ISJIT	\$5,204,366.05
Petty Cash	\$100.00
Outstanding Checks	\$58,547.59
	<u>\$14,084,142.58</u>

ACTIVITY FUND

Beg. Balance 2-01-2025	\$66,698.66
Revenue	\$26,224.63
Expenditure	\$19,180.30
Balance 2-28-2025	<u>\$73,742.99</u>

NUTRITION FUND

	\$807,527.80
	\$20,850.17
	\$57,179.72
	<u>\$771,198.25</u>

Balance 2-28-2024

	\$83,773.61	\$729,407.67
--	-------------	--------------

Checking Account .33%

Checking Account	\$73,742.99
Petty Cash Boxes	\$200.00
Outstanding cks	\$4,461.10
	<u>\$69,481.89</u>

	\$771,198.25
	\$6.30
	<u>\$771,191.95</u>

PHYSICAL PLANT AND EQUIPMENT LEVY

Beginning Balance (July 1)	2021-2022	2022-2023	2023 - 2024	2024-2025
Beginning Balance (July 1)	\$ 2,776,998.24	\$ 3,193,485.61	\$ 3,209,437.61	\$ 3,169,679.95
Add: Revenue				
Property Taxes	\$ 130,392.46	\$ 174,097.05	\$ 599,750.69	\$ 397,584.45
Voted PPEL	\$ 446,494.67	\$ 420,024.91	\$ 74,345.99	\$ 60,443.59
Voted PPEL Surtax	\$ 174,559.79	\$ 45,787.95	\$ 16,764.93	\$ 8,126.57
Utility Replacement Tax	\$ 3,566.87	\$ 3,776.43	\$ 145.75	\$ 110.10
Utility Replacement Tax (SAVE)	\$ 16,751.07	\$ 13,371.56	\$ 113.50	\$
Mobile Home Tax	\$ 45.81	\$ 88.96	\$	\$
Voted PPEL Mobile Home	\$ 269.31	\$ 88.06	\$	\$
Military Credit	\$ 31.27	\$ 27.29	\$	\$
Military Credit (SAVE)	\$ 0.56	\$ 98.69	\$	\$
Commercial Industrial tax	\$ 2,101.92	\$	\$	\$
Commercial Ind. Voted PPEL	\$ 3,814.88	\$	\$	\$
Interest	\$ 5,991.65	\$ 17,061.65	\$ 97,000.21	\$ 8,314.30
Sale of Vacant Lot	\$ 2,000.00	\$	\$ 143,764.80	\$ 133,021.25
				7994.5
Subtotal	\$ 786,020.26	\$ 674,422.55	\$ 931,885.27	\$ 615,594.76
TOTAL AVAILABLE	\$ 3,513,018.50	\$ 3,867,908.16	\$ 4,141,322.88	\$ 3,785,274.71
LESS: Expenditures				
Frontline License Renewals	\$ 17,052.94	\$ 169,794.56	\$ 84,897.28	\$ 80,485.64
US Bank-Chromebook Lease Payment	\$ 84,897.28	\$ 41,550.28	\$ 36,310.83	\$ 52,471.62
Forecast5	\$ 14,426.00	\$ 18,715.00	\$ 2,958.20	\$ 3,118.76
Software Unlimited	\$ 8,195.00	\$ 7,000.00	\$ 1,922.04	\$ 5,916.40
Heartland Insealators	\$ 5,120.00	\$ 34,356.02	\$ 4,655.00	\$ 4,465.00
Bus Lease	\$ 61,602.40	\$ 61,602.40	\$ 2,958.20	\$ 56,400.52
Garage Doors-Bus Barn	\$ 259.08	\$ 11,608.00	\$ 137,764.80	\$ 63,106.43
Rent Council Bluffs Sp Ed	\$ 2,202.60	\$ (84,897.28)	\$ 77,184.00	\$ 2,958.20
Rent Council Bluffs Sp Ed	\$ 4,000.00	\$ 3,015.34	\$ 12,590.23	\$ 11,794.25
Track Resurfacing	\$	\$ 419.93	\$ 2,958.20	\$ 2,000.00
Portable Rental	\$	\$ 82,000.00	\$ 7,900.00	\$ 8,270.00
Lunch Van	\$	\$ 2,978.20	\$ 7,900.00	\$ 2,958.20
Boiler Construction Documents	\$	\$ 3,500.00	\$ 1,259.17	\$ 2,958.20
Portable Rental	\$	\$ 2,968.20	\$ 195,505.00	\$ 30,683.90
Rent Council Bluffs Sp Ed	\$	\$ 2,484.44	\$ 5,520.92	\$ 10,623.90
Portable Rental	\$	\$ 2,968.20	\$ 100.00	\$ 3,965.45
Gym Floor Resurfacing	\$	\$ 57,186.00	\$ 2,000.00	\$ 5,633.10
Portable Rental	\$	\$ 5,678.50	\$ 4,370.36	\$ 735.00
Portable Rental	\$	\$ 2,968.20	\$ 7,134.80	\$ 2,958.20
Rent Council Bluffs Sp Ed	\$	\$ 2,272.87	\$ 8,700.00	\$ 4,520.00
Portable Rental	\$	\$ 2,968.20	\$ 23,073.00	\$
HS Boiler	\$	\$ 178,070.00	\$ 2,958.20	\$
Software Subscription	\$	\$ 3,100.00	\$ 12,150.00	\$
Rent Council Bluffs Sp Ed	\$	\$ 1,947.40	\$ 105,800.00	\$
Portable Rental	\$	\$ 2,968.20	\$ 5,347.90	\$
K-12 Docs	\$	\$ 1,435.00	\$ 3,130.10	\$
Gym Floor Resurfacing	\$	\$ 3,920.00	\$ 3,135.00	\$
Rent Council Bluffs Sp Ed	\$	\$ 2,003.36	\$ 4,161.08	\$
Portable Rental	\$	\$ 2,958.20	\$ 3,125.78	\$
Architect Svcs	\$	\$ 6,000.00	\$ 151,983.90	\$
Rent Council Bluffs Sp Ed	\$	\$ 7,112.92	\$ 1,223.50	\$
Architect Svcs	\$	\$ 9,042.55	\$ 77,184.00	\$
Portable Rental	\$	\$ 2,958.20	\$	\$
Rent Council Bluffs Sp Ed	\$	\$	\$	\$
Subtotal	\$ 197,755.30	\$ 652,662.89	\$ 971,642.93	\$ 356,022.77
Cash Balance	\$ 3,315,263.20	\$ 3,215,245.27	\$ 3,169,679.95	\$ 3,429,251.94

Capital Projects Fund

	2021-2022	2022-2023	2023-2024	2024-2025
Beg Balance (July 1)	\$1,830,921	\$2,264,484	\$2,815,738	\$ 3,299,759
Add: Revenue				
1c Sales Tax	\$1,247,814	\$1,447,127	\$1,341,320	\$ 841,590.84
Interest	\$4,218	\$14,279	\$31,323	\$ 156,633.46
Subtotal	\$3,082,954	\$3,725,890	\$4,188,381	\$4,297,983
LESS: Expenditures				
Chromebook Lease	\$10,097			
Record FB/BB Fields Deed	\$22			
Revenue Bond Payment	\$73,807	\$73,612	\$73,803	\$ 73,955.67
Revenue Bond Payment	\$73,807	\$3,500	\$173	\$ 73,955.67
Revenue Bond Payment	\$73,801	\$73,612	\$73,803	\$ 73,955.67
Revenue Bond Payment	\$73,807	\$73,612	\$2,983	\$ 73,955.67
District Signage	\$9,895	\$73,612	\$73,803	\$ 73,955.67
Revenue Bond Payment	\$73,807	\$9,717	\$73,803	\$ 73,955.67
Revenue Bond Payment	\$73,807	\$6,000	\$73,803	\$ 73,955.67
Revenue Bond Payment	\$73,807	\$73,612	\$73,803	\$ 14,715.00
Revenue Bond Payment	\$73,807	\$7,596	\$73,803	
Revenue Bond Payment	\$73,807	\$73,612	\$73,803	
Revenue Bond Payment	\$73,807	\$73,612	\$73,803	
Revenue Bond Payment	\$73,807	\$73,612	\$73,803	
Track Incorrectly Coded	-\$3,500			
Subtotal	\$828,387	\$910,152	\$888,796	\$606,360
Fund Balance	\$2,254,567	\$2,815,738	\$3,299,585	\$3,691,623



**CONTRACT FOR THE PROVISION OF STUDENTS RESIDING IN PSYCHIATRIC
MEDICAL HOSPITALS OR INSTITUTIONS FOR CHILDREN
2024-2025 SCHOOL YEAR**

This Agreement is entered into between the RED OAK COMMUNITY SCHOOL DISTRICT (hereinafter "Resident LEA") and the COLLEGE COMMUNITY SCHOOL DISTRICT (hereinafter "receiving LEA").

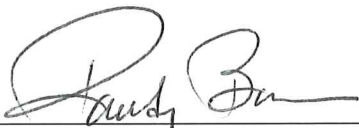
The Resident LEA wishes to obtain regular education and related services for a resident student entitled to such programs and services, through an agreement with the Receiving LEA. The Receiving LEA agrees to provide these services at the resident district cost per pupil.

The student listed below will be provided regular education and related services under this agreement:

STUDENT NAME: Antonio Pedersen
DOB: 10/18/09
SCHOOL START DATE: 02/03/25
RESIDENT LOCATION: Four Oaks, 5400 Kirkwood Blvd. SW, Cedar Rapids 52404
PARENT/GUARDIAN INFO: Ed/Caryn Pedersen, 710 N. Broad St., Red Oak

The responsibility for payment of educational services belongs to the student's resident district as mandated by Iowa Code, Chapter 282.27 and will be billed at the end of the current school year.

Board President or LEA Designee
Resident Local Education Agency



Board President or Designee
Receiving Local Education Agency

Date

2/17/2025

Date

Please sign and return a copy to:

Linda Bruch, Student Services
College Community School District
401-76th Avenue SW
Cedar Rapids, IA 52404
Phone: 319-848-5252
Email: lbruch@crprairie.org



Local Government Risk Pool

Iowa Local Government Risk Pool Commission

1201 63rd Street

Des Moines, IA 50311

Phone: 1 (515) 251-5970

**Iowa Local Government Risk Pool Commission
Program Participation Agreement**

THIS PARTICIPATION AGREEMENT is entered into by and between Iowa Local Government Risk Pool Commission (“28E”), 1201 63rd Street, Des Moines, Iowa, 50311, and Red Oak CSD (“District”), effective as of the 1st day of July, 2025.

WHEREAS, 28E has established a local government risk pool program called Education Energy Group Pool (the “Program”) to pool risks and stabilize gas prices for public entities in conjunction with Education Energy Group LLC to administer the Program in accordance with this agreement (“Program Administrator”), and other service providers including but not limited to WoodRiver Energy LLC as a Certified Natural Gas Provider (“CNGP”) and Iowa School Finance Information Services, Inc., an Iowa corporation (hereinafter collectively referred to as “Service Provider(s)”; and

WHEREAS, District is a member of the 28E pursuant to the Iowa Local Government Risk Pool Agreement (the “28E Agreement”), and has a need for such Program in connection with stabilization of natural gas costs within its budget;

NOW, THEREFORE, in consideration of mutual promises and warranties contained in this Agreement, the parties hereby agree to the following:

1) Services. District agrees to pay a premium to 28E for participation in Program for Enrolled Meters listed in Exhibit A of this Agreement, under the terms outlined herein. 28E agrees to meet natural gas requirements for Enrollment Meters listed in Exhibit A of this Agreement, under the terms outlined herein. District shall take title, possession, and control of gas delivered to each enrolled meter under the Program at the point of delivery.

2) Term. The term of this Agreement shall commence on the effective date listed above and shall be in effect until June 30, 2026.

3) Total Premium. The Total Premium shall be set as the sum of all District Enrolled Meters and is set forth in Exhibit B of this Agreement. Exceptions are also noted in Exhibit B of this Agreement. Premiums and any Premium Amendments shall be due and payable, within 30 days of receipt of invoice by the District to the 28E. Late charges may be assessed on Premiums not paid timely.

4) Limitation of Liability & Indemnification.

(a) District and 28E will fully indemnify and hold harmless one another and each of their respective officers, directors, agents, and employees, from and against all claims, actions, proceedings, or settlements based upon, arising out of, or sustained in connection with, any other program or service offered by District or 28E unrelated to this Agreement.

(b) Force Majeure – District shall fully indemnify 28E and Service Providers for acts of God, strikes, lock outs, pipeline explosions, pipeline maintenance, pipeline disturbances or other industrial disturbances, including those involving or affecting Service Providers producing or transporting gas on behalf of 28E.

5) 28E as Agent. Pursuant to the 28E Agreement, 28E has authority to enter into contracts and agreements to carry out the purposes of the 28E Agreement, including agreements with the Service Providers. District hereby assigns and grants 28E the right and discretion to contract with the Service Providers to administer and operate the Program, by and on behalf of the District, throughout the Term of this Agreement. The parties acknowledge that the 28E shall have no authority to undertake action on behalf of District that is beyond the scope of the authorization stated in the 28E Agreement and this Agreement. In no event shall 28E, in its capacity as agent or otherwise, take title to any gas purchased by and delivered to the District. Program Administrator has read and acknowledges the agency agreed to in this Agreement.

6) Assignment. The 28E may assign this Agreement to a designated Service Provider, upon notice to the District. Other assignments of this Agreement shall only be by mutual consent of the parties.

7) Severability. If any provision of this Agreement is held to be unenforceable, in whole or in part, such holding will not affect the validity of the other provisions of this Agreement.

8) Choice of Law. This Agreement will be governed and interpreted in accordance with the laws of the State of Iowa. The parties agree to venue and jurisdiction in the state court located in Polk County, Iowa.

9) Entire Agreement. This Agreement constitutes the complete and entire statement of all terms, conditions and representations of the Agreement between 28E and District with respect to its subject matter.

10) Modification, Waiver. No modification of or amendment to this Agreement, nor any waiver of any rights under this Agreement, will be effective unless in writing signed by the parties via an amendment to this Agreement. Waiver by a Party of any breach of any provision of this Agreement will not operate as a waiver of any other subsequent breach.

IN WITNESS THEREOF, the parties hereto have caused this instrument to be executed by their officers designated below.

Iowa Local Government Risk Pool (28E)

Red Oak CSD

Signature

Title

Date

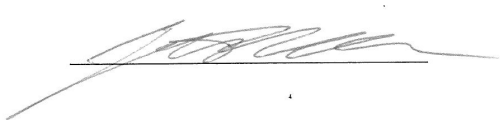
Signature

Title

Date

Read and acknowledge:

Education Energy Group LLC "Program Administrator"



Jon Muller
President
Date: 3/1/25

**Iowa Local Government Risk Pool
Program Participation Agreement
Exhibit B: Premiums**

Entity Name: **Red Oak CSD**

Total Premium(s). Total Premium(s) shall be the complete and total amounts owed by the District to the 28E for participation in Program for the Enrolled Meters for the Term of this Agreement, with the Exceptions defined below. 28E agrees to meet natural gas requirements for Enrolled Meters for the Term of this Agreement, with the Exceptions defined below. District recognizes it is paying a premium for this transfer of risk and resulting budget certainty. The Total Premium also includes amounts needed to pay the administrative and other expenditures of the 28E.

Exception. Total Premium is set based upon current equipment and historical consumption for each Enrolled Meter. A Material Change may result from facility capital investment or changes in property and equipment (“Material Change(s)”). District shall inform 28E of any Material Change anticipated in advance or immediately upon occurrence, to equipment or gas consumption or facilities for each Enrolled Meters during the Term of this Agreement. In the event the Material Change anticipates gas consumption to decrease, 28E may refund a portion of the Premium. In the event the Material Change anticipates gas consumption to increase, 28E may assess additional Premium. In the event a Material Change occurs, regardless of notification to the 28E by the District, the 28E may adjust the Premium to either refund a portion of the Premium to the District or assess additional Premium from the District (“Premium Adjustment” or “Amendment”). Premium Adjustments shall be due and payable by the District to 28E within 30 days of notification.

Premiums for Enrolled Meters (“Total Premiums”): **\$82,855.94** July 1, 2025 – June 30, 2026.

Facility Name	Facility Physical Address	Total Premium 2025/2026
Field House	2011 N 18th St	\$4,292.65
Washington	400 W 2nd St	\$4,336.38
	604 Broadway St.	\$4,396.40
Tech	2011 N 8th St	\$15,053.41
CDM	900 Inman Dr	\$30,504.71
Highschool	2011 N 18th St	\$24,272.40

**RED OAK COMMUNITY SCHOOL DISTRICT & WEST CENTRAL COMMUNITY ACTION
PRESCHOOL CONTRACTED SERVICES AGREEMENT**

West Central Community Action Head Start Program, hereinafter referred to as “Provider” and the Red Oak Community School District, hereinafter referred to as “Partner” wish to enter into an agreement under which Partner shall furnish certain designated services necessary to implementation of WCCA program operations funded by a Department of Health and Human Services Grant. For the purposes of this Agreement, the following terms and definitions shall be used:

TERMS	DEFINITIONS
Provider:	West Central Community Action (WCCA)
Provider Address:	1408 “A” Highway 44 PO Box 709 Harlan, IA 51537-0709
Partner:	Red Oak Community School District (ROCSD)
Partner Address:	Red Oak Community School District 2011 N. 8 th Street Red Oak, IA 51566
Site Location:	Red Oak Child Development Center 400 West 2 nd Street Red Oak, IA 51566
Covered Primary Services:	Health, Education, Nutrition and Disabilities portion of Center Based Head Start Programming.
Required Service Group for Primary Services:	The Partner will serve 20 Head Start income eligible children.
Minimum Services:	The Partner will operate the identified preschool classroom(s) working towards a minimum of 1,020 teacher/student contact hours per year exclusive of school holidays, weather-related closings and staff professional development days at all of the identified site locations. The Partner will meet full funded enrollment number by September 30, 2025. If the full funded enrollment number is not met then Head Start will utilize the vacant slot and any vacant

TERMS	DEFINITIONS
	slot within the school year if no waitlist is available.
Agreement Funding for Services: Method of Payments:	<p>Funding is based on the number of Head Start eligible children enrolled and served up to the maximum allotted slots identified above during the course of each month throughout the 2025-2026 school year.</p> <p>The Partner will submit a monthly invoice by the 5th day of the following month for the previous month of service. The invoice will include the number of children that received services and the month being billed. The Partner will be paid \$450 per eligible child receiving services per month each month the child is actively enrolled not to exceed a total annual funding amount of \$81,000.00.</p>
Agreement Guiding Principles:	<p>Coordinate a comprehensive system of activities, policies, and procedures among the named parties which guide and support their delivery of services to children and their families.</p> <p>Create and maintain a meaningful partnership to promote school readiness so that children who are preschool age, receive comprehensive services to prepare them for elementary school and to address any potential "achievement gap".</p> <p>Plan and implement strategies based on practice and research that have proven to support children's school success.</p> <p>As part of the Head Start Program Performance Standards, the ROCSD will ensure their positive guidance and discipline practices are developmentally appropriate and follow best practice recommendations for Early Childhood Education.</p> <p>Respect the uniqueness of each locality's</p>

TERMS	DEFINITIONS
	<p>needs and resources. Promote the involvement of members of the early child care and education communities.</p> <p>Share commitment, cooperation, and collaboration for a coordinated service delivery system.</p> <p>Both parties will provide Professional Development opportunities as prescribed by the Iowa Department of Education and HHS/ACF at no cost.</p>
<p>Program Curriculum and Head Start Program Performance Standards Monitoring:</p>	<p>The Connect4Learning (C4L) Curriculum and the Head Start Program Standards (HSPPS) will be followed at the identified ROCSD Preschool Classrooms.</p> <p>Head Start staff will support and monitor the identified ROCSD preschool classrooms at least three times annually to ensure that HSPPS are being met. Provider monitoring reports will be provided to the Partner staff by the 15th of the following month.</p> <p>The ROCSD is responsible to report any incidents, allegations, violations of the Standards of Conduct, or misconduct in classrooms with students who are Head Start funded to the Head Start Director within 24 hours of occurrence.</p> <p>Please see addendum for monitoring items.</p>
<p>Confidentiality:</p>	<p>The Provider and Partner acknowledge confidentiality requirements that each must follow regarding the sharing and release, with the consent of families, of personally identifiable information regarding children and families.</p> <p>Each party will protect the rights of young children with respect to records and reports created, maintained, and used by each. It is the intent of this agreement to ensure that</p>

TERMS	DEFINITIONS
	<p>parents have rights of access and rights of privacy with respect to such reports and records, and that applicable State and Federal laws for exercise of these rights be strictly followed.</p>
<p>Collaboration Meetings and Dispute Resolution:</p>	<p>The Partner and Provider will first attempt to resolve any disputes or to solve problems among themselves.</p> <p>Issues will be resolved as they arise at the lowest level possible. The chain of command will be followed.</p> <p>Schedule Administrative meetings on a monthly basis. Meetings will occur face-to-face or via Zoom to review local agreements, plan collaborative activities, and resolve issues.</p>
<p>Covered Primary Services: Partner Responsibilities:</p>	<p>Will assign a full time Preschool Administrator to oversee the preschool classrooms throughout the school district.</p> <p>Teachers will conduct two home visits per school year for each family.</p> <p>Teachers will conduct two parent conferences per school year.</p> <p>Provide nursing services.</p> <p>The hiring, supervision, employment and professional development of preschool certified teachers and qualified substitutes that comply with the Head Start Program Performance Standards.</p> <p>Maintain accreditations, perform the registration and participant screening process for 3 and 4 year old children.</p> <p>Provide meal service to children at the identified location(s).</p>

TERMS	DEFINITIONS
	Non-federal share match documentation for donated items such as: classroom staff wages, fringe benefits and associated costs not paid with Head Start funds, classroom materials/curriculum, furnishings, professional development and custodial services.
Covered Primary Services: Provider Responsibilities:	Provide a Head Start School and Community Partnership Coordinator who meets monthly with the preschool administrator as a Liaison between the two parties. Provide one (1) Family Advocate to support the needs of the Head Start children and families being served at each of the Provider’s site locations and classrooms.
Non-Federal Share Match Documentation:	The Partner will complete and submit to the Provider the Head Start Non-Federal Share Form at the beginning of the 2025 – 2026 school year.
Agreement And Termination Terms:	August 1, 2025 through July 31, 2026 The Provider and Partner are not bound by this agreement for more than the 2025-2026 school year.

The parties agree to abide by the specific terms and provisions of the following attachments which are incorporated into this agreement by reference and made a part of it:

- Basic Contract Provisions.
- Non-Federal Share Match Contribution Form.
- Pre-K Contracted Items.

Signature Page

Partner:

Red Oak Community School District:

By: _____
Superintendent

Provider:

West Central Community Action:

By: _____
Wendy Mueller, Executive Director

Date: _____

Date: _____

BASIC CONTRACT PROVISIONS

I. PURPOSE AND SCOPE OF AGREEMENT:

The purpose of this Agreement is to set out the terms and conditions between the Provider and Partner.

Achievement of the goals and objectives of the Head Start Program requires commitment from all levels and persons involved in the program. Policies, regulations and guidelines contribute to the effective and efficient process necessary for goal attainment. Both parties encourage and expect philosophical commitment to the Head Start goals, as well as compliance with the approved grant application, the Preschool Contracted Services Agreement, all policies, regulations, and guidelines of HHS/ACF.

The services to be provided under this Agreement are designed to provide the following services at the same site setting and subject to the availability of funding:

- A. Financial support for a minimum of 1,020 teacher/student contact time;
- B. Transportation services to eligible rural children;
- C. Professional development for Preschool Teachers and Assistant Teachers;
- D. Provider Monitoring Reports of ongoing monitoring of Head Start Program Performance Standards and
- E. Transition planning and implementation for children and families into the K-12 ROCSD system.

II. PARTNER SERVICE RESPONSIBILITIES:

Partner shall provide the specified Covered Primary Services at the designated Location of Services for the specified Term of Agreement in accordance with Head Start Performance Standards. The maximum number of children to be served is **20**

In addition to the specific provisions of this Agreement, Partner shall comply with all applicable state, federal, and local laws, rules, and regulations.

III. FUNDING:

Provider is responsible for no more than the specified Maximum Funding Level in Head Start Program funds to implement this Preschool Contracted Services Agreement. It is expressly understood and agreed that in no event will the total amount paid under this Agreement exceed the Maximum Funding Level for full and complete performance unless additional funding is specifically authorized in writing by the Provider.

IV. PROVIDER AND PARTNER METHODS FOR FISCAL MANAGEMENT:

Provider and Partner shall maintain such records and accounts, including property, personnel, and financial, as are deemed necessary by the Iowa Department of Education to assure proper accounting for all funds provided for this program. These records will be made available for audit purposes and will be retained for four(4) years after the expiration date of this contract and any renewals of it, unless permission to destroy them is granted by both the Partner and the Iowa Department of Education.

V. PARTNER PERSONNEL MANAGEMENT:

Partner shall assure, certify, document and maintain that they are in compliance with the Head Start Performance Standard 1302.90 Personnel Policies:

There is a personnel management system covering staff that is consistent with the regulations set forth in Head Start Program Performance Standard (1302.90) and provides the Provider access to the Partner's personnel files, policies and procedures. This shall include, but not be limited to, a current organizational chart, performance appraisals and the sections that outline the Partner's policies on conducting interviews, verifying references, conduct a sex offender registry check and obtain one of the following: (i) State criminal history records, including fingerprint checks; or (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks. The Partner has ninety (90) days after an employee is hired to complete the background check process by obtaining: (i) Whichever check listed above was not obtained prior to the date of hire; and, (ii) Child abuse and neglect state registry check, if available.

Partner will establish and maintain written personnel policies and procedures that are approved by the ROCSD school board and are available to all district staff.

Before a person is hired, directly or through contract, including transportation staff and contractors, a program must conduct an interview, verify references, conduct a sex offender registry check and obtain one of the following: (i) State criminal history records, including fingerprint checks; or, (ii) Federal Bureau of Investigation criminal history records, including fingerprint checks. The district has 90 days after an employee is hired to complete the background check process by obtaining: (i) whichever check listed above of this section was not obtained prior to the date of hire; and, the child abuse and neglect state registry check, if available.

Partner must review the information found in each employment application and complete background check to assess the relevancy of any issue uncovered by the complete background check including any arrest, pending criminal charge, or conviction and must use Child Care and Development Fund (CCDF) disqualification factors described in 42 U.S.C. 9858f(c)(1)(D) and 42

U.S.C. 9858f(h)(1) to determine whether the prospective employee can be hired or the current employee must be terminated.

Partner must ensure a newly hired employee, consultant, or contractor does not have unsupervised access to children until the complete background check process is complete.

Partner must conduct the complete background check for each employee, consultant, or contractor at least once every five (5) years which must include each of the four checks listed in above, and review and make employment decisions based on the information as described above, unless the program can demonstrate to the Provider that it has a more stringent system in place that will ensure child safety.

Partner must consider current and former program parent for employment vacancies for which such parents apply and are qualified.

Partner must ensure all staff, consultants, contractors, and volunteers abide by the program's standards of conduct that: (i) Ensure staff, consultants, contractors, and volunteers implement positive strategies to support children's well-being and prevent and address challenging behavior; (ii) Ensure staff, consultants, contractors, and volunteers do not maltreat or endanger the health or safety of children, including, at a minimum, that staff must not:

- (A) Use corporal punishment;
- (B) Use isolation to discipline a child;
- (C) Bind or tie a child to restrict movement or tape a child's mouth;
- (D) Use or withhold food as a punishment or reward;
- (E) Use toilet learning/training methods that punish, demean, or humiliate a child;
- (F) Use any form of emotional abuse, including public or private humiliation, rejecting, terrorizing, extended ignoring, or corrupting a child;
- (G) Physically abuse a child;
- (H) Use any form of verbal abuse, including profane, sarcastic language, threats, or derogatory remarks about the child or child's family; or,
- (I) Use physical activity or outdoor time as a punishment or reward;

(iii) Ensure staff, consultants, contractors, and volunteers respect and promote the unique identity of each child and family and do not stereotype on any basis, including gender, race, ethnicity, culture, religion, disability, sexual orientation, or family composition; (iv) Require staff, consultants, contractors, and volunteers to comply with program confidentiality policies concerning personally identifiable information about children, families, and other staff members in accordance with subpart C of part 1303 of this chapter and applicable federal, state, local, and tribal laws; and, (v) Ensure no child is left alone or unsupervised by staff, consultants, contractors, or volunteers while under their care.

Partner will maintain personnel policies and procedures that include appropriate penalties for staff, consultants, and volunteers who violate the standards of conduct.

Partner must ensure staff and program consultants or contractors are familiar with the ethnic backgrounds and heritages of families in the program and are able to serve and effectively communicate, either directly or through interpretation and translation, with children who are dual language learners and to the extent feasible, with families with limited English proficiency. If a majority of children in a classroom speak the same language, at least one classroom staff member must speak such language.

Partner will ensure each staff member has an initial health examination; ensure that staff do not, because of communicable diseases, pose a significant risk to the health or safety of others in the classroom that cannot be eliminated or reduced by reasonable accommodations in accordance with the Americans with Disabilities Act and section 504 of the Rehabilitation Act.

Partner will make mental health and wellness information available to staff regarding health issues that may affect their job performance and provide regularly scheduled opportunities to learn about mental health, wellness and health education.

VI. SUBMISSION OF REPORTS, RECORDS AND EVALUATIONS:

Both parties agree to prepare, retain and permit either party to inspect, as each party considers necessary, all records required for this program by the Iowa Department of Education and ACF/HHS regulations. Both parties agree to carry out monitoring and evaluation activities to include; at a minimum, periodic observations of the daily program, conferring with staff and parents, validation of self-assessment procedures and on-site visits to conduct specific activities. Both parties shall insure the cooperation of employees, policy groups and board members in those efforts.

Both parties agree to submit such reports as may be required by Iowa Department of Education, HHS/ACF directives, including (but not exclusive of) computer reports, Self-Assessment Instruments, improvement plans and financial reports. Representatives by either parties shall have the right to inspect all such records and reports as related to the Head Start and West Monona preschool program.

VII. PROVIDER GENERAL RESPONSIBILITY FOR SERVICE:

The Provider shall monitor, evaluate, and make assistance available to the Partner in conducting all activities under this Agreement.

VIII. PROVIDER SPECIFIC RESPONSIBILITIES FOR SERVICE:

Provider shall provide the following services:

- A. Assist in assuring education program improvement through monthly monitoring site visits.
- B. Systematically provide monthly monitoring reports to the Partner to ensure compliance

with the Head Start Program Performance Standards.

- C. Provide and maintain one (1) Family Advocate to support Partner Head Start preschool children and families with support services that are required by the Head Start Program Performance Standards.
- D. Provide the required Head Start Program parent conferences and home visits required by the Head Start Program Performance Standards.
- E. Quarterly meetings to provide guidance on Head Start Program Performance Standards.

IX. DISCRIMINATION CLAUSE:

Partner and Provider will not discriminate against any person employed in the performance of this Agreement, or against any applicant for employment because of race, sex, age, creed, religion, color, national origin, sexual orientation, political affiliation, veteran's status, or handicapping condition. This requirement shall apply to, but not be limited to the following: employment, upgrading, demotion or transfer, selection for training, recruitment or recruitment advertising, layoff or termination, rates of pay or other forms of compensation and all other privileges, terms and conditions of employment.

No person shall, on the grounds of race, religion, sex, creed, color, national origin, sexual orientation, political affiliation, veteran's status, or handicapping condition be excluded from participation in, be denied the benefits of, or be subject to discrimination in the performance of this Agreement.

X. POLITICAL ACTIVITY PROHIBITED:

None of the funds, materials, property, services contributed by the Provider or the Partner under this Agreement shall be used for any partisan political activity, (1) to further the election or defeat of any candidate for public office, or to pay directly or indirectly, the salary or expenses of either party to this contract or their agent, to engage in any activity designed to influence legislation or appropriations pending before Congress, (2) to provide voters or prospective voters with transportation to the polls or similar assistance in connection with any such election or (3) to assist any voter registration activity. Nothing in the above statement is intended in any way to inhibit or discourage any party from exercising its lawful rights to attempt to influence legislation pending before Congress as long as the costs are not charged to this Preschool Contracted Services Agreement or the Head Start Program.

XI. DRUG FREE ENVIRONMENT:

Provider and Partner shall not permit use of drugs, alcohol, or tobacco by its employees or contractors at any Location used for Primary or Secondary Services, in any motor vehicles owned or provided by either party or otherwise used in conjunction with providing Primary or Secondary Services, or in any manner in the presence or in the view of the children and families being served under this Agreement.

XII. COMPLIANCE WITH APPROVED PROGRAM:

Provider agrees to perform all activities authorized by this Agreement in accordance with the approved work program, the approved program funding, and the grant conditions inclusive of Head Start Program Performance Standards, Program Instructions, CFR 45 (Administration of Grants), Audit Guide, Head Start guidelines and all other HHS/ACF directives.

XIII. SCHEDULE OF PAYMENT:

Provider agrees to pay the Partner as stated in the Method of Payment terms section of the Agreement. In no event shall the Partner payments to the Provider exceed the Maximum Funding for Services under this Agreement.

XIV. CHANGES IN SERVICE:

Either party may request changes in the scope of the services to be performed under this Agreement. Mutually agreed upon changes, including any increase or decrease in the amount of the Provider's compensation or modification of the program funding, must be reduced to written form before they shall be enforceable by either party.

XV. COVENANT AGAINST CONTINGENT FEES:

Provider and Partner warrants that no person, selling agency or other organization has been employed or retained to solicit or secure this contract upon an agreement or understanding for a commission, percentage, brokerage or contingent fee. For breach or violation of this warrant, either party shall have the right to annul this contract or otherwise recover the full amount of any such commission, percentage, brokerage or contingent fee, or to seek such other legal remedies as may be available.

XVI. HOLD HARMLESS, IDEMNIFICATION AND TERMINATION OF AGREEMENT:

Provider shall defend, indemnify, and hold harmless the Partner from and against any and all losses, claims, liabilities, damages, and expenses, including reasonable attorneys' fees and costs, arising out of any negligence, willful misconduct, violation of law, and/or breach of this Agreement by the Provider, its employees, or agents. The Partner shall defend, indemnify, and hold harmless the Provider from and against any and all losses, claims, liabilities, damages, and expenses, including reasonable attorneys' fees and costs, arising out of any negligence, willful misconduct, violation of law, and/or breach of this Agreement by the Provider, its employees, or agents. The provisions of this paragraph shall survive termination of this Agreement. Term and Termination.

The term of this Agreement shall commence on August 1, 2025 and end on July 31, 2026. The parties may renew this Agreement for an additional term as mutually

determined by the parties.

Either party may terminate this Agreement upon written notice to the other party if the other party fails to comply with any of the provisions of this Agreement, provided written notice of the breach shall be given to the breaching party and the breaching party shall have at least ten (10) days to cure the breach. Either party may terminate this Agreement immediately upon written notice to the other party if the other party becomes the subject of a proceeding under state or federal law for relief of debtors, or if an assignment is made for the benefit of creditors. In addition, either party may terminate this Agreement, with or without cause, and without penalty, upon at least thirty (30) days' written notice to the Provider. Upon the expiration or termination of this Agreement, the Provider will pay the Partner for all earned amounts up to the effective date of expiration or termination.

Except in the case of the Provider's loss of funding from HHS, financial assistance under this contract shall not be terminated or reduced, or an application for refunding denied or financial assistance suspended for longer than thirty (30) days unless the Provider has been afforded reasonable notice.

XVII. CERTIFICATION REGARDING DEBARMENT, SUSPENSION, INELIGIBILITY AND VOLUNTARY EXCLUSION:

- A. Partner and Provider each certifies that neither it nor its principals are presently debarred, suspended, proposed for debarment, declared ineligible, or voluntarily excluded from participation in this transaction by any Federal department or agency.
- B. Partner or Provider is unable now, or at any time during the term of this Agreement to certify to any of the statements in this certification, either party shall immediately provide an explanation in writing to the other party and this contract shall be subject to immediate termination by either party in the event participation is disallowed as a result of that debarment or suspension.

XVIII. INSURANCE REQUIREMENTS:

General Liability:	\$1,000,000.00 each occurrence \$2,000,000.00 aggregate \$5,000.00 medical expense per person \$1,000,000.00 personal & adv injury \$2,000,000.00 products/completed op.
Excess Liability Umbrella:	\$1,000,000.00 each occurrence \$1,000,000.00 aggregate
Professional Liability:	\$2,000,000.00 each occurrence \$2,000,000.00 aggregate

Sexual Abuse Coverage:

\$50,000.00 each person
\$250,000.00 maximum

Worker's Compensation:

\$500,000.00 each accident
\$500,000.00 each employee
\$500,000.00 total policy



Prepared by Melissa Chapman
 Public Sector Account Manager
 (712) 355-6990
 melissa.chapman@uscellular.com

Red Oak Community School
 Lisa Joint
 Prepared on 03-18-2025
 Estimate expires 03-31-2025

Your upfront cost \$0.00	Your monthly cost \$359.91/mo.	Plans that cost less and do more.
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MONTHLY RECURRING COST				
Product	Qty	Standard Offering	Subtotal	Price per Month
Government UNL Smartphone	9	\$39.99	\$39.99	\$359.91
Your monthly cost:				\$359.91

UPFRONT COSTS				
Product	Qty	Standard Offering	Unit Price	Upfront Price
iPhone 15 Black 128GB - New	9	\$279.00	\$279.00	\$2,511.00
\$279 off iPhone on Govt Unl Plans - expires 3/31/25	9	(\$279.00)	(\$279.00)	(\$2,511.00)
Your upfront cost:				\$0.00



SERVICE ORDER FORM TERMS

(Legally Binding Document)

This Service Order is between You and USCC Services, LLC on behalf of its operating licensed affiliate doing business as UScellular in the Home Market ("USCC"). This Service Order is governed by the MASTER SERVICE AGREEMENT ("MSA") located at <https://www.uscellular.com/legal>, unless there is a separately signed agreement between You and USCC which is identified in this Service Order. Terms not defined herein are defined in the MSA. By signing below, you agree and acknowledge that You have read and understood the MSA terms and this Service Order, and that the person signing below has the authority to enter into this Service Order on Your behalf.

BUSINESS LEGAL NAME AND ADDRESS					
Business Legal Name	Red Oak Community School		Shipping Address	Billing Address	
Business d/b/a (if applicable)			2011 N. 8th St. Red Oak, IA 51566 United States	2011 N. 8th St. Red Oak, IA 51566 United States	
BUSINESS SET-UP INFORMATION – USCC INTERNAL USE					
<input type="checkbox"/> New Business Customer	<input checked="" type="checkbox"/> Current Business Customer	Governed by Custom Agreement Dated N/A	Email Address	jointl@redoakschools.org	
Business Phone Number	712-623-6620		Contact Name (POC)	Lisa Joint	
Account Number (if current customer)	860600566.		Tax ID (EIN)	426038403	
Portal Setup <input type="checkbox"/> Accept <input checked="" type="checkbox"/> Decline <input type="checkbox"/> Current	Portal Contact <small>(NA for Current User)</small>	N/A	Portal Contact Email <small>(NA for Current User)</small>	N/A	
Tax Exempt (Attach to File)	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		Estimated Value (ECV)	\$8,637.84	
Service(s) Ordered under this Purchase:	Voice & Data		Special Approval Sheet <small>(Must Attach to File)</small>	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> Not Applicable <input type="checkbox"/> Toolbox	
<input type="checkbox"/> CHECK HERE IF Customer is eligible for Standard Rate Plan Changes and Standard Subsidy equipment for length of term					

TABLE 1 - SERVICE(S) ⁵		Service Commitment (Months) ⁴	Cost Summary		
Initial Quantity (Activations)	Rate Plan Name	Term	MRC	MRC w/ Pricing Approval Detail ²	Total Customer MRC
9	Government UNL Smartphone	24	\$39.99	\$39.99	\$359.91
Grand Total Customer MRC (excludes applicable taxes, fees, and other charges)					\$359.91



TABLE 2 –EQUIPMENT PURCHASES ⁵ (WITHOUT RETAIL INSTALLMENT CONTRACT) ³			Equipment Service Commitment (Months) ⁴	Equipment Cost Summary			
Initial Quantity	Description	Upgrade Eligibility	Term	RETAIL COST (non-subsidized)	Subsidized Price	Special Approval (Subsidized) ²	Total
9	iPhone 15 Black 128GB - New	24	24	\$729.00	\$279.00		\$2,511.00
Grand Total Customer Equipment Cost (excludes applicable taxes)							\$2,511.00

CHECK HERE IF Customer is activating Customer owned equipment (“COE”)

CHECK HERE IF Customer is purchasing Equipment through a Retail Installment Contract (“RIC”)

DO NOT COMPLETE TABLE 2 FOR RIC PURCHASES. SUBMIT A RETAIL INSTALLMENT AGREEMENT (RIC) AND ATTACH TO THIS SERVICE ORDER

ADDITIONAL/OTHER TERMS AND CONDITIONS (IF APPLICABLE)	
Accessory Discount / Exclusions	
Volume Commitment	
Revenue Commitment	
Promotional Credits	\$279 off iPhone on Govt Unl Plans - expires 3/31/25
Other Terms and Conditions	

Governed by Additional Terms for Sourcewell – Cooperative/Group Purchasing

Additional purchases at the Rate Plan / stated cost may be purchased after the Effective Date of this Service Order provided that the Rate Plan, state cost or quantities (as applicable) are available. USCC has the right to discontinue any Rate Plan or Equipment availability at any time with or without notice. If additional purchases are permitted and made pursuant to this Service Order, such purchase(s) will be documented in Your account without requiring a new Service Order or addendum to this Service Order, and this Service Order will thereby be amended with respect to such additional purchase(s) as documented in Your account and without any further writing. You are responsible for reviewing Your account for any errors in billing or otherwise. See Section 7(c) of the MSA for billing and payment details.

² Requires USCC Special Pricing Approval. Additional terms may apply.

³ If purchasing through a retail installment plan You must execute a Retail Installment Contract (RIC) and the attached RIC Initial Set-up Form must be completed. The RIC governs Your Equipment purchased on an installment plan.

⁴ Service Commitment(s) ETFs are based on 50% of the MRC of the terminated line of Service multiplied by the number of months remaining on the Commitment without proration and You may be required to return promotional credits. Subsidized Equipment ETFs are based on the Commitment term and type of Equipment purchased. Equipment Commitment ETFs are in addition to any Service Commitment ETFs. See Sections 9, 10, 11, 12 and 13 of the MSA for full details.

⁵ If additional space is needed for purchases, please check “Additional Purchases-Service Order Form Addendum Attached” in the signature block. The purchases on the Service Order Form Addendum are hereby incorporated by reference. Any “Grand Total” includes the total of purchases listed on the Service Order Form and any additional Service Order Form Addendum.



AGREED AND ACKNOWLEDGED BY THE PARTIES' AUTHORIZED REPRESENTATIVES

USCC SERVICES, LLC Agreed and Acknowledged	DocuSigned by: Signature: <i>Mike Litscher</i> 99A660DFA4554A6... Printed Name: Mike Litscher Title: Sales Manager Date: 3/11/2025 2:33 PM CDT
Red Oak Community School Agreed and Acknowledged	Signature: Printed Name: Lisa Joint Title: Date:

Certificate Of Completion

Envelope Id: 11A0A357-EEB0-4300-82A2-7AC9C735FC3E Status: Sent
 Subject: Signature Needed for Service Order Form Between UScellular and Red Oak Community School
 Source Envelope:
 Document Pages: 3 Signatures: 1 Envelope Originator:
 Certificate Pages: 2 Initials: 0 Melissa Chapman
 AutoNav: Enabled 30 N Lasalle St Ste 4000
 Envelopeld Stamping: Enabled Chicago, IL 60602
 Time Zone: (UTC-06:00) Central Time (US & Canada) Melissa.Chapman@uscellular.com
IP Address: 155.226.129.252

Record Tracking

Status: Original Holder: Melissa Chapman Location: DocuSign
 3/11/2025 2:32:46 PM Melissa.Chapman@uscellular.com

Signer Events

Mike Litscher
 mike.litscher@uscellular.com
 Sales Manager
 USCC
 Security Level: Email, Account Authentication (None)

Signature

DocuSigned by:

09A860DFA4554A6...
 Signature Adoption: Pre-selected Style
 Using IP Address: 163.116.249.48

Timestamp

Sent: 3/11/2025 2:33:00 PM
 Viewed: 3/11/2025 2:33:44 PM
 Signed: 3/11/2025 2:33:51 PM

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

Lisa Joint Sent: 3/11/2025 2:33:53 PM
 jointl@redoakschools.org Viewed: 3/11/2025 2:37:39 PM
 Security Level: Email, Account Authentication (None)

Electronic Record and Signature Disclosure:
 Not Offered via Docusign

In Person Signer Events	Signature	Timestamp
Editor Delivery Events	Status	Timestamp
Agent Delivery Events	Status	Timestamp
Intermediary Delivery Events	Status	Timestamp
Certified Delivery Events	Status	Timestamp
Carbon Copy Events	Status	Timestamp

Contract Admin
 businesscontracts@uscellular.com
 Security Level: Email, Account Authentication (None)
Electronic Record and Signature Disclosure:
 Not Offered via Docusign

Witness Events **Signature** **Timestamp**

Notary Events **Signature** **Timestamp**

Envelope Summary Events **Status** **Timestamps**

Envelope Sent Hashed/Encrypted 3/11/2025 2:33:00 PM

Envelope Summary Events	Status	Timestamps
Certified Delivered	Security Checked	3/11/2025 2:37:39 PM
Payment Events	Status	Timestamps

606.6 - Student Field Trips and Excursions

The principal may authorize field trips and excursions when such events contribute to the achievement of education goals of the school district. The school district will provide transportation for field trips and excursions.

In authorizing field trips and excursions, the principal will consider the financial condition of the school district, the educational benefit of the activity, the inherent risks or dangers of the activity, and other factors deemed relevant by the superintendent. Written parental permission will be required prior to the student's participation in field trips and excursions. ~~Board~~ **The superintendent's** approval will be required for out-of-state field trips and excursions. ~~Board approval will be required and for field trips and excursions~~ which involve unusual length (such as overnight trips) or expense.

Field trips and excursions are to be arranged with the principal well in advance. A detailed schedule and budget must be submitted by the employee. The school district will be responsible for obtaining a substitute teacher if one is needed. Following field trips and excursions, the teacher may be required to submit a written summary of the event.

Approved October 8, 2018
Reviewed February 15, 2023
Revised March 15, 2023

Tentative Agreement for Collective Bargaining of 2025-2026 Master Teacher Contract

Parties:

- Employer: Red Oak Community School District, Red Oak, IA
- Bargaining Representative: Red Oak Education Association

Date:

February 24, 2025

Terms:

This agreement is made between the Red Oak Community School District (Employer) and the Red Oak Education Association (Representing Teachers) as a result of negotiations over the terms and conditions of employment.

Recognition:

The Red Oak CSD recognizes the Red Oak Education as the exclusive bargaining representative for all teachers, as defined by Iowa Code.

Duration:

This agreement constitutes a one-year settlement which shall be in effective from July 1, 2025 until June 30, 2026.

Compensation:

Salaries:

- Each member of the bargaining unit shall receive a **\$500 increase** to their current year salary
- Teachers who are eligible for additional salary increases to meet new statutory salary requirements set forth in Iowa Code § 284.15 shall receive an additional increase up to the amount required to meet the prescribed minimums.
- Teachers who are new to the District shall be assigned a starting salary in accordance with state minimum salary requirements (i.e., \$50,000 for teachers with fewer than twelve years of experience and \$62,000 for teachers with twelve or more years of experience) and an additional \$500 for each year of experience. A salary incentive of up to \$1,500 may be provided, at the discretion of the district, to hire difficult to fill positions or positions of unique need.

Additional Pay:

- Current teachers who return for the 2025-2026 school year, except those who receive additional salary increases to meet new statutory minimum salary requirements, shall receive an additional **\$1,000 one-time, lump sum retention stipend**.

Benefits:

Although insurance benefits are an illegal subject of bargaining per Iowa Code § 20.9(3), the district acknowledges they are an essential element of total compensation. The district will unilaterally increase its defined contribution toward insurance premiums to cover the increased costs of staff's current health insurance plan (i.e., single Select 2500, single HDHP 5000E).

Work Days:

- Veteran teachers shall serve a total of **188 contract** days (a reduction of 2 from the current year).
- Teachers who are new to the District shall serve a total of 192 contract days.

Employer Representative:

Name: Ron Lorenz

Title: Superintendent

Signature: 

Date: 2/24/25

Union Representative:

Name: Jacquie Stevens

Title: Lead Negotiator

Signature: 

Date: 2/24/25

Red Oak Community School
80086-0005

Rating Period: 7/1/2025 through 6/30/2026

Iowa Educator Group Insurance Trust

Enrollment by Benefit:

<u>Plan Name</u>	<u>Single</u>	<u>Family</u>
Select 2500	55	3
Select 1500	22	1
HDHP 5000 E	31	5

Enrollment numbers are from Wellmark

7/24 Rates Including Consultant Fee By Benefit:			7/25 Rates Including Consultant Fee By Benefit:			
<u>Plan Name</u>	<u>Single</u>	<u>Family</u>	<u>Plan Name</u>	<u>Single</u>	<u>Family</u>	<u>Overall % Change</u>
Select 2500	\$844.47	\$2,415.89	Select 2500	\$861.15	\$2,463.06	1.97%
Select 1500	\$907.43	\$2,601.21	Select 1500	\$922.95	\$2,644.96	1.71%
HDHP 5000 E	\$664.92	\$1,887.36	HDHP 5000 E	\$681.53	\$1,934.29	2.49%
<i>Rate includes HIF</i>			<i>Rate includes HIF</i>			

	MONTHLY	ANNUAL
A. Estimated Monthly Premium Based on Current Enrollment and Rates Including Consultant Fee:	\$106,308	\$1,275,690
B. Estimated Monthly Premium Based on Current Enrollment and Quoted Rates Including Consultant Fee:	\$108,501	\$1,302,017
C. Estimated Percentage Change in Monthly Premium with Benefit Adjusted Increase (B Divided By A):	2.06%	\$11,128.35 <i>Annual / Emp</i>

All estimates are based upon the information available at a point in time, and are subject to unforeseen and random events. Therefore, any projection must be interpreted as having a likely range of variability from the estimate. Any estimate or projection may not be used or relied upon by any other party or for any other purpose than for which it was issued by Mercer. Mercer is not responsible for the consequences of any unauthorized use.