

Red Oak Community School District

604 S Broadway

Red Oak, Iowa 51566

712.623.6600

www.redoakschools.org

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/255627157>

Wednesday, September 16, 2026 – 5:30 p.m.

Agenda

- 1.0 Call to Order – Board of Directors President Bret Blackman
- 2.0 Roll Call – Board of Directors Secretary Leanne Fluckey
- 3.0 Approval of the Agenda – President Bret 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
- 5.0 Consent Agenda
 - 5.1 Review and Approval of Minutes from August 19, 2026 Board Meetings.
 - 5.2 Review and Approval of Monthly Business Reports
 - 5.3 Personnel Considerations
 - 5.3.1 Hiring of Allen Gray as Jr High School Boys Track Coach for the 2026-2027 School Year
 - 5.3.2 Hiring of Jane Chaillie as Senior High School Track Girls Head Coach for the 2026-2027 School Year
 - 5.3.3 Hiring of Destiny McAlpin as Small Group Speech Sponsor for the 2026-2027 School Year
 - 5.3.4 Hiring of Denise Stull as Large Group Speech Sponsor for the 2026-2027 School Year
 - 5.3.5 Hiring of Luis MacDonald as Jr-Sr High School Paraprofessional for the 2026-2027 School Year
 - 5.3.6 Hiring of Abigail Glavan as Inman Elementary School Paraprofessional for the 2026-2027 School Year

- 5.3.7 Resignation of Lanie Brule as Inman Elementary Paraprofessional Effective August 28, 2026
 - 5.3.8 Resignation of Meghan Shipley as Preschool Paraprofessional Effective September 18, 2026
 - 5.4 Fund Raisers
 - 5.4.1 Acceptance of Donation from Altrusa for Inman Elementary School Media Center (\$200.00)
 - 5.4.2 Acceptance of Donation from Dr William & Christine Butz for Red Oak High School Band Department (\$750.00)
 - 5.4.3 Acceptance of Donation from Cubby's for Red Oak Jr Sr High School Athletics (\$315.00)
 - 5.5 Open Enrollment Request to Stellar Oaks Virtual Academy
 - 5.5.1 Denial of Open Enrollment for a Tenth Grader from Des Moines Community School District to Iowa Virtual School Due to a Lack of Appropriate Programming or Supports for the 2026-2027 School Year
 - 5.5.2 Denial of Open Enrollment for an Eighth Grader from Des Moines Community School District to Iowa Virtual School Due to a Lack of Appropriate Programming or Supports for the 2026-2027 School Year
 - 5.6 School Budget Review Committee (SBRC) Modified Supplemental Amount (i.e., Spending Authority) Requests
 - 5.6.1 Approval of SBRC Request for Modified Supplemental Amount Due to Limited English Proficient (LEP) Instruction Beyond 5 Years (\$28,312.76)
 - 5.6.2 Discussion/Approval of SBRC Request for Modified Supplemental Amount for Negative Special Education Balance of (\$583,275.90)
- 6.0 General Business for the Board of Directors
 - 6.1 Old Business
 - 6.1.1 Discussion/Approval of Second Reading of Board Policies 402.1(Employee Conflict of Interest) and 705.1 (Purchasing and Bidding)
 - 6.2 New Business
 - 6.2.1 Discussion/Approval of First Reading of Board Policy 704.3 (Investments)
 - 6.2.2 Discussion/Approval of Board Policy 102 (Equal Opportunity and Nondiscrimination Notices)
 - 6.2.3 Discussion/Approval of Designating Tracy Vannausdle and Amy McClintock as District Liaisons for Homeless Children and Youth in Accordance with Iowa Administrative Code 281-33.3(7)
 - 6.2.4 Discussion/Approval of MCCDA Kitchen Renovations at the Red Oak Child Development Center
 - 6.2.5 Discussion/Approval of 2026-2027 District Professional Development Plans
 - 6.2.6 Discussion/Approval of Resolution Authorizing Payment of Athletic Contest Officials from the General Fund Beginning with the 2026-2027 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, October 21, 2026 – 5:30 pm
Red Oak Virtual Learning Center
Red Oak Jr/Sr High
- 9.0 Adjournment

Red Oak Community School District
Meeting of the Board of Directors
Meeting Location: Virtual Classroom/ Phone/Internet
Red Oak Jr/Sr High School
August 19, 2026

The regular meeting of the Board of Directors of the Red Oak Community School District was called to order by Vice President Scott Bruce at 5:30 p.m. at the Red Oak Junior Senior High School Virtual Classroom.

Present

Directors: Kelly Carlson-Osheim, Scott Bruce, Pastor Ricky Rohrig, and Bret Blackman (arrived virtually at 5:42 p.m.).

Superintendent Ron Lorenz, Board Secretary Leanne Fluckey

Approval of Agenda

Motion by Director Carlson-Osheim, seconded by Director Rohrig to approve the agenda with order at the discretion of the chair. Motion carried unanimously.

Good News

Mr. Lorenz presented good news for the district.

Visitors and Presentations

None

Consent Agenda

Motion by Director Carlson-Osheim, seconded by Director Rohrig to approve the consent agenda as presented including meeting minutes, monthly business reports, personnel considerations, contract renewals and service agreements, fundraisers, and open enrollment for Stellar Oaks Virtual Academy. Motion carried unanimously.

Public Hearing for District Flexibility Account Expenditure

Director Bruce opened the public hearing at 5:34 p.m. on the use of the district flexibility account to support payment of teacher salaries and benefits. No comments were offered by the public.

Student Conduct Policy

Motion by Director Rohrig, seconded by Director Carlson-Osheim to approve second reading of Board Policy 503.7 (Student Conduct and Disruptive Behaviors). Motion carried unanimously.

Employee Conflict of Interest and Purchasing Policies

Motion by Director Rohrig, seconded by Director Carlson-Osheim to approve first reading of Board Policies 402.1 (Employee Conflict of Interest) and 705.1 (Purchasing and Bidding). Motion carried unanimously.

Resolution to Transfer Funds to the Flexibility Account

Motion by Director Blackman, seconded by Director Carlson-Osheim to approve the resolution to transfer \$395,000 of unexpended and unobligated Teacher Leadership and Compensation Supplement funds to the district flexibility account. Motion carried unanimously.

Resolution Directing Expenditure from Flexibility Account

Motion by Director Rohrig, seconded by Director Carlson-Osheim to approve the resolution directing the use of \$155,000 from the district flexibility account for the purpose of teacher salaries and benefits. Motion carried unanimously.

Pest Control

Motion by Director Rohrig, seconded by Director Carlson-Osheim to accept the bid from ResCom Services for pest control for the 2026-2027 school year. Motion carried unanimously.

Trash Removal

Motion by Director Carlson-Osheim, seconded by Director Rohrig to accept the bid from Shenandoah Sanitation for trash removal for the 2026-2027 school year. Motion carried unanimously.

Fuel

Motion by Director Rohrig, seconded by Director Carlson-Osheim to accept the bid from NEW Cooperative, Inc. for fuel for the 2026-2027 school year. Motion carried unanimously.

Snow Removal

Motion by Director Carlson-Osheim, seconded by Director Rohrig to accept the bid from Orme Outdoor for snow removal for the 2026-2027 school year. Motion carried unanimously.

Emergency Operations Plan

Motion by Director Carlson-Osheim, seconded by Director Rohrig to approve the 2026-2027 Emergency Operations Plan. Motion carried unanimously.

Stellar Oaks Virtual Academy Student Handbook

Motion by Director Rohrig, seconded by Director Carlson-Osheim to approve updates to the 2026-2027 Stellar Oaks Virtual Academy Student Handbook. Motion carried unanimously.

Legislative Priorities

Motion by Director Rohrig, seconded by Director Carlson-Osheim to approve preservation of local control; rural school sustainability; early and predictable school funding decisions; and literacy, career readiness and student success as 2027 legislative priorities. Motion carried unanimously.

Adjournment

Motion by Director Carlson-Osheim, second by Director Rohrig to adjourn the meeting at 6:19 p.m. Motion carried, unanimously.

Next Board of Directors Meeting:

Wednesday, September 16, 2026 – 5:30 p.m.
Red Oak Virtual Learning Center/Phone/Internet
Red Oak Jr/Sr High School

Bret Blackman, President

Leanne Fluckey, Board Secretary

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Checking Account ID 1	Fund Number 10	OPERATING FUND
ACCESS SYSTEMS	42810546	25.00
10 9010 2520 000 0000 618	Supply Charge	25.00
Vendor Name ACCESS SYSTEMS		25.00
AGTAC SERVICES, LLC	4333	35,367.00
10 9010 2630 000 0000 340	Sept 2026 Janitorial Services	35,367.00
AGTAC SERVICES, LLC	4396	789.12
10 9010 2620 000 0000 618	August 2026 Janitorial Supplies	789.12
Vendor Name AGTAC SERVICES, LLC		36,156.12
AHLERS & COONEY	917873	320.00
10 9010 2310 000 0000 320	August 2026 Legal Services	320.00
Vendor Name AHLERS & COONEY		320.00
Alpha School	202608159	1,968.00
10 0109 1200 217 3303 320	Sped Services Lvl III - 8/2026	1,968.00
Vendor Name Alpha School		1,968.00
AMAZON CAPITAL SERVICES, INC.	1D37-YXD4-4C3H	38.68
10 0109 1300 340 0000 612	FACS Groceries	38.68
Vendor Name AMAZON CAPITAL SERVICES, INC.		38.68
AMERICAN FIRE PROTECTION	17601	1,572.00
10 9010 2670 000 0000 490	FY27 Fire Extinguisher Inspection	1,572.00
Vendor Name AMERICAN FIRE PROTECTION		1,572.00
CASEY'S BUSINESS MASTERCARD	F62446287	53.04
10 9010 2700 000 0000 626	All State Choir Fuel	53.04
Vendor Name CASEY'S BUSINESS MASTERCARD		53.04
CDW GOVERNMENT, INC.	AK4RZ2H	225.53
10 9010 2235 000 0000 618	TrippLite Switch Rack 6U	225.53
CDW GOVERNMENT, INC.	AK6QW2Z	2,238.00
10 9010 2235 000 0000 358	Microsoft A3 License Renewal	2,238.00
Vendor Name CDW GOVERNMENT, INC.		2,463.53
CHANEY ELECTRONICS, INC.	29929	208.75
10 0109 1300 370 0000 612	Electronic Project Kits	208.75
Vendor Name CHANEY ELECTRONICS, INC.		208.75
CHEMSEARCH	9759916	548.36
10 0418 2640 000 0000 433	IES Water Treatment	548.36
CHEMSEARCH	9765276	540.45
10 0109 2620 000 0000 432	Jr/Sr HS Water Treatment	540.45
Vendor Name CHEMSEARCH		1,088.81
CITY OF RED OAK	9012026CORO	2,220.00
10 0109 2620 000 0000 411	Jr/Sr HS Tech Water - 8/2026	61.97

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
10 0109 2620 000 0000 411	Sports Complex Water - 8/2026	65.73
10 0109 2620 000 0000 411	HS Fieldhouse Water - 8/2026	61.18
10 0418 2620 000 0000 411	IES Water - 8/2026	164.96
10 0445 2620 000 0000 411	ROECC Water - 8/2026	330.51
10 9010 2620 000 0000 411	Bus Barn Water - 8/2026	637.18
10 9010 2620 000 0000 411	FBF Sprinkler #1 Water - 8/2026	123.95
10 9010 2620 000 0000 411	FBF Sprinkler #2 Water - 8/2026	662.27
10 9010 2620 000 0000 411	Admin Water - 8/2026	112.25
Vendor Name CITY OF RED OAK		<u>2,220.00</u>

COCA-COLA BTLG OF OMAHA	12101340	416.48
10 0418 3200 000 8901 618	24cs Lemonade	77.24
10 0418 3200 000 8901 618	24cs Coke	77.24
10 0418 3200 000 8901 618	24cs Dasani	20.68
10 0418 3200 000 8901 618	24cs Diet Coke	77.24
10 0418 3200 000 8901 618	24cs MRPibb	77.24
10 0418 3200 000 8901 618	24 cs Sprite	77.24
10 0418 3200 000 8901 618	Deposit	9.60
Vendor Name COCA-COLA BTLG OF OMAHA		<u>416.48</u>

CUMMINS SALES AND SERVICE	J3-260816603	891.89
10 0109 2620 000 0000 432	Jr/Sr HS Scheduled Maint	891.89
CUMMINS SALES AND SERVICE	J3-260816606	574.78
10 0418 2620 000 0000 432	IES Scheduled Maint	574.78
Vendor Name CUMMINS SALES AND SERVICE		<u>1,466.67</u>

DICKEL DUIT OUTDOOR POWER, INC.	83310	194.40
10 9010 2630 000 0000 435	New Blades, Front Tire Assembly	194.40
DICKEL DUIT OUTDOOR POWER, INC.	83434	91.66
10 9010 2630 000 0000 618	Mower Blades	91.66
DICKEL DUIT OUTDOOR POWER, INC.	83684	39.75
10 9010 2640 000 0000 731	Mower Belt	39.75
Vendor Name DICKEL DUIT OUTDOOR POWER, INC.		<u>325.81</u>

DOVEL REFRIGERATION	6023686	667.10
10 0109 2620 000 0000 432	Freezer Breaker Repair	667.10
DOVEL REFRIGERATION	6023689	354.95
10 0109 2620 000 0000 432	HS Oven Repair	354.95
DOVEL REFRIGERATION	6023834	497.89
10 0109 2620 000 0000 432	Jr/Sr HS Dryer Repair	497.89
Vendor Name DOVEL REFRIGERATION		<u>1,519.94</u>

FAREWAY FOOD STORES	8312026FW.1	49.40
10 9010 2321 000 0000 618	Ambassadors Meal Supplies	49.40
FAREWAY FOOD STORES	8312026FW.2	59.50
10 0109 1300 340 0000 612	FACS Supplies	59.50
Vendor Name FAREWAY FOOD STORES		<u>108.90</u>

FILTER SHOP, THE	158379	685.60
10 9010 2620 000 0000 618	District Air Filters	685.60
Vendor Name FILTER SHOP, THE		<u>685.60</u>

Vendor Name	Invoice Number	Amount	
Account Number	Detail Description		Amount
FIRST BANKCARD - HH	FBCHH90126	99.79	
10 0109 2620 000 0000 618	Vacuum Breaker Repair Kit		99.79
FIRST BANKCARD - HH	FBCHH91026.1	34.35	
10 9010 2310 000 0000 320	Field Print Fingerprinting		34.35
FIRST BANKCARD - HH	FBCHH91026.2	89.35	
10 9010 2700 000 0000 652	Bouncie- 7 Vehicles		62.55
10 9010 2700 217 3303 652	Bouncie- 3 Vehicles		26.80
Vendor Name FIRST BANKCARD - HH			223.49
FIRST BANKCARD - OFFICE CARD 2	91026FBC2	436.20	
10 9010 2700 000 0000 626	Fuel for New Buses E10		436.20
Vendor Name FIRST BANKCARD - OFFICE CARD 2			436.20
FIRST BANKCARD BUSINESS MANAGER	FBCBM91026	350.00	
10 9010 2700 000 0000 626	Gas For Buses E10		350.00
FIRST BANKCARD BUSINESS MANAGER	FBCBM91026.1	165.00	
10 9010 2310 000 0000 320	IASBO Fall Conference 2026		290.00
10 9010 2310 000 0000 320	Activity Conference Refund		(62.50)
10 9010 2310 000 0000 320	Activity Conference Refund		(62.50)
Vendor Name FIRST BANKCARD BUSINESS MANAGER			515.00
FITNESS MACHINE TECHNICIANS	3679-1667	295.00	
10 0109 2620 000 0000 432	Jr/Sr HS Treadmill Repair		295.00
Vendor Name FITNESS MACHINE TECHNICIANS			295.00
GRABRIAN ACTUARIAL LLC	1540	5,250.00	
10 9010 2310 000 0000 320	7.2025 GASB Valulation		5,250.00
Vendor Name GRABRIAN ACTUARIAL LLC			5,250.00
GRAINGER	9055324157	201.84	
10 0109 2620 000 0000 618	Gaucet Parts		201.84
GRAINGER	9068917088	907.17	
10 0109 2620 000 0000 618	Glycol		907.17
Vendor Name GRAINGER			1,109.01
GREEN TREE COMPANY, THE	11972	1,500.00	
10 0418 2620 000 0000 432	Mowing of IES Hill		1,500.00
Vendor Name GREEN TREE COMPANY, THE			1,500.00
HEARTLAND AEA #1	CSP00174-0015	100.00	
10 0109 2410 000 0000 611	Printing for Envelopes		100.00
Vendor Name HEARTLAND AEA #1			100.00
HY VEE FOOD STORES	90126HV	154.49	
10 0109 1300 340 0000 612	FACS Supplies		154.49
Vendor Name HY VEE FOOD STORES			154.49
iJAG, INC.	28694	25,000.00	
10 9010 2213 420 1119 330	iJAG 2026-2026 Program Fees		25,000.00
Vendor Name iJAG, INC.			25,000.00

Vendor Name	Invoice Number	Amount	
Account Number	Detail Description		Amount
INFINITE CAMPUS	INV-02624	3,998.00	
10 9010 2235 000 0000 739	Custom America POS Terminal i5, 16gb ram		3,998.00
Vendor Name	INFINITE CAMPUS		3,998.00
IOWA PRISON INDUSTRIES	306606	43.42	
10 9010 2700 000 0000 618	Ethanol Stickers for Buses		43.42
Vendor Name	IOWA PRISON INDUSTRIES		43.42
JOHNSON CONTROLS FIRE PROTECTION LP	54386560	1,149.82	
10 0418 2620 000 0000 432	Fire Control System Repair		1,149.82
Vendor Name	JOHNSON CONTROLS FIRE PROTECTION LP		1,149.82
LEADING EDGE LAMINATING	70318	462.60	
10 0418 2410 000 0000 611	Lamination - Inman		462.60
Vendor Name	LEADING EDGE LAMINATING		462.60
LIBERTY HARDWOOD INC.	77888-001	1,289.90	
10 0109 1300 370 0000 612	Hardwoods, Poplar, Maple, Cherry, Walnut		1,289.90
Vendor Name	LIBERTY HARDWOOD INC.		1,289.90
LORENZ, RONALD	91426RL	372.76	
10 9010 2321 000 0000 580	1st Qtr Mileage Supt		372.76
LORENZ, RONALD	RL93126CP	250.00	
10 9010 2321 000 0000 532	1st Qtr Cell Phone Stipend		250.00
Vendor Name	LORENZ, RONALD		622.76
MATHESON TRI-GAS	0033848184	11.00	
10 0109 1300 370 0000 612	Mig Welding Tips		11.00
Vendor Name	MATHESON TRI-GAS		11.00
MEDIACOM	81226MC	92.78	
10 9010 2236 000 0000 536	8.26 District Admin Internet		92.78
MEDIACOM	82126MCDistInternet	620.00	
10 9010 2236 000 0000 536	9.2026 Districtwide Internet		620.00
MEDIACOM	82126MCINT	172.43	
10 9010 2236 000 0000 536	9/2026 Internet Svcs		172.43
Vendor Name	MEDIACOM		885.21
MONTGOMERY CO. MEMORIAL HOSP.	17109	3,276.00	
10 9010 2134 000 1134 597	8/2026 Nursing Servcies		3,276.00
Vendor Name	MONTGOMERY CO. MEMORIAL HOSP.		3,276.00
MONTGOMERY COUNTY RECORDER	DNR91026MCR	18.50	
10 9010 2650 000 0000 810	District ATV Registration Fees		18.50
Vendor Name	MONTGOMERY COUNTY RECORDER		18.50
NEW COOPERATIVE INC	8312026NCI	2,725.82	
10 9010 2700 217 3303 626	August 2026 Sped Gas/Ethanol		481.51
10 9010 2700 000 0000 626	August 2026 Gas/Ethanol		1,354.30
10 9010 2700 000 0000 626	August 2026 Gas Maintenance		890.01

Vendor Name	Invoice Number	Amount	
Account Number	Detail Description		Amount
NEW COOPERATIVE INC	8439522	66.89	
10 0418 2620 000 0000 618	Maintenance Supplies - Inman		66.89
NEW COOPERATIVE INC	8449065	52.99	
10 0109 1300 370 0000 612	Saw Blade and Screws		52.99
Vendor Name NEW COOPERATIVE INC			<u>2,845.70</u>
ONESOURCE THE BACKGROUND CHECK COMPANY	2022215118	179.00	
10 9010 2321 000 0000 531	OneSource Background Checks		179.00
Vendor Name ONESOURCE THE BACKGROUND CHECK COMPANY			<u>179.00</u>
PIONEER MANUFACTURING CO	308143	1,470.00	
10 9010 2630 000 0000 618	Football Field Paint 26-27		1,470.00
Vendor Name PIONEER MANUFACTURING CO			<u>1,470.00</u>
PREMIER TECH INC	U4130389	222.00	
10 9010 2640 000 0000 433	Admin Septic Treatment - 01533715		222.00
Vendor Name PREMIER TECH INC			<u>222.00</u>
QUADIENT	81826QUADIEN T	1,000.00	
10 9010 2321 000 0000 531	District Postage Refill		1,000.00
Vendor Name QUADIENT			<u>1,000.00</u>
QUILL LLC	50155122	190.11	
10 9010 2310 000 0000 611	Office Supplies - Highlighters, pens, pa		190.11
QUILL LLC	50161043	35.68	
10 9010 2310 000 0000 611	Office Supplies - Highlighters, pens, pa		35.68
QUILL LLC	50165393	166.37	
10 9010 2310 000 0000 611	Office Supplies - Envelopes		166.37
Vendor Name QUILL LLC			<u>392.16</u>
RED OAK CHRYSLER, INC.	20882	538.00	
10 9010 2700 000 0000 434	Sensor/License Plate Light Bus #0		538.00
Vendor Name RED OAK CHRYSLER, INC.			<u>538.00</u>
RED OAK DO IT CENTER	112213	320.43	
10 0418 2620 000 0000 618	Inman Entrance Materials		320.43
RED OAK DO IT CENTER	11967	260.89	
10 9010 2620 000 0000 618	Trim Coil and Tapcon		260.89
Vendor Name RED OAK DO IT CENTER			<u>581.32</u>
RED OAK PUBLISHING LLC	83126ROESTMT	180.58	
10 9010 2572 000 0000 540	August 2026 Publications		180.58
Vendor Name RED OAK PUBLISHING LLC			<u>180.58</u>
REX'S PLUMBING AND HEATING LLC	72426RPH	800.00	
10 0109 2620 000 0000 432	Jr/Sr HS Plumbing Repair		800.00
Vendor Name REX'S PLUMBING AND HEATING LLC			<u>800.00</u>

Vendor Name	Invoice Number	Amount	
Account Number	Detail Description		Amount
ROGERS PLUMBING & HEATING	42254	233.00	
10 0445 2620 000 0000 432	ROECC Sink/Sewer Repair		233.00
Vendor Name	ROGERS PLUMBING & HEATING		233.00
SCHOOL BUS SALES	01P79026	455.26	
10 9010 2700 217 3303 673	Event Marker/Wiring for Van 22		455.26
SCHOOL BUS SALES	01P79180	161.22	
10 9010 2700 217 3303 673	Crossing Arm for Bus 1/2		161.22
Vendor Name	SCHOOL BUS SALES		616.48
SCHOOL SPECIALTY LATTA DIV.	208137507831	83.25	
10 0418 1000 100 0000 618	Class Supplies Kindergarten		83.25
Vendor Name	SCHOOL SPECIALTY LATTA DIV.		83.25
SPRINGFIELD ELECTRIC SUPPLY COMPANY LLC	S0120975383.001	229.12	
10 0109 2620 000 0000 618	Lens Replacement		229.12
Vendor Name	SPRINGFIELD ELECTRIC SUPPLY COMPANY LLC		229.12
SW IA TIRE & SERVICE	19974	90.00	
10 9010 2700 000 0000 434	#23 Right Front Tire Sensor		90.00
SW IA TIRE & SERVICE	20258	90.00	
10 9010 2700 000 0000 434	Left Front Tire Sensor- #17		90.00
SW IA TIRE & SERVICE	20349	794.80	
10 9010 2650 000 0000 434	Mount Tires		100.00
10 9010 2650 000 0000 673	Tires		694.80
Vendor Name	SW IA TIRE & SERVICE		974.80
SYNCQUIP LLC	2798	3,958.43	
10 0109 2620 000 0000 432	Jr/Sr HS HVAC Repairs		3,958.43
Vendor Name	SYNCQUIP LLC		3,958.43
T-MOBILE	21810377-2	48.46	
10 9010 2510 000 0000 532	August 2026 Failover		48.46
T-MOBILE	222198365-5-6	387.67	
10 0418 2410 000 0000 532	July/Aug Cell Phone - IES		27.83
10 9010 2510 000 0000 532	July/Aug Cell Phone - Admin		27.83
10 9010 2510 000 0000 532	July/Aug Cell Phone - BBF/BBF Mifi		137.20
10 0109 2410 000 0000 532	July/Aug Cell Phone - Jr/Sr HS		27.83
10 9010 2490 000 0000 532	July/Aug Cell Phone - Maint (3)		83.49
10 9010 2490 000 0000 532	July/Aug Cell Phone - Tech		27.83
10 9010 2490 000 0000 530	July/Aug Cell Phone - Bus Barn		27.83
10 9010 2490 000 0000 530	July/Aug Cell Phone - Nurse		27.83
Vendor Name	T-MOBILE		436.13
TOWN & COUNTRY SANITATION	8312026TC	5,932.11	
10 9010 2630 000 0000 421	Admin Sanitattion - 8/2026		95.00
10 0109 2630 000 0000 421	Jr/Sr HS Sanitation - 8/2026		1,980.00
10 0418 2630 000 0000 421	IES Sanitation - 8/2026		1,980.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
10 0445 2630 000 0000 421	ROECC Sanitation - 8/2026	1,877.11
Vendor Name TOWN & COUNTRY SANITATION		5,932.11
UNITY SCHOOL BUS PARTS	0645855-IN	148.71
10 9010 2700 000 0000 618	3 Telescoping Brooms	51.05
10 9010 2700 217 3303 618	Emergency Fire Blanket #1/2	97.66
Vendor Name UNITY SCHOOL BUS PARTS		148.71
VISUAL EDGE IT dba COUNSEL	24AR3624061	282.88
10 9010 2520 000 0000 618	Steady Serve - July 2026	12.99
10 9010 2520 000 0000 618	Admin Copier Clicks - July 2026	114.75
10 0445 1000 100 0000 359	ROECC Copier Clicks - July 2026	90.98
10 0109 1000 100 0000 359	Jr/Sr HS Copier Clicks - July 2026	42.20
10 0418 1000 100 0000 359	IES Copier Clicks - July 2026	21.96
Vendor Name VISUAL EDGE IT dba COUNSEL		282.88
WESTLAKE ACE HARDWARE	90226ACE	218.98
10 0109 2620 000 0000 618	HS Maintenance Supplies 8/2026	101.41
10 0418 2620 000 0000 618	IES Maintenance Supplies 8/2026	63.77
10 9010 2620 000 0000 618	District Maintenance Supplies 8/2026	53.80
Vendor Name WESTLAKE ACE HARDWARE		218.98
YOUNG AUTO PARTS INC.	274419	4.41
10 9010 2700 000 0000 618	Battery Accessories	4.41
Vendor Name YOUNG AUTO PARTS INC.		4.41
Fund Number 10		118,304.79
Checking Account ID 1	Fund Number 22	MANAGEMENT FUND
SPECIALTY UNDERWRITERS LLC	SW4703-2	18,036.25
22 9010 2310 000 0000 520	FY27 2nd Qtr Equipment Insurance	18,036.25
Vendor Name SPECIALTY UNDERWRITERS LLC		18,036.25
Fund Number 22		18,036.25
Checking Account ID 1	Fund Number 33	CAPITAL PROJECTS - LOST
RIVERSIDE TECHNOLOGIES, INC	RC0006909	760.00
33 9010 2231 000 0000 490	Managed Svcs - 9/2026	760.00
RIVERSIDE TECHNOLOGIES, INC	RC0006967	12.00
33 9010 2231 000 0000 490	Duo MFA - 9/2026	12.00
Vendor Name RIVERSIDE TECHNOLOGIES, INC		772.00
SCHOOL BUS SALES	01P78824.02	6,107.75
33 9010 2700 000 0000 652	Camera System Install Bus #11	6,107.75
SCHOOL BUS SALES	01P79392	1,296.00
33 9010 2700 000 0000 652	Camera, Adaptor, Hard Drive	1,296.00
Vendor Name SCHOOL BUS SALES		7,403.75

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
WELLS FARGO LEASING	5038919112	1,215.50
33 0109 2584 000 0000 739	Jr/Sr HS Copier Lease - 8/2026	552.50
33 0418 2584 000 0000 739	IES Copier Lease - 8/2026	331.50
33 0445 2584 000 0000 739	ROECC Copier Lease - 8/2026	221.00
33 9010 2584 000 0000 739	Admin Copier Lease - 8/2026	110.50
Vendor Name WELLS FARGO LEASING		<u>1,215.50</u>

Fund Number 33		<u>9,391.25</u>
Checking Account ID 1	Fund Number 36	PHYSICAL PLANT & EQUIPMENT
ACCESS SYSTEMS	42810546	1,709.40
36 0445 2530 000 0000 359	ROECC Copier Lease - Sept 2026	213.67
36 0418 2530 000 0000 359	IES Coper Lease - Sept 2026	641.03
36 0109 2530 000 0000 359	Jr/Sr HS Copier Lease - Sept 2026	641.03
36 9010 2530 000 0000 359	Admin Copier Lease - Sept 2026	213.67
Vendor Name ACCESS SYSTEMS		<u>1,709.40</u>

ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC	24077-18	8,247.50
36 0418 4700 000 0000 450	8.2026 IES Construction Project	8,247.50
Vendor Name ALLEY, POYNER, MACCHIETTO, ARCHITECTURE, INC		<u>8,247.50</u>

ARBOR STREET STUDIOS	000332	6,150.00
36 0418 4700 000 0000 450	IES Construcion 8/2026	6,150.00
Vendor Name ARBOR STREET STUDIOS		<u>6,150.00</u>

BOYD JONES CONSTRUCTION COMPANY	83126BJ	591.70
36 0418 4700 000 0000 450	IES Construction 8/2026	591.70
BOYD JONES CONSTRUCTION COMPANY	90926BJ	92,815.66
36 0418 4700 000 0000 450	IES Construction 8/2026	92,815.66
Vendor Name BOYD JONES CONSTRUCTION COMPANY		<u>93,407.36</u>

CAPITAL SANITARY SUPPLY CO.	0104160GF	4,085.00
36 0109 4600 000 0000 490	Jr/Sr HS Gym Floor Treament	4,085.00
Vendor Name CAPITAL SANITARY SUPPLY CO.		<u>4,085.00</u>

FASTSIGNS 190601	2441-3181	3,605.96
36 0418 4700 000 0000 450	8.2026 IES Construction Project	3,605.96
FASTSIGNS 190601	2441-3242	826.13
36 0418 4700 000 0000 450	8.2026 IES Construction Project	826.13
Vendor Name FASTSIGNS 190601		<u>4,432.09</u>

FIRST BANKCARD BUSINESS MANAGER	FBCBM91026.2	1,625.00
36 0418 4700 000 0000 450	IES Construction Proj - Paver Blocks	1,625.00
Vendor Name FIRST BANKCARD BUSINESS MANAGER		<u>1,625.00</u>

GRAINGER	9400739844	1,676.96
36 9010 2620 000 0000 432	Door Stopper Inv 2 of 2	1,676.96

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name GRAINGER		1,676.96
HEALTHY TURF LANDSCAPING, INC	15734	19,225.00
36 0418 4700 000 0000 450	8.2026 IES Construction Project	19,225.00
Vendor Name HEALTHY TURF LANDSCAPING, INC		19,225.00
INTECONNEX	55709	2,940.76
36 0418 2580 000 0000 739	Signo Mullion, Strike	2,940.76
Vendor Name INTECONNEX		2,940.76
KATELMAN STEEL FABRICATION INC	83126KSF	30,894.50
36 0418 4700 000 0000 450	IES Construction 8/2026	30,894.50
Vendor Name KATELMAN STEEL FABRICATION INC		30,894.50
LEICK CONSTRUCTION, INC.	83126LC	1,998.20
36 0418 4700 000 0000 450	IES Construction 8/2026	1,998.20
Vendor Name LEICK CONSTRUCTION, INC.		1,998.20
MAHONEY FIRE SPRINKLER INC	83126MFS	14,229.90
36 0418 4700 000 0000 450	IES Construction 8/2026	14,229.90
Vendor Name MAHONEY FIRE SPRINKLER INC		14,229.90
O'NEAL ELECTRIC COMPANY	83126ONE	117,890.89
36 0418 4700 000 0000 450	IES Construction 8/2026	117,890.89
Vendor Name O'NEAL ELECTRIC COMPANY		117,890.89
PEARSON'S PAINTING INC	83126PP	17,374.50
36 0418 4700 000 0000 450	IES Construction 8/2026	17,374.50
Vendor Name PEARSON'S PAINTING INC		17,374.50
PIGOTT INC	154433	12,517.06
36 0418 4700 000 0000 450	8.2026 IES Construction Project	12,517.06
Vendor Name PIGOTT INC		12,517.06
Precision Drywall Inc	83126PD	63,232.00
36 0418 4700 000 0000 450	IES Construction 8/2026	63,232.00
Vendor Name Precision Drywall Inc		63,232.00
RED OAK GLASS INC.	8252026ROG	34,523.50
36 0418 4700 000 0000 450	IES Construction 8/2026	34,523.50
Vendor Name RED OAK GLASS INC.		34,523.50
ROGERS PLUMBING & HEATING	41697	3,269.98
36 0445 2620 000 0000 432	ROECC Circulation Pump Rplcmnt	3,269.98
Vendor Name ROGERS PLUMBING & HEATING		3,269.98
SYNCQUIP LLC	2790	3,818.18
36 0109 2620 000 0000 432	Jr/SR HS HVAC Pump Repair	3,818.18
Vendor Name SYNCQUIP LLC		3,818.18

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Fund Number 36		443,247.78
Checking Account ID 1		588,980.07
Checking Account ID 2	Fund Number 61	SCHOOL NUTRITION FUND
HUBERT COMPANY, LLC	683168B2	917.21
61 9010 3110 000 0000 618	Kitchen Supplies - District	917.21
Vendor Name HUBERT COMPANY, LLC		917.21
ULINE	212943340	1,838.68
61 0418 3110 000 0000 618	Carts for Food Service	919.34
61 0109 3110 000 0000 618	Carts for Food Service	919.34
Vendor Name ULINE		1,838.68
Fund Number 61		2,755.89
Checking Account ID 2		2,755.89
Checking Account ID 3	Fund Number 21	STUDENT ACTIVITY FUND
AMAZON CAPITAL SERVICES, INC.	1G9L-TJRV-RNDJ	641.51
21 0109 1400 950 7421 618	Homecoming Supplies	641.51
Vendor Name AMAZON CAPITAL SERVICES, INC.		641.51
ANKENY INSTRUMENTAL MUSIC FOUNDATION	90226AIMF	175.00
21 0109 1400 910 6220 810	HS Marching Band Entry Fee	175.00
Vendor Name ANKENY INSTRUMENTAL MUSIC FOUNDATION		175.00
ATLANTIC COMM SCHOOLS	090526ACSD	100.00
21 0109 1400 920 6815 810	Volleyball Tournament Entry Fee - Atlant	100.00
Vendor Name ATLANTIC COMM SCHOOLS		100.00
BENDT, BRIAN	82826BB	170.00
21 0109 1400 920 6720 340	HS Football Official	170.00
Vendor Name BENDT, BRIAN		170.00
BOWEN, BRYAN	LJ082126F	150.00
21 0109 1400 920 6730 340	HS Football Official	150.00
Vendor Name BOWEN, BRYAN		150.00
CABBAGE, ALEX	LJ082126E	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name CABBAGE, ALEX		150.00
CLARINDA CHAMBER OF COMMERCE	90226CCOC	225.00
21 0109 1400 910 6220 810	HS Band Jamboree in Clarinda 2026	225.00
Vendor Name CLARINDA CHAMBER OF COMMERCE		225.00
CLARINDA COMMUNITY SCHOOLS	83126CCSD	160.00
21 0109 1400 920 6645 810	Cross Country Entry Fee Boys & Girls	160.00
Vendor Name CLARINDA COMMUNITY SCHOOLS		160.00
DONER, DANIEL	82826BDD	170.00
21 0109 1400 920 6720 340	HS Football Official	170.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
Vendor Name	DONER, DANIEL	170.00
FIRST BANKCARD - OFFICE CARD 1	91026FBC1	166.88
21 0109 1400 950 7407 618	FFA Hotel	166.88
FIRST BANKCARD - OFFICE CARD 1	91026FBC1.1	194.88
21 0109 1400 950 7407 618	FFA Hotel	194.88
Vendor Name	FIRST BANKCARD - OFFICE CARD 1	361.76
GILLESPIE, JAKE	LJ082126D	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name	GILLESPIE, JAKE	150.00
GLENWOOD BAND PARENTS ASSOC	90226GBPA	200.00
21 0109 1400 910 6220 810	HS Band Fieldfest - Glenwood	200.00
Vendor Name	GLENWOOD BAND PARENTS ASSOC	200.00
HOWARD, DEREK	LJ082126G	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name	HOWARD, DEREK	150.00
IA GIRLS H.S. ATHLETIC UNION	22934	159.00
21 0109 1400 920 6600 810	State Qualifying Volleyball - Bag Tags	159.00
Vendor Name	IA GIRLS H.S. ATHLETIC UNION	159.00
IHSADA	090826	350.00
21 0109 1400 920 6600 618	IHSADA Membership & Annual Conference	350.00
Vendor Name	IHSADA	350.00
IOWA ASSOCIATION OF TRACK COACHES	002763	60.00
21 0109 1400 920 6840 810	IATC Yearly Membership 26-27	60.00
Vendor Name	IOWA ASSOCIATION OF TRACK COACHES	60.00
IOWA FFA ASSOCIATION	228588	220.00
21 0109 1400 950 7407 810	CDE Day Lunches	220.00
Vendor Name	IOWA FFA ASSOCIATION	220.00
IOWA HIGH SCHOOL MUSIC ASSOC	2627IHSMA	25.00
21 0109 1400 910 6210 810	IA HS Music Association Membership Dues	25.00
IOWA HIGH SCHOOL MUSIC ASSOC	90226IHMA	180.00
21 0109 1400 910 6220 810	HS Band State Performance	180.00
Vendor Name	IOWA HIGH SCHOOL MUSIC ASSOC	205.00
JOHNSON, CHRIS	LJ082126C	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name	JOHNSON, CHRIS	150.00
KEISER, TERRY	82826TK	170.00
21 0109 1400 920 6720 340	HS Football Official	170.00
Vendor Name	KEISER, TERRY	170.00

Vendor Name	Invoice Number	Amount
Account Number	Detail Description	Amount
LEWIS CENTRAL ACTIVITIES	082926LCA	150.00
21 0109 1400 920 6815 810	HS Volleyball Entry Fee	150.00
Vendor Name LEWIS CENTRAL ACTIVITIES		150.00
LUCAS, JOE	LJ082126B	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name LUCAS, JOE		150.00
MEYER, MARK	82826MM	170.00
21 0109 1400 920 6720 340	HS Football Official	170.00
Vendor Name MEYER, MARK		170.00
MYERS, TIMMY	LJ082126A	150.00
21 0109 1400 920 6720 340	HS Football Official	150.00
Vendor Name MYERS, TIMMY		150.00
NATIONAL FFA ORGANIZATION	MDE394844	138.00
21 0109 1400 950 7407 618	FFA Plaques	138.00
Vendor Name NATIONAL FFA ORGANIZATION		138.00
PETERS, MICHAEL AND LISA	80226MLP	2,500.00
21 0109 1400 910 6220 810	HS Band - Drill & Guard Design	2,500.00
Vendor Name PETERS, MICHAEL AND LISA		2,500.00
RED OAK HARDWARE HANK	255636	197.30
21 0109 1400 920 6720 618	Footballs	233.98
21 0109 1400 920 6720 618	Football Credit	(36.68)
Vendor Name RED OAK HARDWARE HANK		197.30
SONDAG, AARON	82826AS	170.00
21 0109 1400 920 6720 340	HS Football Official	170.00
Vendor Name SONDAG, AARON		170.00
UNDERWOOD COMMUNITY SCHOOLS	82026Underwood	125.00
21 0109 1400 920 6720 810	District Football Dues	125.00
Vendor Name UNDERWOOD COMMUNITY SCHOOLS		125.00
YMCA-MONTGOMERY COUNTY	ROHS09012026	192.00
21 0109 1400 920 6650 340	Tennis Court Rental	192.00
YMCA-MONTGOMERY COUNTY	ROHS09022026	192.00
21 0109 1400 920 6650 340	Tennis Court Rental	192.00
Vendor Name YMCA-MONTGOMERY COUNTY		384.00
Fund Number 21		8,251.57
Checking Account ID 3		8,251.57

August 2026 Reconciliation Report

	GENERAL FUND	MANAGEMENT	CAPITAL PROJECTS	PPEL LEVY	DEBT SERVICE
Beg. Balance 8-01-2026	\$6,311,184.06	\$250,351.79	\$3,651,061.55	\$3,256,405.82	\$397,720.37
Revenue	\$441,741.68	\$ -	\$108,933.11	\$13,247.96	\$73,942.81
Expenditure	\$1,366,673.20	\$362,247.00	\$955,750.88	\$ 44,230.22	\$500.00
Balance 8-31-2026	\$5,386,252.54	(\$111,895.21)	\$2,804,243.78	\$3,225,423.56	\$471,163.18

				\$11,775,187.85	
Balance 8-31-2025	\$3,787,035.95	(\$17,828.46)	\$3,841,519.16	\$3,546,128.66	\$442,804.44

Checking Account	Checking Account	\$4,504,495.83
	Bank Iowa	\$ 2,799,925.64
	ISJIT	\$ 4,606,550.72
	Petty Cash	\$ -
	Outstanding Checks	\$ 135,784.34
		<u>\$ 11,775,187.85</u>

	ACTIVITY FUND	NUTRITION FUND
Beg. Balance 8-01-2026	\$36,744.96	\$981,734.75
Revenue	\$2,905.24	\$174,609.94
Expenditure	<u>\$1,289.56</u>	<u>\$2,390.43</u>
Balance 8-31-2026	<u>\$38,360.64</u>	<u>\$1,153,954.26</u>

Balance 06-31-2025	\$53,657.78	\$882,852.04
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Bank Accounts	\$38,360.64	\$1,153,954.26
Petty Cash Boxes	<u>\$400.00</u>	<u>\$ -</u>
Outstanding cks	<u>\$1,189.10</u>	<u>\$289.24</u>
Ending Account Balances	\$39,949.74	\$1,154,243.50

402.1 - Employee Conflict of Interest

Employees' use of their position with the school district for financial gain is considered a conflict of interest with their position as employees and may subject employees to disciplinary action.

Employees have access to information and a captive audience that could award the employee personal or financial gain. ~~No employee may solicit other employees or students for the purpose of personal or financial gain to the employee without the approval of the Superintendent. If the approval of the superintendent is given, the employee must conduct the solicitations within the conditions set forth by the superintendent. Further, the superintendent may, upon five days' notice, require the employee to cease such solicitations as a condition of continued employment.~~

Employees will not act as an agent or dealer for the sale of textbooks or other school supplies. Employees will not participate for personal financial remuneration in outside activities wherein their position on the staff is used to sell goods or services to students or to parents. Employees ~~will~~ **shall** not engage in outside work or activities where the source of information concerning the customer, client or employer originates from information obtained because of the employee's position in the school district.

It ~~will~~ **shall** also be a conflict of interest for an employee to engage in any outside employment or activity which is in conflict with the employee's official duties and responsibilities. In determining whether outside employment or activity of an employee creates a conflict of interest, situations in which an unacceptable conflict of interest is deemed to exist ~~will~~ **shall** include, but not be limited to, any of the following:

1. The outside employment or activity involves the use of the school district's time, facilities, equipment and supplies or the use of the school district's badge, uniform, business card or other evidences of office to give the employee or the employee's immediate family an advantage or pecuniary benefit that is not available to other similarly situated members or classes of members of the general public. For purposes of this section, a person is not "similarly situated" merely by being related to an employee who is employed by the school district.
2. The outside employment or activity involves the receipt of, promise of, or acceptance of more or other consideration by the employee or a member of the employee's immediate family from anyone, **directly or indirectly**, other than the **state or the** school district for the performance of any act that the employee would be required or expected to perform as part of the employee's regular duties or during the hours during which the employee performs service or work for the school district.
3. The outside employment or activity is subject to the official control, inspection, review, audit or enforcement authority of the employee during the performance of the employee's duties.

If the outside employment or activity is employment or activity in (1) or (2) above, the employee must cease the employment or activity. If the activity or employment falls under (3), then the employee must:

- Cease the outside employment or activity; or
- ~~Publicly disclose the existence of the conflict and refrain from taking any official action or performing any official duty that would detrimentally affect or create a benefit for the outside employment or activity. Official action or official duty includes, but is not limited to, participating in any vote, taking affirmative action to influence any vote, or providing any other official service or thing that is not available generally to members of the public in order to further the interests of the outside employment or activity.~~
- Publicly disclose the conflict of interest; and
- Fully recuse themselves from any decision-making process involving the conflict and refrain from voting on, discussing, evaluating, recommending, or otherwise participating in or attempting to, directly or indirectly, influence the outcome of a decision, including by encouraging or pressuring others;
- Refrain from exercising any official authority or performing any official duty in a matter that could benefit or adversely affect the employee's outside employment or activity, including, but not limited to, approving or denying a request; conducting an inspection, review, or audit; recommending, approving, or awarding a contract or purchase; authorizing payment; enforcing a requirement; or providing assistance.
- Refrain from using the employee's position, authority, access, or resources to provide any service, information, access, assistance, resource, or other benefit that are not generally available to the public.

When procurement is supported by Federal Child Nutrition funds, employees will not participate in the selection, award, or administration of a contract if there is a real or apparent conflict of interest in the contract. Contract, for purposes of this paragraph, includes a contract where the employee, employee's immediate family, partner, or a non-school district employer of these individuals is a party to the contract.

It is the responsibility of each employee to be aware of **an actual or potential conflict of interest** and take the necessary action to eliminate a potential conflict of interest should it arise. **It is the responsibility of the Superintendent to annually obtain signed conflict of interest statements from administrators, teachers, and other personnel as deemed appropriate.**

Approved: July 25, 2018

Reviewed: ~~October 15, 2025~~

Revised: ~~October 15, 2025~~

August 19, 2026

September 16, 2026 (anticipated)

402.1E1 – Employee Conflict of Interest Disclosure Form

CONFLICT OF INTEREST DISCLOSURE FORM Red Oak Community School District

Use this form to disclose any actual or potential conflict of interest. Complete a separate form for each conflict, if necessary.

1. INDIVIDUAL INFORMATION

Name: _____	Position/Title: _____
Fiscal Year: _____	Date Submitted: _____

2. DISCLOSURE STATUS

- ☐ I have no actual or potential conflict of interest to disclose.
☐ I have an actual or potential conflict of interest to disclose, as described below.

3. CONFLICT DETAILS (complete only if disclosing a conflict)

Individual, business, or organization involved:

Nature of the relationship or potential conflict (for example, family, financial, employment, ownership, or contractual relationship):

District matter, decision, or transaction affected:

Other relevant facts:

705.1 - Purchasing and Bidding

The board supports economic development in Iowa, particularly in the local community. As permitted by law, purchasing preference will be given to Iowa goods and services from a locally-owned businesses located within the school district or from an Iowa-based company that offers these goods or services if the cost and other considerations are relatively equal and they meet the required specifications. However, when spending federal Child Nutrition Funds, geographical preference is allowed only for unprocessed agricultural food items as a part of response evaluation. Other statutory purchasing preferences will be applied as provided by law, including goals and reporting with regards to procurement from certified targeted small businesses, minority-owned businesses, and female-owned businesses.

Goods and Services

The board shall enter into goods and services contract(s) as the board deems to be in the best interest of the school district. It is the responsibility of the superintendent to approve purchases, except those authorized by or requiring direct board action or approval as described below or as provided by in law. The superintendent may coordinate and combine purchases with other governmental bodies to take advantage of volume price breaks. Joint purchases with other political subdivisions will be considered in the purchase of equipment, accessories, or attachments with an estimated cost of \$50,000 or more.

Purchases for goods and services shall conform to the following:

- The superintendent shall have the authority to authorize purchases without prior board approval and without competitive request for proposals, quotations, or bids for goods and services up to \$10,000
- For goods and services costing at least \$10,001 and up to \$100,000 the superintendent shall receive proposals, quotations, or bids for the goods and services to be purchased prior to board approval. The quotation process may be informal, and include written or unwritten quotations.
- For goods and services exceeding, \$100,000 the competitive request for proposal (RFP) or competitive bid process shall be used and received prior to board approval. RFPs and bids are formal, written submissions via sealed process.

In the event that only one quotation or bid is submitted, the board may proceed if the quotation or bid meets the contract award specifications.

The contract award may be based on several cost considerations including, but not limited to the following:

- The cost of the goods and services being purchased;
- Availability of service and/or repair;
- The targeted small business procurement goal and other statutory purchasing preferences; and
- Other factors deemed relevant by the board.

When using federal Child Nutrition funds to purchase goods and services, dollars spent annually must be estimated. It is acceptable to categorize (e.g. groceries, milk, produce, small equipment, large equipment, supplies, and chemicals). A formal sealed bid procurement process is required when annual spending in the category exceeds \$101,000 annually. An informal process is used for all other purchases under the threshold annually. Documentation of informal procurement activity is kept on file.

The board may elect to exempt certain professional services contracts from the thresholds and procedures outlined above.

The thresholds and procedures related to purchases of goods and services do not apply to public improvement projects.

Procurement Involving Employee-Owned Businesses

To maintain integrity in public contracting and prevent conflicts of interest pursuant to Policy 402.1, all procurement transactions involving businesses owned, controlled, or substantially operated by district employees or their immediate family members must adhere to the following safeguards:

- **Mandatory Ownership Disclosures:** Prior to submitting any bid, quotation, or proposal, vendors must disclose whether any district employee or immediate family member holds an ownership interest, executive position, or financial stake in the vendor's business entity. ~~Such disclosures must be submitted on Form 402.1E1.~~
- **Employee Disclosure:** Employees may be requested by the Superintendent to complete a Conflict of Interest Disclosure Form, in accordance with Board Policy 402.1. Such disclosures must be submitted on Form 402.1E1.
- **Mandatory Recusal:** Any district employee who holds a personal financial or pecuniary interest in a prospective vendor, or whose immediate family member holds such an interest, shall immediately recuse themselves from all aspects of the purchasing process. This includes drafting specifications, issuing requests for proposals, evaluating bids, recommending awards, or managing contract execution.
- **Prohibition Against Dual Representation:** No employee shall act as both the contracting party (or vendor representative) and the district representative in the same transaction. An employee who owns or represents an outside business entity is strictly prohibited from signing contracts, approving purchase orders, or inspecting deliverables on behalf of the school district for transactions involving that entity.
- **Independent Review and Approval of Contract Awards:** Any proposed procurement or contract award exceeding \$2,500 involving an employee-owned business must undergo independent review by the Board Secretary or Superintendent to verify competitive market pricing and ensure compliance with Policy 402.1 before work commences or purchases are authorized. If the contract directly involves the Superintendent, the Board of Directors must conduct the independent review and approval.
- **Prohibited Procurement Categories:** Consistent with Policy 402.1, under no circumstances may employees sell textbooks or general school supplies to the district as outside vendors, nor may vendor contracts utilize confidential district customer/client information obtained through employment.

Public Improvement Projects

The board shall enter into public improvement contract(s) as the board deems to be in the best interest of the school district. 'Public improvement' means "a building or construction work which is constructed under the control of a governmental entity and for which either of the following applies: (1) has been paid for in whole or in part with funds of the governmental entity; (2) a commitment has been made prior to construction by the governmental entity to pay for the building or construction work in whole or in part with funds of the governmental entity. This includes a building or improvement constructed or operated jointly with any public or private agency."

The district shall follow all requirements, timelines, and processes detailed in Iowa law related to public improvement projects. The thresholds regarding when competitive bidding or competitive quotations ~~is~~ **are** required will be followed. Competitive bidding is required for public improvement contracts exceeding the minimum threshold stated in law. Competitive quotations are required for public improvement projects that exceed the minimum threshold amount stated in law, but do not exceed the minimum set for competitive bidding. The board shall approve competitive bids and competitive quotes. If the total cost of the public improvement does not warrant either competitive bidding or competitive quotations, the district may nevertheless proceed with either of these processes, if it so chooses. For goods and services utilized in public improvement projects, as defined under Iowa law, costing \$81,000 (or as outlined by law) or less, the superintendent shall receive quotes of the goods and services to be purchased prior to approval by the superintendent or the board.

For goods and services utilized in public improvement projects, as defined under Iowa law, costing more than \$81,000 (or as outlined by law) and less than \$196,000, the superintendent shall receive competitive quotations of the goods and services to be purchased prior to approval by the board. The purchase will be made from the party submitting the lowest responsive, responsible quotation based upon total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date, and other factors deemed relevant by the board.

For goods and services utilized in public improvement projects, as defined under Iowa law, costing more than \$196,000 (or as outlined by law), the superintendent shall receive competitive sealed bids of the goods and services to be purchased prior to approval of the board. The purchase will be made from the party submitting the lowest responsive, responsible bid based upon total cost considerations including, but not limited to, the cost of the goods and services being purchased, availability of service and/or repair, delivery date, and other factors deemed relevant by the board.

The board and the superintendent will have the right to reject any or all bids, or any part thereof, and to re-advertise. If it is determined that a targeted small business which bid on the project may be unable to perform the contract, the superintendent will notify the Department of Economic Development. The board will enter into such contract or contracts as the board deems in the best interests of the school district.

The district shall comply with all federal and state laws and regulations required for procurement, including the selection and evaluation of contractors. The superintendent or designee is responsible for developing an administrative process to implement this policy, including, but not limited to, procedures related to suspension and debarment for transactions subject to those requirements.

Approved November 26, 2018

Reviewed ~~July 16, 2025~~

Revised ~~August 20, 2025~~

August 19, 2026

September 16, 2026 (anticipated)

704.3 – Investments

School district funds in excess of current needs are invested in compliance with this policy. The goals of the school district's investment portfolio in order of priority are:

- To provide safety of the principal;
- To maintain the necessary liquidity to match expected liabilities; and
- To obtain a reasonable rate of return.

In making investments, the school district will exercise the care, skill, prudence and diligence under the circumstances then prevailing that a prudent person acting in a like capacity and familiar with such matters would use to meet the goals of the investment program.

School district funds are monies of the school district, including operating funds. "Operating funds" of the school district are funds that are reasonably expected to be used during a current budget year or within fifteen months of receipt. When investing operating funds, the investments must mature within three hundred and ninety-seven days or less. When investing funds other than operating funds, the investments must mature according to the need for the funds.

The board authorizes the treasurer to invest funds in excess of current needs in the following investments:

- Interest bearing savings, money market, and checking accounts at the school district's authorized depositories;
- Qualified investment pool, including, but not limited to, Iowa Schools Joint Investment Trust Program (ISJIT);
- Certificates of deposit and other evidences of deposit at federally insured Iowa depository institutions; and,
- Obligations of the United States government, its agencies, and instrumentalities.

It is the responsibility of the treasurer to oversee the investment portfolio in compliance with this policy and the law.

The treasurer is responsible for reporting to and reviewing with the board at its regular meetings the investment portfolio's performance, transaction activity and current investments including the percent of the investment portfolio by type of investment and by issuer and maturities. It shall also be the responsibility of the treasurer to obtain the information necessary to ensure that the investments and the outside persons doing business with the school district meet the requirements outlined in this policy.

~~It is the responsibility of the superintendent to deliver a copy of this policy to the school district's depositories, auditor and outside persons doing investment business with the school district. It will also be the responsibility of the superintendent, in conjunction with the treasurer, to develop a system of investment practices and internal controls over the investment practices. The investment practices are designed to prevent losses, to document the officers' and employees' responsibility for elements of the investment process and address the capability of the management.~~

Scope of Investment

The Investments policy of the Red Oak Community School District shall apply to all public funds of the school district, which includes operating funds, bond proceeds, and all other funds, and all investment transactions involving public funds accounted for in the financial statements of the school district. Each investment made pursuant to this policy must be authorized by applicable law and this written Investments Policy.

The investment of debt service or sinking funds shall comply not only with this Investments policy but also be consistent with any applicable bond resolution.

This policy is intended to comply with Iowa Code 12B.

Upon passage and upon future amendment, if any, copies of this policy shall be delivered to all the following:

1. The governing body or officer of the school district to which the Investments policy applies.
2. All depository institutions or fiduciaries for public funds of the school district.
3. The auditor engaged to audit any funds of the school district.

In addition, a copy of this policy shall be delivered to every fiduciary or third party assisting with or facilitating investment of school district funds.

Delegation of Authority

In accordance with Iowa Code 12B.10(1), the responsibility for conducting investment transactions resides with the Treasurer. Only the Treasurer and those authorized by resolution may invest public funds and a copy of any empowering resolution shall be attached to this policy.

All contracts or agreements with outside persons investing public funds, advising on the investment of public funds, directing the deposit or investment of public funds or acting in a fiduciary capacity for the school district shall require the outside person to notify the school district in writing, within thirty (30) days of receipt of all communication from the

Auditor of the outside person or any regulatory authority, of the existence of a material weakness in internal control structure of the outside person or regulatory orders or sanctions regarding the type of services being provided to the school district by the outside person.

The records of investment transactions made by or on behalf of the school district are public records and are the property of whether in the custody of the school district or in the custody of a fiduciary or other third party. If a fiduciary or other third party with custody of school district public investment transaction records fails to produce requested records when requested by the school district within a reasonable time, the school district shall make no new investment with or through the fiduciary or third party and shall not renew maturing investments with or through the fiduciary or third party.

The Treasurer shall establish a written system of internal controls and investment practices. The controls shall be designed to prevent losses of public funds, to document those officers and employees of the school district responsible for elements of the investment process and to address the capability of investment management. The controls shall provide for receipt and review of the audited financial statement and related reports on internal control structure of all outside persons performing any of the following for the school district:

Investing public funds.

Advising on the investment of public funds.

Directing the deposit or investment of public funds.

Acting in a fiduciary capacity for the school district.

A bank, savings and loan association or credit union providing only depository services shall not be required to provide an audited financial statement and related report on internal control structure.

The Treasurer and all employees authorized to place investments shall be covered by a surety bond or comparable employee-dishonesty, employee-theft, or crime insurance in an amount of not less than **\$500,000**, as determined and approved by the Board.

Objectives

The primary objectives, in order of priority, of all investment activities involving the financial assets of the school district shall be the following:

1. Safety: Safety and preservation of principal in the overall portfolio is the foremost investment objective.
2. Liquidity: Maintaining the necessary liquidity to match expected liabilities is the second investment objective.

3. Return: Obtaining a reasonable return is the third investment objective.

Prudence

The Treasurer, when investing or depositing public funds, shall exercise care, prudence and diligence under the circumstances then prevailing that a person acting in a like capacity and familiar with such matters would use to attain the investment "Objectives". This standard requires that when making investment decisions, the Treasurer shall consider the role that the investment or deposit plays within the portfolio assets of the school district and the investment objectives stated in "Objectives".

When investing school district assets for a period longer than two (2) years, the Treasurer shall request competitive investment proposals for comparable credit and term investments from a minimum of three (3) investment providers.

Instruments Eligible for Investment

School district assets may be invested in the following:

- Obligations of the United States government, its agencies and instrumentalities.
- Certificates of deposit and other evidences of deposit (i.e., savings accounts, interest-bearing checking accounts, money market accounts, etc.) at federally insured Iowa depository institutions approved and secured pursuant to Iowa Code 12C, deposited with or purchased from permitted depositories pursuant to annual School Board approval process
- Iowa Schools Joint Investment Trust ("ISJIT"), without limitation
- Insured deposits or certificates of deposits, invested pursuant to Iowa Code 12B.10(7), in an amount above any insured portion of the public funds on deposit at a federally insured Iowa depository institution approved and secured pursuant to Iowa Code 12C, deposited with or issued by approved depositories.
- An open-end management investment company registered with the Securities & Exchange Commission under the federal Investment Company Act of 1940, 15 U.S.C. Section 80(a) and operated in accordance with 17 C.F.R. Section 270.2a-7, whose portfolio investments are limited to those instruments individually authorized in this "Instruments Eligible for Investment" of this Investment Policy.

All instruments eligible for investment are further governed by all other provisions of this Investments policy, including "Investment Maturity Limitations" and "Diversification Requirements".

Prohibited Investments and Investment Practices

School district assets shall not be invested in the following:

1. Reverse repurchase agreements.
2. Futures and options contracts.

School district assets shall not be invested pursuant to the following investment practices:

1. Trading of securities for speculation or the realization of short-term trading gains.
2. Pursuant to a contract providing for the compensation of an agent or fiduciary based upon the performance of the invested assets

Investment Maturity Limitations

Operating Funds must be identified and distinguished from all other funds available for investment. Operating Funds are defined as those funds which are reasonably expected to be expended during a current budget year or within fifteen months of receipt.

1. All investments authorized in "Instruments Eligible for Investment" are further subject to the following investment maturity limitations: Operating Funds may only be invested in instruments authorized in "Instruments Eligible for Investment" of this Investments policy that mature within three hundred ninety-seven (397) days. However, if the school district has or expects to accrue in the current budget year an amount of public funds that exceeds Operating Funds by at least thirty-three percent, the school district may invest amounts exceeding thirty-three percent of Operating Funds in certificates of deposit at federally insured depository institutions approved pursuant to Iowa Code 12C which mature within sixty-three months or less provided that the school district invests an amount reasonably expected to be expended during the current budget year or within fifteen months of receipt in investments authorized in "Instruments Eligible for Investment" of this Investment Policy that mature within three hundred ninety-seven (397) days.
2. The Treasurer may invest funds that are not identified as Operating Funds in investments with maturities longer than three hundred ninety-seven days (397) days. However, all investments of the school district shall have maturities that are consistent with the school district's needs and use of funds.

Diversification

Where possible, it is the policy of the school district to diversify its investment portfolio. Assets shall be diversified to eliminate the risk of loss resulting from over concentration of assets in a specific maturity, a specific issuer, or a specific class of securities. In establishing specific diversification strategies, the following general policies and constraints shall apply:

1. Portfolio maturities shall be staggered in a way that avoids undue concentration of assets in a specific maturity sector. Maturities shall be selected which provide stability of income and reasonable liquidity.
2. Liquidity practices to ensure that the next disbursement date and payroll date are covered through maturing investments, marketable U.S. Treasury bills or cash on hand shall be used at all times.
3. Risks of market price volatility shall be controlled through maturity diversification so that aggregate price losses on instruments with maturities approaching one year shall not be greater than coupon interest and Investment Income received from the balance of the portfolio.

Safekeeping and Custody

All school district invested assets involving the use of a public funds custodial agreement, as defined in Iowa Code 12B.10C, shall comply with all rules adopted pursuant to Iowa Code 12B.10C. All custodial agreements shall be in writing and shall contain a provision that all custodial services be provided in accordance with the laws of the state of Iowa.

All school district invested assets eligible for physical delivery shall be secured by having them held at a third party custodian. All purchased investments shall be held pursuant to a written third-party custodial agreement requiring delivery versus payment and compliance with all rules set out in this Section, "Safekeeping Custody."

Reporting

The Treasurer shall monthly, submit to the Board of Directors an investment report that summarizes recent market conditions and investment strategies employed since the last investment report. The investment report shall set out the current portfolio in terms of maturity, rates of return and other features and summarize all investment transactions that have occurred during the reporting period and compare the investment results with the budgetary expectations.

Investment Policy Review and Amendment

This Investments policy shall be reviewed every three (3) years or more frequently as appropriate. Notice of amendments to the Investments policy shall be promptly given to all parties noted in the "Scope of Investment" section.

Approved November 26, 2018

Reviewed ~~May 17, 2023~~

September 16, 2026

Revised November 26, 2018

October 21, 2026 [anticipated]

Board Policy 102—Equal Educational Opportunity

It is the goal of the board to develop a healthy social, intellectual, emotional, and physical self-concept in the students enrolled in the school district. Each student attending school will have the opportunity to use its education program and services as a means for self-improvement and individual growth. In so doing, the students are expected to conduct themselves in a manner that assures each student the same educational opportunity.

The Red Oak Community School District does not discriminate **in its educational programs, activities and employment practices** on the basis of race, color, national origin, religion, creed, sex, disability, sexual orientation, age (for employment) genetic information (for employment), socioeconomic status (for programs) **or actual or potential parental, family, or** marital status (for programs) ~~in its educational programs and its employment practices~~. The belief in equal educational opportunity serves as a guide for the board and employees in making decisions relating to school district facilities, employment, selection of educational materials, equipment, curriculum, and regulations affecting students. There is a grievance procedure for process complaints of discrimination. Any person with questions or a grievance regarding this policy should contact the Equity Coordinator, 604 S. Broadway Street, Red Oak, IA 51566, 712-623-6610, greens@redoakschools.org perrienn@redoakschools.org.

Board policies, rules and regulations affect students while they are on school district property or on property within the jurisdiction of the school district; while on school-owned and/or operated school or chartered vehicles; while attending or engaged in school activities; and while away from school grounds if misconduct will directly affect the good order, efficient management and welfare of the school district.

The board requires all persons, agencies, vendors, contractors, and other persons and organizations doing business with or performing services for the school district to subscribe to all applicable federal and state laws, executive orders, rules and regulations pertaining to contract compliance and equal opportunity.

Inquiries by students regarding compliance with equal educational opportunity and affirmative action laws and policies, including but not limited to complaints of discrimination, are directed to the Affirmative Action/**Equity** Coordinator by writing to the Affirmative Action/**Equity** Coordinator, Red Oak Community School District, 604 S. Broadway St., Iowa 51566; or by telephoning (712) 623-6600. Such inquiries may also be directed in writing to the Director of the ~~Region VII office of Civil Rights, U.S. Department of Education, John C. Kluczynski Federal Building, 230 S. Dearborn St., 37th Floor, Chicago, IL, 60604 (312) 730-1560, fax (312) 730-1576~~ **OCR.Chicago@ed.gov Office for Civil Rights, U.S. Department of Education, Cesar E. Chaves Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, (303) 844-5695, fax (303) 844-4303, TDD (800) 877-8339, OCR.Denver@ed.gov,** the Iowa Civil Rights Commissioner, <https://icrc.iowa.gov>, (515) 281-4121 or the Iowa Dept. of Education, Grimes State Office Bldg., Des Moines, IA 50319. (515) 281-5294. This inquiry or complaint to the federal or state office may be done instead of, or in addition to, an inquiry or complaint at the local level.

Approved October 13, 2014

Reviewed ~~April 16, 2025~~

Revised ~~April 16, 2025~~

September 16, 2026

September 16, 2026

102.R1 - Grievance Procedure

It is the policy of the Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (for employment), marital status (for programs), sexual orientation and socioeconomic status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact ~~Mr. Steven Green~~ **Mr. Nate Perrien**, 2011 N. 8th St., Red Oak, IA 51566, 712-623-6610, greens@redoakschools.org **perrienn@redoakschools.org**.

Students, parents of students, employees, and applications for employment in the school district will have the right to file a formal complaint alleging discrimination under federal or state regulations requiring non-discrimination in programs and employment.

A student, or a parent of a student, employees, and applicants for employment in the school district have the right to file a formal complaint alleging discrimination. The district has policies and procedures in place to identify and investigate complaints alleging discrimination. If appropriate, the district will take steps to prevent the recurrence of discrimination and to correct its discriminatory effects on the Complainant and others.

A Complainant may attempt to resolve the problem informally by discussing the matter with a building principal or a direct supervisor. However, the Complainant has the right to end the informal process at any time and pursue the formal grievance procedures outlined below. Use of the informal or formal grievance procedure is not a prerequisite to the pursuit of other remedies. Please note that informal processes and procedures are not to be used in certain circumstances (e.g., sexual harassment and sexual assault).

Filing a Complaint

A Complainant who wishes to avail himself/herself of this grievance procedure may do so by filing a complaint with the equity coordinator(s). An alternate will be designated in the event it is claimed that the equity coordinator or superintendent committed the alleged discrimination or some other conflict of interest exists. Complaints shall be filed within 180 (one hundred eighty) days of the event giving rise to the complaint or from the date the Complainant could reasonably become aware of such occurrence. The Complainant will state the nature of the complaint and the remedy requested. The equity coordinator(s) shall assist the Complainant as needed.

Investigation

Within 15 (fifteen) working days, the equity coordinator will begin the investigation of the complaint or appoint a qualified person to undertake the investigation (hereinafter "equity coordinator"). If the Complainant is under 18 years of age, the equity coordinator shall notify his or her parent(s)/guardian(s) that they may attend investigatory meetings in which the Complainant is involved. The complaint and identity of the Complainant, Respondent, or witnesses will only be disclosed as reasonably necessary in connection with the investigation or as required by law or policy. The investigation may include, but is not limited to the following:

- A request for the Complainant to provide a written statement regarding the nature of the complaint;
- A request for the individual named in the complaint to provide a written statement;
- A request for witnesses identified during the course of the investigation to provide a written statement;
- Interviews of the Complainant, Respondent, or witnesses;
- An opportunity to present witnesses or other relevant information; and
- Review and collection of documentation or information deemed relevant to the investigation.

Within 60 (sixty) working days, the equity coordinator shall complete the investigation and issue a report with respect to the findings.

The equity coordinator shall notify the Complainant and Respondent of the decision within 5 (five) working days of completing the written report. Notification shall be by U.S. mail, first class.

Decision and Appeal

The complaint is closed after the equity coordinator has issued the report, unless with 10 (ten) working days after receiving the decision, either party appeals the decision to the superintendent by making a written request detailing why he/she believes the decision should be reconsidered. The equity coordinator shall promptly forward all materials relative to the complaint and appeal to the superintendent. Within 30 (thirty) working days, the superintendent shall affirm, reverse, amend the decision, or direct the equity coordinator to gather additional information. The superintendent shall notify the Complainant, Respondent, and the equity coordinator of the decision within 5 (five) working days of the decision. Notification shall be by U.S. mail, first class.

The decision of the superintendent shall be final.

The decision of the superintendent in no way prejudices a party from seeking redress through state or federal agencies as provided by in law.

This policy and procedures are to be used for complaints of discrimination, in lieu of any other general complaint policies or procedures that may be available.

If any of the stated timeframes cannot be met by the district, the district will notify the parties and pursue completion as promptly as possible.

Retaliation against any person, because the person has filed a complaint or assisted or participated in an investigation, is prohibited. Persons found to have engaged in retaliation shall be subject to discipline by appropriate measures.

These procedures do not deny the right of any individual to pursue other avenues of recourse which may include filing charges with the Iowa Civil Rights Commission; the Equal Employment Opportunity Commission; the U.S. Department of Education, Office for Civil Rights; the U.S. Department of Education, Office of Special Education Programs; or the Iowa Department of

Education. Any inquiry or complaint to a state or federal office may be done instead of, or in addition to, an inquiry or complaint at the local level.

102.E1 - Annual Notice of Nondiscrimination

~~Students, parents, employees and others doing business with or performing services for the Red Oak Community School District are hereby notified that this school district does not discriminate on the basis race, color, national origin, religion, creed, sex, disability, sexual orientation, age (for employment), genetic information (for employment), socioeconomic status (for programs) or marital status (for programs) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy please contact Mr. Steven Green, 2011 N. 8th St., Red Oak, IA 51566, 712-623-6610, greens@redoakschools.org~~

The Red Oak Community School District offers career and technical programs in the following areas of study:

- Agriculture, food and natural resources
- Applied science, technology, engineering, and manufacturing including architecture, construction, and welding
- Arts, communication, and information systems
- Business, finance, marketing and management
- Health science
- Human services

The Red Oak Community School District does not discriminate in its educational programs, activities and employment practices on the basis of race, color, national origin, sex, disability, religion, creed, sexual orientation, age (for employment), actual or potential parental, family or marital status (for programs). There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy or for information about the district's grievance procedures, please contact Mr. Nate Perrien, 2011 N. 8th St., Red Oak, IA 51566, 712-623-6610, perrienn@redoakschools.org. or the Director of the Office for Civil Rights, U.S. Department of Education, Cesar E. Chavez Memorial Building, 1244 Speer Boulevard, Suite 310, Denver, CO 80204-3582, Telephone: (303) 844-5695 FAX: (303) 844-4303, TDD: (800) 877-8339, Email: OCR.Denver@ed.gov.

102.E2 – Continuous Notice of Nondiscrimination

It is the policy of the Red Oak Community School District not to discriminate on the basis of race, color, national origin, sex, disability, religion, creed, sexual orientation, age (for employment), **actual or potential parental, family or** marital status (for programs), ~~sexual orientation and socioeconomic status (for programs)~~ in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions

or a grievance related to this policy please contact ~~Mr. Steven Green~~ **Mr. Nate Perrien**, 2011 N. 8th St., Red Oak, IA 51566, 712-623-6610, greens@redoakschools.org perrienn@redoakschools.org.

102.E3 - Grievance Documentation

Name of Individual Alleging Discrimination or Non-Compliance

Name _____

Grievance Date _____

State the nature of the complaint and the remedy requested.

Indicate Principal's or Supervisor's response or action to above complaint.

Signature of Principal or Supervisor

102.E3 - Grievance Form for Complaints of Discrimination or Non-Compliance with Federal or State Regulations Requiring Nondiscrimination

I, _____, am filing this grievance because

(Attach additional sheets if necessary)

Describe incident or occurrence as accurately as possible:

(Attach additional sheets if necessary)

Signature _____

Address _____

Phone Number _____

If Student, Name _____ Grade Level _____

Attendance Center _____

102.E4 - Section 504 Student and Parental Rights

The Red Oak Community School District does not discriminate in its educational programs and activities on the basis of a student's disability. It has been determined that your child has a qualifying disability for which accommodations may need to be made to meet his or her individual needs as adequately as the needs of other students. As a parent, you have the right to the following:

- Participation of your child in school district programs and activities, including extracurricular programs and activities, to the maximum extent appropriate, free of discrimination based upon the student's disability and at the same level as students without disabilities;
- Receipt of free educational services to the extent they are provided students without disabilities;

- Receipt of information about your child and your child's educational programs and activities in your native language;
- Notice of identification of your child as having a qualifying disability for which accommodations may need to be made and notice prior to evaluation and placement of your child and right to periodically request a re-evaluation of your child;
- Inspect and review your child's educational records including a right to copy those records for a reasonable fee; you also have a right to ask the school district to amend your child's educational records if you feel the information in the records is misleading or inaccurate; should the school district refuse to amend the records, you have a right to a hearing and to place an explanatory letter in your child's file explaining why you feel the records are misleading or inaccurate;
- Hearing before an impartial hearing officer if you disagree with your child's evaluation or placement; you have a right to counsel at the hearing and have the decision of the impartial hearing officer reviewed.

Inquiries concerning the school district's compliance with the regulations implementing Title VI of the Civil Rights Act of 1964, Title VII of the Civil Rights Act of 1964, Title IX, the Americans with Disabilities Act (ADA), Section 504 of the Rehabilitation Act of 1973, the Age Discrimination in Employment Act (ADEA), the Pregnancy Discrimination Act, Iowa Code Chapter 216, or Iowa Code Section 280.3 should be directed to:

Superintendent of Schools
 Administrative Center, 604 S Broadway St, Red Oak, IA 51566
 (712)-623-6600

Who has been designated by the school district to coordinate the school district's efforts to comply with the regulations implementing the state and federal laws outlined above.

102.E5- Witness Disclosure Form

Name of Witness: _____

Date of interview: _____

Date of initial complaint: _____

Date and place of alleged incident(s): _____

<i>Nature of discrimination, harassment, or bullying alleged (check all that apply):</i>					
☐	Age	☐	Physical Attribute	☐	Sex
☐	Disability	☐	Physical/Mental Ability	☐	Sexual Orientation

	Familial Status		Political Belief		Socio-economic Background
	Religion/Creed		Political Party Preference		Other – Please Specify:
	Marital Status		Race/Color		
	National Origin/Ethnic Background/Ancestry				

Description of incident witnessed:

Additional information:

I agree that all of the information on this form is accurate and true to the best of my knowledge.

Signature: _____ Date: _____

Approved March 8, 2021

Reviewed ~~April 16, 2025~~

Revised ~~April 16, 2025~~

September 16, 2026

September 16, 2026

Red Oak Professional Development 2026-2027

Professional Learning Vision

At Red Oak Community School District, we believe that every adult grows so every student grows. Professional learning is not a series of isolated initiatives but a unified system designed to strengthen instruction, improve collaboration, foster a culture of belonging, and promote continuous improvement.

Our professional learning is grounded in research demonstrating that student achievement improves when educators deepen instructional expertise, collaborate around student learning, build positive learning environments, and consistently reflect on and refine their practice.

This plan aligns district improvement efforts with:

- Red Oak Community School District Long-Range Improvement Goals
- District Professional Development Plan
- Individuals with Disabilities Education Act (IDEA)
- Every Student Succeeds Act (ESSA)
- Comprehensive Literacy State Development (CLSD) Grant
- Iowa Early Literacy Initiative
- Iowa Math Counts Initiative
- Iowa Department of Education Specially Designed Instruction (SDI) Framework
- Iowa Multi-Tiered System of Supports (MTSS) Framework

Rather than viewing these initiatives as separate priorities, Red Oak Community School District integrates them into one coherent professional learning system focused on improving outcomes for every student.

Theory of Action

If educators continuously strengthen instructional practice through evidence-based professional learning,

and if they collaborate to study student learning and make informed instructional decisions,

and if they create learning environments where every student experiences belonging, high expectations, and meaningful support,

then every educator will continue to grow professionally, every classroom will become increasingly effective, and every student will experience higher levels of achievement and success.

District Professional Learning Priorities

Priority 1: Strengthen High-Quality Instruction

Every educator will continuously improve instructional practices to ensure every student receives rigorous, evidence-based instruction.

Research consistently demonstrates that teacher expertise has one of the greatest influences on student achievement. Red Oak Community School District is committed to providing sustained professional learning that equips educators with the knowledge and skills necessary to deliver high-quality instruction for every learner.

Preschool & Elementary (PK–6)

Professional learning will emphasize:

- LETRS implementation
- Science of Reading
- Iowa Early Literacy Initiative
- High-quality mathematics instruction aligned to Iowa Math Counts
- Alignment of Tier 1 instruction, intervention, and Specially Designed Instruction (SDI)

Secondary (7–12)

Professional learning will emphasize:

- Adolescent literacy and the Science of Reading
- Disciplinary literacy across all content areas
- Iowa Department of Education SDI Literacy professional learning
- Literacy strategies that increase access to rigorous content
- Alignment of core instruction, intervention, and Specially Designed Instruction (SDI)

Priority 2: Build Collective Expertise Through Collaboration

Educators learn best together. Professional learning will strengthen collaboration, collective teacher efficacy, and shared responsibility for student success.

Research by John Hattie identifies Collective Teacher Efficacy as one of the highest-impact influences on student achievement. When educators work collaboratively to analyze evidence, refine instruction, and solve problems together, student learning improves.

Professional learning will strengthen:

- Professional Learning Communities (PLCs)
- Collaboration Protocol Meetings
- Instructional coaching
- Collaborative lesson planning
- Data study protocols
- IEP collaboration
- Cross-disciplinary learning opportunities

Collaboration will focus on improving instruction rather than simply sharing information, ensuring that every team meeting leads to meaningful instructional decisions.

Priority 3: Ensure Every Student Belongs and Thrives

Students achieve their greatest success when they experience belonging, meaningful relationships, and inclusive learning environments.

Research in social-emotional learning, trauma-informed education, and school climate demonstrates that students are more engaged and achieve at higher levels when they feel safe, respected, and connected to their school community.

Professional learning will strengthen:

- The Inman Way and building culture
- Positive relationships with students and families
- MTSS implementation
- Inclusive instructional practices
- Iowa Department of Education SDI Framework
- Trauma-informed and regulation-supportive practices
- Behavioral supports that promote academic success

This work reflects our belief that academic excellence and student well-being are inseparable.

Priority 4: Foster a Culture of Continuous Improvement

Meaningful improvement occurs through intentional reflection, consistent practice, and small actions sustained over time.

Inspired by the principles of *Atomic Habits* and continuous improvement research, Red Oak Community School District believes that lasting change is achieved through consistent, purposeful refinement of professional practice rather than isolated initiatives.

Professional learning will encourage educators to:

- Reflect on instructional effectiveness.
- Use student data to guide instructional decisions.
- Participate in instructional coaching cycles.
- Engage in classroom walkthrough feedback.
- Monitor implementation fidelity.
- Celebrate growth while maintaining high expectations.
- Commit to making a positive difference for every student, every day.

Continuous improvement will be supported through the Marzano Focused Teacher Evaluation Model, coaching, collaborative inquiry, and regular analysis of student growth data.

Research Foundation

The district's professional learning system is grounded in research from nationally recognized educational organizations and scholars.

Science of Reading - “SoR”

Research synthesized by the National Reading Panel and subsequent cognitive science confirms that explicit, systematic instruction in language, phonological awareness, phonics, fluency, vocabulary, comprehension, and writing significantly improves literacy outcomes for all students, especially those experiencing reading difficulties.

Collective Teacher Efficacy

John Hattie's *Visible Learning* identifies Collective Teacher Efficacy as one of the strongest influences on student achievement. Professional learning that emphasizes collaboration, shared responsibility, and reflective practice has a greater impact than isolated professional development experiences.

Data-Informed Decision Making

Research supports the use of formative assessment, progress monitoring, and collaborative data analysis to improve instructional responsiveness and accelerate student learning. Regular use of assessment data enables educators to make timely instructional adjustments that better meet individual student needs.

Conditions for Learning

Research from CASEL and trauma-informed education demonstrates that positive relationships, emotional safety, and a strong sense of belonging improve student engagement, attendance, behavior, and academic performance. Schools that intentionally cultivate these conditions create stronger environments for learning.

Continuous Improvement

James Clear's *Atomic Habits* reinforces that sustainable improvement results from small, consistent actions practiced over time. Likewise, educational improvement research emphasizes that schools achieve lasting success by focusing on a limited number of high-impact priorities implemented with consistency and fidelity.

Measuring Success

Implementation of this professional learning plan will be monitored through multiple measures of educator practice and student outcomes, including:

- Classroom walkthroughs
- Marzano Focused Teacher Evaluation observations
- Instructional coaching cycles
- PLC and Content Team products
- Implementation fidelity measures
- FastBridge literacy and mathematics data
- GOLD developmental data (Preschool)
- Classroom formative assessments
- IEP progress monitoring
- Student growth and achievement data

These measures will guide ongoing refinement of professional learning throughout the school year.

Our Commitment

At Red Oak Community School District, we believe that great schools are built by educators who never stop learning.

By strengthening instructional excellence, fostering meaningful collaboration, ensuring every student belongs, and embracing continuous improvement, we will create a unified professional learning system that empowers every educator to make a lasting difference in the lives of every student.

Every Adult Grows. Every Student Grows. Every Day Matters.

July 23- New Teacher Day	Welcome to District, Central Office, Technology, Ethics, Transportation
August 3rd-4th- Inman Special Education	Structured Teaching for Students w/ Autism Spectrum Disorder Training
August 6th or 10th- Inman Special Education	Achieve Training RESCHEDULED TBD- Online Modules
August 10th - New Teacher	Specialized PD in Assigned Buildings- Inman Elementary
August 11th - New Teacher	Mentoring/Work Day
August 12th- All Inman Teachers	Inman LETRS Kick Off - Unit 1 All Day

	PK & Inman	Jr/Sr High School
Wednesday, August 19th	8-9 Welcome and 26-27 at a Glance 9-10 Iowa Special Education Requirements 10:30-11:30 Grade Level Team Meetings 10:30-12:00 IEP 101 for Sped Teachers & Principals IEP @ Jr/Sr High School Media Center) 11:30 - Lunch Catered by Brenda thanks to the ELK'S Lodge @ Jr/Sr High 12-1 Coaches/Sponsors Meeting @ Jr/Sr High School Auditorium 1:00-3:00- Classroom Preparation 4:00-5:00- Popsicles with Friends	8-10 Kick Off 10:30-12:00 Work In Classrooms (Sped Teachers & Principals IEP 101) *High School Media Center 11:30 - Lunch Catered by Brenda thanks to the ELK'S Lodge @ Jr/Sr High 12-1 Coaches Meeting @ Jr/Sr High School Auditorium 1-3:30 - Building Specific Professional Development
Thursday, August 20th	8-12: PK-6 Professional Development & MTSS/SPED 12-1: Lunch sponsored by Red Oak Ambassadors 1:00-3:30: Classroom Preparation, Critter Cass, SPED grade level	7:45-10:45 Open House Comp Time 11:00-12:00 Iowa Special Education Requirements 1:30-3:00 Science of Reading Kick Off - Lynn (1.5 -2 hours) 3:30-5:30 Open House

	meetings 1:00- 5th Grade IEP/504 Meeting 1:30 - 3rd and 6th Grade IEP/504 Meeting 2:00- K and 4th Grade IEP/504 Meeting 2:30- 1st Grade Grade IEP/504 Meeting 3:00- 2nd Grade IEP/504 Meeting	
Friday, August 21st	HR Online Trainings - 8-9 - Staff Para Kick Off (Jr-Sr. HS Auditorium) followed by Para completion of Online Trainings in buildings.	HR Online Trainings - 8-9 - Staff Para Kick Off (Jr-Sr. HS Auditorium) followed by Para completion of Online Trainings in buildings.
Wednesday, August 26th	8:30- PK IEP/504 Meeting	
Friday, August 28th	LETRS Online Unit 1 Session 1	1:30 START TIME Collaboration Protocol Meetings (SPED weekly rotation w/2 CT) - Introduction - Essentials Science of Reading (SoR) & IDEA-DA Why? - Explain PD/Collaboration Calendar & Expectations
Friday, September 4th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 1 Session 2	1:30 START TIME MTSS/SAT - Integration with Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - Reminders - WORK = IPDP & Special Education IEP assurance signatures - MS SPED Math Collaboration (1:40-1:50)
Friday, September 11th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 1 Session 3	SoR - Learning PD - HS SPED Math Collaboration (1:20-1:35) - SoR PD (1:40-3:30)
Friday, September 18th	1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 1 Session 4	1:30 START TIME Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - MS SPED Math Collaboration

		(1:40-1:50)
Friday, September 25th	Homecoming Early Childhood LETRS Day 1	Homecoming
Thursday, October 1st	Data Dig During Specials	
Friday, October 2nd	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 1 Session 5 EC LETRS Session 1	SoR - Learning PD
Friday, October 9th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 1 Session 6 EC LETRS Session 2	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • <i>WBL - Review & Pre-Planning(1:40-2:00)</i> • MS SPED Math Collaboration (1:40-1:50)
Friday, October 16th	NO SCHOOL PARENT TEACHER CONFERENCES	NO SCHOOL PARENT TEACHER CONFERENCES
Monday, October 19th	LETRS F2F (ALL DAY Unit 2) EC LETRS Session 3	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:40-1:50)
Friday, October 23rd	LETRS Online Unit 1 Session 7 & 8 1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration EC LETRS Session 4	SoR - Learning PD
Thursday, October 29th	LETRS COACHING DURING SPECIALS	
Friday, October 30th	LETRS Online Unit 2 Session 1 EC LETRS Session 5	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:40-1:50)

Friday, November 6th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 2 Session 2 EC LETRS Session 6	SoR - Learning PD
Friday, November 13th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 2 Session 3 EC LETRS Session 7	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:40-1:50)
Friday, November 20th	1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 2 Session 4 EC LETRS Session 8	SoR - Learning PD
Friday, December 4th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 2 Session 5 EC LETRS Session 9	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)
Thursday, December 10th	LETRS COACHING DURING SPECIALS	
Friday, December 11th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 2 Session 6 EC LETRS Session 10	SoR - Learning PD
Friday, December 18th	1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 2 Session 7 LETRS Online Unit 2 Session 8 Early Childhood LETRS Day 2	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)
Monday, January 4th	TEACHER WORKDAY LETRS Online Unit 2 Session 8 LETRS UNIT 1 & 2 Completed	
Friday, January 8th	LETRS F2F Unit 3 (2 hours)	1:30 START TIME Collaboration Protocol Meetings

		• IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)
Friday, January 15th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 3 Session 1	SoR - Learning PD
Friday, January 22nd	LETRS F2F Unit 3 (2 hours)	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)
Thursday, January 28th	Data Dig During Specials	
Friday, January 29th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration 1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 3 Session 2	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)
Friday, February 5th	LETRS F2F Unit 3 (2 hours)	1:30 START TIME Collaboration Protocol Meetings • MS SPED Math Collaboration (1:35-1:50)
Friday, February 12th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 3 Session 3 Early Childhood LETRS Day 3	SoR - Learning PD
Friday, February 19th	NO SCHOOL-P/T Conference	NO SCHOOL-P/T Conference
Friday, February 26th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration 1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 3 Session 4	1:30 START TIME Collaboration Protocol Meetings • IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) • MS SPED Math Collaboration (1:35-1:50)

Thursday, March 4th	LETRS COACHING DURING SPECIALS	
Friday, March 5th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 3 Session 5	1:30 START TIME Collaboration Protocol Meetings MS SPED Math Collaboration (1:35-1:50)
Friday, March 12th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration 1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 3 Session 6	SoR - Learning PD
Friday, March 26th	NO School- Good Friday	NO SCHOOL
Friday, April 2nd	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 3 Session 7	1:30 START TIME Collaboration Protocol Meetings MS SPED Math Collaboration (1:35-1:50) ISASP-Meeting - Willie
Friday, April 9th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 3 Session 8	1:30 START TIME Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - MS SPED Math Collaboration (1:35-1:50) ISASP-Meeting - Willie
Friday, April 16th	1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 4 Session 1	SoR - Learning PD
Monday, April 19th	LETRS F2F Unit 4 (All Day)	1:30 START TIME Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - MS SPED Math Collaboration (1:35-1:50)
Thursday, April 22nd	Data Dig During Specials	
Friday, April 23rd	LETRS Online Unit 4 Session 2	1:30 START TIME Collaboration Protocol Meetings

		MS SPED Math Collaboration (1:35-1:50)
Friday, April 30th	LETRS Online Unit 4 Session 3	SoR - Learning PD (Make Up if Needed)
Thursday, May 6th	LETRS COACHING DURING SPECIALS	
Friday, May 7th	1:30-2:15 - PK MTSS Collaboration 2:00-2:45- K MTSS Collaboration 2:45-3:30- 1st MTSS Collaboration LETRS Online Unit 4 Session 4	1:30 START TIME Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - MS SPED Math Collaboration (1:35-1:50)
Thursday, May 13th	Data Dig During Specials	
Friday, May 14th	1:30-2:15 - 2nd MTSS Collaboration 2:00-2:45- 3rd MTSS Collaboration 2:45-3:30- 4th MTSS Collaboration LETRS Online Unit 4 Session 5	1:30 START TIME Collaboration Protocol Meetings - IDEA-DA Lit.Coaching & HS Collaboration (1:20-1:35-1:50) - MS SPED Math Collaboration (1:35-1:50)
Friday, May 21st	1:30-2:15 - 5th MTSS Collaboration 2:15-3:00- 6th MTSS Collaboration LETRS Online Unit 4 Session 6	TBD

PK-6 Progress Reports home:

Quarter 1- Ends Friday, October 23rd	Wednesday, October 28th -Due to office by noon Friday, October 30th- Send home
Quarter 2- Ends Friday, December 22nd	Wednesday, January 6th -Due to office by noon Friday, January 8th- Send Home
Quarter 3- Ends Friday, March 12th	Wednesday, March 24th- Due to office by noon Friday, March 26th- Send Home
Quarter 4- Ends Thursday, May 27th	Tuesday, May 25th- Due to office by noon Thursday, May 27th - Send Home

2026-2027 School Year Universal Screening Windows

Fall testing - Literacy week of Sept. 14th

CBMR's week of Sept. 21st (this is Homecoming week)

Math - week of Sept. 28th

Winter - Literacy week of Jan. 18th

Math - week of January 25th

Spring - Literacy week of May 3rd

Math week of May 10th

	RO Testing Dates	Testing Schedule
Fall FAST	Literacy: Early Literacy/aReading - Week of Sept. 14th CBMR: Week of Sept. 21st Math: Early Math/aMath: week of Sept. 28th	K & 1 - Title Teachers all week 2nd- Tuesday/Wednesday 3rd-6th - Thursday/Friday
Winter FAST	Literacy: Early Literacy/aReading - Week of January 25th CBMR: Week of January 25th Math: Early Math/aMath: Week of February 1st	K & 1 - Title Teachers all week 2nd- Monday/Tuesday (Literacy all Tuesday) 3rd-6th-Wednesday/Thursday CBMR to be given by the teacher or the person who progress monitors

Spring FAST	Literacy: Early Literacy/aReading - Week of May 3rd CBMR: Week of May 3rd Math: Early Math/aMath: Week of May 10th	K & 1 - Title Teachers all week 2nd- Monday/Tuesday 3rd-6th-Wednesday/Thursday CBMR to be given by the teacher or the person who progress monitors
ISASP	April 5th-April 16	
COGAT	Starting in October	2nd and 5th grade screening
ELPA	ELPA Testing: February 1st-March 16th	Each ELL student takes the Reading, Writing, Listening, and Speaking tests (about 2-3 hours of testing per student, older grades take longer). Pull kids by grade-level groups or mixed-grade clusters for Reading, Writing, and Listening. If needed, groups can be smaller. Pull kids 1x1 or 1x2 for Speaking depending on the grade-level, room size, and student needs. Alt-ELPA and non-verbal students are tested 1x2 (ELL teacher + SPED teacher + 1 student).

Stellar Oaks Virtual Academy (Red Oak) Professional Development 2026-2027

The purpose of the 2026–2027 Professional Development Plan is to strengthen high-quality, evidence-based instruction in literacy and math while protecting instructional time and building staff capacity to study and use data to make informed instructional decisions.

This plan ensures equitable learning experiences for all students — including students with disabilities — by aligning core instruction, Specially Designed Instruction (SDI), and intervention systems within a cohesive K–12 framework.

The plan aligns directly with:

- Red Oak CSD Long-Range Improvement Goals
- IDEA (Individuals with Disabilities Education Act)
- ESSA (Every Student Succeeds Act)
- Iowa Early Literacy Initiative
- Iowa Math Counts Initiative
- Iowa Department of Education SDI Framework

Through this alignment, professional learning efforts across funding streams and initiatives will operate within one unified instructional system focused on student growth and achievement.

1. Strengthen High-Quality Core Instruction in Literacy and Math

- Strengthen explicit, systematic math instruction aligned with Iowa Math Counts priorities and high-quality math instructional practices.
- Ensure instructional coherence between core instruction and Specially Designed Instruction (SDI).

2. Protect Instructional Time

- Safeguard uninterrupted literacy and math instructional blocks.
- Minimize non-academic interruptions during core content areas.
- Establish clear school-wide expectations for maximizing engaged learning time.
- Monitor use of instructional minutes to ensure alignment with literacy and math priorities.

3. Strengthen Data-Based Decision-Making

- Build staff capacity to interpret and respond to:
 - FastBridge literacy and math data
 - IEP progress monitoring
 - Classroom formative assessments
- Study rate of acquisition (ROA) trends to evaluate responsiveness to core and SDI instruction.

- Embed structured data study protocols within PLCs, IEP collaboration meetings, and SLT sessions.
- Ensure instructional adjustments are documented and aligned to student needs.

4. Align Professional Learning with the Department of Education SDI Framework

- Ensure building-wide professional development strengthens both core instruction and specially designed instruction.
- Align ESSA, CLSD, IDEA, Iowa Early Literacy, and Iowa Math Counts initiatives within one cohesive instructional framework.
- Provide joint professional development for general and special education staff to reinforce shared responsibility for student outcomes.
- Use coaching cycles to support implementation fidelity and application of learning.
- Monitor implementation through walkthrough data, coaching feedback, and student growth trends.

5. Enhance Conditions for Learning

- Cultivate belonging, emotional safety, and strong classroom relationships.
- Embed trauma-informed and regulation-supportive practices to improve engagement and academic stamina.
- Align behavior supports with academic growth systems through MTSS structures.

Evidence-Based Frameworks and Tools

- Iowa MTSS Framework
- Iowa Department of Education SDI Framework
- Iowa Early Literacy Initiative
- High-Quality Math Instruction Framework (NCTM)
- Iowa Math Counts Initiative

Professional Development Tracker: To be completed by staff to verify attendance during professional development activities.

<https://forms.gle/kk5RdGc3kVP23JVr9>

Stellar Virtual Academic Training

<https://sites.google.com/stellarvirtual.org/stellartraining/training-pd-home?authuser=0>

How to subscribe to training calendar:

<https://sites.google.com/stellarvirtual.org/stellartraining/training-calendar?authuser=0>

How to find past trainings:

[Stellar Virtual Training Summary Documents](#)

	Grades K-12
August 4th-	SOVA Kick Onboarding / Capacity Building
August 5th	Iowa Required Trainings Stellar Virtual Required Trainings
August 6th	Iowa Required Trainings Stellar Virtual Required Trainings
August 10th	Student Handbook Review Employee Handbook Review Calendar Reviews
Friday, August 21st	Read and Understand student IEP and 504 plan based on Senate File 2428 Revised 8/17/26
Friday, August 28th	K-12 MTSS Collaboration & PLC Collaboration-Topic Homeroom Collaboration. Revised 8/31/26
Friday, September 4th	K-12 MTSS Collaboration & PLC Collaboration-Topic Homeroom Collaboration. 8/31/26
Friday, September 11th	Infinite Campus Grading- Professional Development plan review. Changed 9/11/26
Friday, September 18th	L-10 Individual Professional Development plan IDPH
Tuesday, September 22 @ 1p.m.	Daily Positive Practices that Build Belonging Mental Health + Wellness
Thursday, September 24 @ 1p.m.	Jam Session: Data-Driven Instruction + Systems
Friday, September 25th	K-12 MTSS Collaboration & PLC Collaboration
Friday, October 2nd	Start:Session 3 (6 Hours): Identification, Assessment, Equity & Placement Async

Friday, October 9th	Finish:Session 3 (6 Hours): Identification, Assessment, Equity & Placement Async
Friday, October 16th	Comp Day PT Conferences
Tuesday, October 20th @ 1p.m.	Student Check-Ins & Climate Signals Mental Health + Wellness
Thursday October 22 @ 1p.m. & 2 p.m.	Differentiation That Works: True @ 1 P.M. Differentiation in a Virtual Classroom @ 2 P.M.
Friday, October 23rd	K-12 MTSS Collaboration & PLC Collaboration
Friday, October 30th	K-12 MTSS Collaboration & PLC Collaboration
Friday, November 6th	Start:Session 4 Goal Setting + Progress Monitoring with Students Async
Friday, November 13th	Finish: Session 4 Goal Setting + Progress Monitoring with Students Async
Tuesday, November 17 @ 1 p.m.	How to Talk to Students Without "Counseling" Them
Thursday, November 19 @ 1p.m.	Building Student Ownership in Virtual Learning
Friday, November 20th	K-12 MTSS Collaboration & PLC Collaboration
Friday, December 4th	Start:Using Digital Tools to Deepen Learning Async

Friday, December 11th	Finish: Using Digital Tools to Deepen Learning Async
Tuesday, December 15 @ 1p.m.	Using the Shared Drive to Support Tiered Response Mental Health + Wellness
Thursday, December 17, @ 1 pm	Designing Lessons That Drive Thinking (Not Compliance)
Friday, December 18th	K-12 MTSS Collaboration & PLC Collaboration, Student meetings, Grading.
Monday, January 4th	Teacher Work Day- Semester 1 Grades due IN IC-K-12 MTSS Collaboration & PLC Collaboration, Student meetings, Grading.
Friday, January 8th	K-12 MTSS Collaboration & PLC Collaboration
Friday, January 15th	Understanding the Rubric (TTESS + Stellar + Cognia/WASC) Async
Tuesday, January 19, @ 1 p.m.	Family Success Coaches — Frontline Support for At-Risk Students Mental Health + Wellness
Thursday, January 21, @ 1p.m.	From Observation to Actionable Feedback
Friday, January 22nd	K-12 MTSS Collaboration & PLC Collaboration
Friday, January 29th	K-12 MTSS Collaboration & PLC Collaboration
Friday, February 5th	Measuring PD Impact: Did It Change Instruction? Async
Friday, February 12th	K-12 MTSS Collaboration & PLC Collaboration Prep for P/T Conference /

Tuesday, February 16 @ 1:00 P.m.	When, How, and What to Document Mental Health + Wellness
Thursday, February 18, @ 1:00 P.m	Turning PD Into Classroom Practice Live
Friday, February 19th	NO SCHOOL-P/T Conference
Friday, February 26th	K-12 MTSS Collaboration & PLC Collaboration / ISASP Training
Friday, March 5th	K-12 MTSS Collaboration & PLC Collaboration / ISASP Training
Friday, March 12th	Collaborative Problem-Solving Protocols ASYNC
Friday, March 26th	NO School- Good Friday
Friday, April 2nd	ISASP Prep / Test Security Review
Friday, April 9th	Using Reflection to Improve Instruction Async
Friday, April 16th	K-12 MTSS Collaboration & PLC Collaboration
Monday, April 19th	This will more than likely be removed.
Tuesday, April 20th @ 1 p.m.	Understanding Risk & Mandatory Responsibilities Mental Health + Wellness
Thursday, April 22 @ 1 p.m.	Simple Action Research Cycles for Teachers Live
Friday, April 23rd	K-12 MTSS Collaboration & PLC Collaboration
Friday, April 30th	K-12 MTSS Collaboration & PLC Collaboration
Friday, May	Planning Instruction Using Evidence

7th	(Next Year Ready) Async
Friday, May 14th	K-12 MTSS Collaboration & PLC Collaboration, End of Year Parent contacts,
Friday, May 21st	Prepare final grades. All grades due by 2 P.M on the last day of school.

2026-2027 School Year Universal Screening Windows

Fall testing - Literacy week of Sept. 14th
 CBMR's week of Sept. 21st (this is Homecoming week)
 Math - week of Sept. 28th
 Winter - Literacy week of Jan. 25th
 Math - week of Feb. 1st
 Spring - Literacy week of May 3rd
 Math week of May 10th

	Stellar Oaks Virtual Academy	Testing Schedule
Fall FAST Grades K-6 Fall IXL Grades 7-12	Literacy: Early Literacy/aReading - Week of Sept. 14th CBMR: Week of Sept. 21st Math: Early Math/aMath: week of Sept. 28th Literacy: 7-12 IXL Math 7-12 IXL	TBD
Winter FAST Winter IXL Grades 7-12	Literacy: Early Literacy/aReading - Week of January 25th CBMR: Week of January 25th Math: Early Math/aMath: Week of February 1st Literacy: 7-12 IXL -Week of January 25th Math	TBD

	7-12 IXL	
Spring FAST	Literacy: Early Literacy/aReading - Week of May 3rd CBMR: Week of May 3rd Math: Early Math/aMath: Week of May 10th	TBD
ISASP	April 5th-April 16	May need to change based on the state online system.
COGAT	Starting in October	2nd and 5th grade screening
ELPA	ELPA Practice Testing: January 26-30, 2026 Real Testing: February 2-27, 2026 (4 weeks) Alt-ELPA Testing: Mar. 2-12, 2026 (2 weeks) Make-Up Testing: Feb. 23- Mar. 12, 2026	Each ELL student takes the Reading, Writing, Listening, and Speaking tests (about 2-3 hours of testing per student, older grades take longer). TBD based on Need of students.

**RESOLUTION AUTHORIZING PAYMENT OF ATHLETIC OFFICIALS FROM THE
GENERAL FUND**

WHEREAS, the Red Oak Community School District sponsors and supervises interscholastic athletic activities as part of its educational program; and

WHEREAS, the services of referees, umpires, judges, and other contest officials are ordinary and necessary costs of operating those activities; and

WHEREAS, the Iowa Department of Education has determined that such costs may appropriately be paid from either the Student Activity Fund or the General Fund;

NOW, THEREFORE, BE IT RESOLVED that the Board of Directors of the Red Oak Community School District authorizes the payment of referees, umpires, judges, and other officials assigned to District-sponsored athletic contests from the General Fund, beginning with the 2026–27 fiscal year.

BE IT FURTHER RESOLVED that the Superintendent and School Business Official are authorized to establish the necessary accounting procedures and make appropriate budget adjustments to implement this resolution.

This Resolution adopted this 16th day of September 2026.

Ayes:

Nays:

Board President

Date

Board Secretary

Date

Superintendent

Date