

DUBUQUE COMMUNITY SCHOOL DISTRICT  
BOARD OF EDUCATION  
2300 Chaney Road

REGULAR MEETING

August 11, 2025

5:30 p.m.

- I. Call to Order & Roll Call
- II. Pledge of Allegiance
- III. Approve the Agenda (p. 1-3)
- IV. Approve the Minutes of Previous Board Meetings (p. 4)
  - A. Regular Meeting of July 21, 2025 (p. 5-6)
  - B. Special Meeting of July 23, 2025 (p. 7)
- V. Board Salutes
- VI. Visitors and Open Forum (p. 8)
- VII. Consent Agenda (p. 9)
  - A. Treasurer's Report (p. 10)
  - B. Budget Report (p. 11-19)
  - C. Listing of Accounts Payable (p. 20-33)
  - D. Facilities/Support Services Committee
    - 1. Minutes of August 4, 2025 (p. 34-35)
    - 2. Personnel Report (p. 36-55)
    - 3. Professional Service/Purchase Contracts (p. 56)
    - 4. Special Education Students
    - 5. PMIC/General Education Students
  - E. Educational Programs/Policy Committee
    - 1. Minutes of August 4, 2025 (p. 57-58)
    - 2. #4304 – Leaves of Absence-Definition (p. 59)
    - 3. #4313 – Family Medical Leave Act (p. 60)
    - 4. #4500 – Student Teacher/Nurse (p. 61)
    - 5. #4604 – Employee Safety and Health (p. 62)
    - 6. #4605 – Assault on Staff Members (p. 63)
    - 7. #4610 – Employee Use of Electronic Communication Tools (New) (p. 64-68)
    - 8. #4613 – Employee Responsible Use of Technology (p. 69-74)
    - 9. #5504 – Student Responsible Use of Technology (p. 75-78)
    - 10. #5702 – Emergency Plans and Drills (p. 79-80)
  - F. Activities Council
  - G. District/School Improvement Leadership Team

- VIII. Facilities/Support Services Committee Report –D. Hamel (p. 81)
  - A. Approve Donation of Cabinets, Sink, and Countertop for Staff Lounge to Lincoln Elementary School (p. 82)
  - B. Approve Donation of Labor for the Construction of a Ticket Booth for Hempstead High School (p. 83)
  - C. Approve Donation of Used Bicycles to the Lincoln Elementary School Peoples Associated with Lincoln School (PALS) Group
  - D. Approve Change Order #3 to Valentine Construction Co. on the Eleanor Roosevelt Middle School Bus Loop Repave Project (p. 84)
  - E. Approve Final Acceptance of the Eleanor Roosevelt Middle School Bus Loop Repave Project and Authorize Final Project Costs to Valentine Construction Co. (p. 85-87)
  - F. Tentatively Approve the Plans, Specifications, Form of Contract and Estimate of Total Cost for the Hempstead Football Field Storage Building Project and Set the Date, Time, and Location of the Public Hearing (p. 88-91)
- IX. Educational Programs/Policy Committee Report – K. Jones (p. 92)
  - A. Approve IASB Legislative Priorities (p. 93-95)
- X. New Business
- XI. Board Member or Administrative Issues (non-agenda items)
- XII. Adjournment

*MISSION*

*To develop world-class learners and citizens of character in a safe and inclusive learning community*

## Agenda

### **Recommendation:**

✓ I move that the Board of Education approve the agenda as submitted

## Minutes

### **Recommendation:**

✓ I move that the Board of Education approve the minutes of the regular meeting of July 21st, and the special meeting of July 23<sup>rd</sup>, 2025, as submitted.

DUBUQUE COMMUNITY SCHOOL DISTRICT  
Regular Meeting  
July 21, 2025

President Parks called the meeting to order at 5:30 p.m. at the Forum with the following members present: Bradley, Hamel, Jacobitz-Kizzier, Jones, Parks, Sainci, and Wittman. Additional officers of the Board present: Mauss, Hawkins, and Demmer.

The Pledge of Allegiance was recited.

Moved (Wittman) and seconded (Bradley) to approve the agenda as submitted. Motion carried 7-0.

Moved (Wittman) and seconded (Jones) to approve the minutes of the regular meeting on June 9<sup>th</sup> as submitted. Motion carried 7-0

Moved (Wittman) and seconded (Jacobitz-Kizzier) to suspend the rules of order and go into open forum. Motion carried 7-0.

With no public comment, it was moved (Wittman) and seconded (Jacobitz-Kizzier) to reinstate the rules of order and return to regular session. Motion carried 7-0.

Board Salutes:

- Students who competed at the Family, Career, and Community Leaders of America National Leadership Conference
- Staff and community partners who help make the Summer Academy a success

Moved (Wittman) and seconded (Bradley) to approve those items listed in the consent agenda. Lisa Wittman was the auditor for the month. Motion carried 7-0.

Board member Dirk Hamel gave the Facility and Support Services Committee report.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve Change Order #1 to Tricon Construction Group for the Eisenhower Elementary School Remodel & Addition Project Phase II Project in the increased amount of \$136,126.24. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve Change Order #2 to Tricon Construction Group for the Eisenhower Elementary School Remodel & Addition Project Phase II Project in the increased amount of \$55,649.49. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve Change Order #1 to Valentine Construction Co. on the Eleanor Roosevelt Middle School Repave/Storm Water Project in the increased amount of \$53,252.99. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve Change Order #2 to Valentine Construction Co. on the Eleanor Roosevelt Middle School Repave/Storm Water Project in the increased amount of \$3,425.00. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve the professional services agreement with Origin Design Co. for survey, engineering, design and construction-related services for various minor district improvement projects. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve the Facility Beliefs as submitted. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to adopt a resolution accepting endorsement that the district's insurance carrier will indemnify an employee required to give bond for faithful performance of duties required by law. Motion carried 7-0.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve the resolution offering for sale, by public bid, a 2016 IC 47 passenger school bus, a 2016 IC 48 passenger school bus, two 2017 Thomas 47 passenger buses and set the date, time, and place for possible public hearing as September 8, 2025. Motion carried 7-0.

Lisa Demmer presented the quarterly budget report.

Moved (Hamel) and seconded (Jacobitz-Kizzier) to approve the Quarterly Budget Report. Motion carried 7-0.

Board member Nancy Bradley gave the Educational Programs/Policy Committee report.

Moved (Wittman) and seconded (Sainci) to approve the Proclamation recognizing Summer Learning Week. Motion carried 7-0.

President Parks read the Proclamation.

Moved (Jacobitz-Kizzier) and seconded (Jones) to approve the Resolution recognizing and reaffirming the district's commitment to all students, staff, and volunteers. Motion carried 7-0.

President Parks read the Resolution.

Superintendent Hawkins informed the Board that administrative staff are back in the buildings and are preparing for students return in August.

Next meeting is set for August 11, 2024, at 5:30 p.m.

President Parks declared the meeting adjourned at 6:07 p.m.

Carolyn Mauss, Secretary  
Board of Education

DUBUQUE COMMUNITY SCHOOL DISTRICT  
Board Retreat and Work Session-Minutes  
July 23, 2025

President Parks called the meeting to order at 5:01 p.m. at the Community Foundation of Greater Dubuque's Butler meeting room with the following board members present: Bradley, Hamel, Jacobitz-Kizzier, Jones, Parks, and Wittman. Absent: Sainci. Additional officers of the Board present: Mauss and Hawkins

Superintendent Hawkins welcomed everyone to the retreat and reviewed the agenda.

Mike Cyze, chief communications officer, updated the board of the rules surrounding the upcoming bond referendum and reviewed their roles as board members.

Brenda Duvel, executive director of special education, introduced an initiative that will be a part of the district this coming school year. Teach to Heal is a program that addresses mental health and the effects of trauma within the educational system. This approach creates support for not only students but educators and administrators. The developer of the program, Danielle Theis, will offer some professional development at the start of the year staff kickoff on Friday, August 15th.

Superintendent Hawkins invited the board to identify positive things that are going well as a board and areas that may need improvement.

Meeting adjourned at 7:06 p.m.

Carolyn Mauss, Secretary  
Board of Education

## Visitors and Open Forum

### **Recommendations:**

✓ I move that the Board of Education suspend the rules of order and go into open forum

Persons wishing to address the Board will do so at this time

✓ I move that the Board of Education reinstate the rules of order and return to regular session

## Consent Agenda Items

### **Recommendation:**

✓ I move that the Board of Education approve those items listed in the consent agenda

Following the motion and second to approve the consent agenda, the president will ask if any board members wish to remove any items from the consent agenda. Should a board member wish to remove an item from the consent agenda, that board member should indicate which item or items they wish to have removed. At that time those items are removed from the consent agenda and the president will ask for a vote on the consent agenda. There is no discussion of the items that remain on the consent agenda.

DUBUQUE COMMUNITY SCHOOL DISTRICT  
REGULAR BOARD MEETING  
August 11, 2025

**Treasurer's Report For All District Funds**

**Month of July 2025**

Cash (per bank statements) and Investments, beginning of month	\$ 115,519,202.79
Bank Account Deposits/Other Credits Total (Receipts)	45,007,024.10
Bank Account Checks/Other Debits Total (Disbursements)	(67,760,114.87)
Cash (per bank statement) and Investments, end of month	<u>\$ 92,766,112.02</u>

**End of Month - July 2025**

<u>Depositories</u>	<u>Bank Balances</u>	<u>Investments</u>	<u>Total</u>
Premier Bank	\$ 12,364,823.04	\$ -	\$ 12,364,823.04
ISJIT	(0.00)	11,126,681.88	11,126,681.88
Fidelity Bank	14,523,623.96	-	14,523,623.96
Fidelity Bank - Bond Reserve	-	2,909,793.02	2,909,793.02
MidwestOne - Money Market	-	40.98	40.98
GreenState Credit Union	5.00	2,305,922.28	2,305,927.28
Dutrac Community Credit Union	5.00	15,000,000.00	15,000,005.00
DuTrac Community Credit Union - Bond Reserve	-	1,499,500.00	1,499,500.00
Dutrac Community Credit Union - 2024 Bond Proceeds	-	12,890,109.75	12,890,109.75
Capra Bank	-	20,145,607.11	20,145,607.11
	<u>\$ 26,888,457.00</u>	<u>\$ 45,732,047.91</u>	<u>\$ 92,766,112.02</u>

**Reconciling Items**

Deposits In Transit	37,263.27
Outstanding Checks/ACHs	(3,305,646.60)
Reconciled Cash and Investment Balance	<u>\$ 89,497,728.69</u>

**Cash and Investment Balances by Fund**

General Fund	\$ -
Scholarship Fund	-
Student Activity Fund	-
Management Fund	-
SAVE Fund	-
PPEL Fund	-
Debt Service Fund	-
Nutrition Fund	-
Clearing Fund	-
Agency Fund	-
Total Cash and Investment Balance	<u>\$ -</u>

Due to year end process changes  
Cash balance are not available  
by fund. Will provide update at the  
September meeting.

# Dubuque Community School District

## MONTHLY BUDGET RECAP - EXPENSE

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☒ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
10.0000.0000.000.0000.000100	SALARIES	\$305,847.37	\$608,957.66	\$608,957.66	(\$303,110.29)	\$86,826,611.12	(\$87,129,721.41)	-28487.97%
10.0000.0000.000.0000.000200	EMPLOYEE BENEFITS	\$20,720.35	\$422,398.73	\$422,398.73	(\$401,678.38)	\$28,369,713.50	(\$28,771,391.88)	138855.72%
10.0000.0000.000.0000.000300	PURCHASED SERVICES	\$1,671,320.00	\$120,198.27	\$120,198.27	\$1,551,121.73	\$1,270,635.87	\$280,485.86	16.78%
10.0000.0000.000.0000.000400	PROPERTY SERVICES	\$191,980.00	\$2,006.77	\$2,006.77	\$189,973.23	\$435,906.35	(\$245,933.12)	-128.10%
10.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$670,558.57	\$8,304.49	\$8,304.49	\$662,254.08	\$73,725.25	\$588,528.83	87.77%
10.0000.0000.000.0000.000600	SUPPLIES	\$3,602,655.94	\$801,837.12	\$801,837.12	\$2,800,818.82	\$3,225,197.31	(\$424,378.49)	-11.78%
10.0000.0000.000.0000.000700	PROPERTY/EQUIPMENT	\$57,000.00	\$12,640.36	\$12,640.36	\$44,359.64	\$137,222.86	(\$92,863.22)	-162.92%
10.0000.0000.000.0000.000800	MISCELLANEOUS	\$58,303.00	\$30,086.45	\$30,086.45	\$28,216.55	\$0.00	\$28,216.55	48.40%
10.0000.0000.000.0000.000900	FUND TRANSFERS	(\$24,900.00)	\$0.00	\$0.00	(\$24,900.00)	\$0.00	(\$24,900.00)	100.00%
	FUND: GENERAL FUND - 10	\$6,553,485.23	\$2,006,429.85	\$2,006,429.85	\$4,547,055.38	\$120,339,012.26	(\$115,791,956.88)	-1766.88%
19.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$8,500.00	\$8,500.00	(\$8,500.00)	\$1,500.00	(\$10,000.00)	0.00%
19.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
19.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: NON-FIDUCIARY SCHOLARSHIP FUNDS - 19	\$0.00	\$8,500.00	\$8,500.00	(\$8,500.00)	\$1,500.00	(\$10,000.00)	0.00%
21.0000.0000.000.0000.000100	SALARIES	\$0.00	\$478.81	\$478.81	(\$478.81)	\$17,747.53	(\$18,226.34)	0.00%
21.0000.0000.000.0000.000200	EMPLOYEE BENEFITS	\$0.00	\$81.83	\$81.83	(\$81.83)	\$168.52	(\$250.35)	0.00%
21.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$425.19	\$425.19	(\$425.19)	\$20,090.11	(\$20,515.30)	0.00%
21.0000.0000.000.0000.000400	PROPERTY SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
21.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
21.0000.0000.000.0000.000600	SUPPLIES	\$222,000.00	\$53,407.74	\$53,407.74	\$168,592.26	\$154,483.95	\$14,108.31	6.36%
21.0000.0000.000.0000.000700	PROPERTY/EQUIPMENT	\$0.00	\$3,380.00	\$3,380.00	(\$3,380.00)	\$0.00	(\$3,380.00)	0.00%
21.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$1,210.00	\$1,210.00	(\$1,210.00)	\$2,840.00	(\$4,050.00)	0.00%
21.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: STUDENT ACTIVITY FUND - 21	\$222,000.00	\$58,983.57	\$58,983.57	\$163,016.43	\$195,330.11	(\$32,313.68)	-14.56%
22.0000.0000.000.0000.000200	EMPLOYEE BENEFITS	\$0.00	\$1,203,773.35	\$1,203,773.35	(\$1,203,773.35)	\$0.00	(\$1,203,773.35)	0.00%
22.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
22.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$0.00	\$2,086,151.89	\$2,086,151.89	(\$2,086,151.89)	\$1,216,477.50	(\$3,302,629.39)	0.00%
	FUND: MANAGEMENT LEVY - 22	\$0.00	\$3,289,925.24	\$3,289,925.24	(\$3,289,925.24)	\$1,216,477.50	(\$4,506,402.74)	0.00%
33.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$738,674.05	\$738,674.05	(\$738,674.05)	\$349,885.29	(\$1,088,559.34)	0.00%
33.0000.0000.000.0000.000400	PROPERTY SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
33.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$0.00	\$4,007.65	\$4,007.65	(\$4,007.65)	\$38,870.63	(\$42,878.28)	0.00%
33.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$20,372.70	\$20,372.70	(\$20,372.70)	\$5,749.90	(\$26,122.60)	0.00%
33.0000.0000.000.0000.000700	PROPERTY/EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$423,400.00	(\$423,400.00)	0.00%
33.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
33.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$733,083.92	\$733,083.92	(\$733,083.92)	\$0.00	(\$733,083.92)	0.00%
	FUND: SECURE AN ADVANCED VISION FOR EDUCATION (SAVE) - 33	\$0.00	\$1,496,138.32	\$1,496,138.32	(\$1,496,138.32)	\$817,905.82	(\$2,314,044.14)	0.00%
36.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$4,676.00	\$4,676.00	(\$4,676.00)	\$119,654.03	(\$124,330.03)	0.00%
36.0000.0000.000.0000.000400	PROPERTY SERVICES	\$0.00	\$6,589.17	\$6,589.17	(\$6,589.17)	\$363,324.69	(\$369,913.86)	0.00%
36.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$8,152.89	\$8,152.89	(\$8,152.89)	\$0.00	(\$8,152.89)	0.00%
36.0000.0000.000.0000.000700	PROPERTY/EQUIPMENT	\$0.00	\$790,785.00	\$790,785.00	(\$790,785.00)	\$146,688.33	(\$937,473.33)	0.00%
36.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: PHYSICAL PLANT/EQUIP LEVY - 36	\$0.00	\$810,203.06	\$810,203.06	(\$810,203.06)	\$629,667.05	(\$1,439,870.11)	0.00%
40.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
40.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$7,475,040.50	\$7,475,040.50	(\$7,475,040.50)	\$0.00	(\$7,475,040.50)	0.00%
40.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

# Dubuque Community School District

## MONTHLY BUDGET RECAP - EXPENSE

From Date: 7/1/2025

To Date: 7/31/2025

Fiscal Year: 2025-2026

☐ Subtotal by Collapse Mask

☐ Include pre encumbrance

☒ Print accounts with zero balance

☒ Filter Encumbrance Detail by Date Range

☐ Exclude Inactive Accounts with zero balance

Account Number	Description	GL Budget	Range To Date	YTD	Balance	Encumbrance	Budget Balance	% Bud
	FUND: DEBT SERVICE FUND - 40	\$0.00	\$7,475,040.50	\$7,475,040.50	(\$7,475,040.50)	\$0.00	(\$7,475,040.50)	0.00%
61.0000.0000.000.0000.000100	SALARIES	\$0.00	\$16,314.77	\$16,314.77	(\$16,314.77)	\$2,155,321.25	(\$2,171,636.02)	0.00%
61.0000.0000.000.0000.000200	EMPLOYEE BENEFITS	\$0.00	\$43,145.53	\$43,145.53	(\$43,145.53)	\$811,176.63	(\$854,322.16)	0.00%
61.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$3,285.60	(\$3,285.60)	0.00%
61.0000.0000.000.0000.000400	PROPERTY SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$1,428.07	(\$1,428.07)	0.00%
61.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
61.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$6,411.62	\$6,411.62	(\$6,411.62)	\$897,717.98	(\$904,129.60)	0.00%
61.0000.0000.000.0000.000700	PROPERTY/EQUIPMENT	\$0.00	\$384.02	\$384.02	(\$384.02)	\$0.00	(\$384.02)	0.00%
61.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
61.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: SCHOOL NUTRITION FUND - 61	\$0.00	\$66,255.94	\$66,255.94	(\$66,255.94)	\$3,868,929.53	(\$3,935,185.47)	0.00%
76.0000.0000.000.0000.000200	EMPLOYEE BENEFITS	\$0.00	\$301,496.75	\$301,496.75	(\$301,496.75)	\$2,284,075.50	(\$2,585,572.25)	0.00%
76.0000.0000.000.0000.000300	PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
76.0000.0000.000.0000.000500	OTHER PURCHASED SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
76.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$11,021.02	\$11,021.02	(\$11,021.02)	\$119,947.47	(\$130,968.49)	0.00%
76.0000.0000.000.0000.000800	MISCELLANEOUS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: CLEARING FUND - 76	\$0.00	\$312,517.77	\$312,517.77	(\$312,517.77)	\$2,404,022.97	(\$2,716,540.74)	0.00%
91.0000.0000.000.0000.000100	SALARIES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
91.0000.0000.000.0000.000600	SUPPLIES	\$0.00	\$225.00	\$225.00	(\$225.00)	\$5,000.00	(\$5,225.00)	0.00%
91.0000.0000.000.0000.000900	FUND TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
	FUND: AGENCY/HOSPITALITY FUND - 91	\$0.00	\$225.00	\$225.00	(\$225.00)	\$5,000.00	(\$5,225.00)	0.00%
<b>Grand Total:</b>		\$6,775,485.23	\$15,524,219.25	\$15,524,219.25	(\$8,748,734.02)	\$129,477,845.24	(\$138,226,579.26)	-2040.10%

End of Report

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026 From Date:7/1/2025 To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
10 - GENERAL FUND						
001111 - PROPERTY TAX	\$0.00	(\$262,210.11)	(\$262,210.11)	\$0.00	\$262,210.11	0.00%
001112 - CASH RESERVE PROPERTY TAX	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001113 - BUS PROP TAX CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001114 - INST SUPPORT PROPERTY TAX	\$0.00	(\$35,696.74)	(\$35,696.74)	\$0.00	\$35,696.74	0.00%
001171 - UTILITY REPLACEMENT TAX	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001191 - MOBILE HOME TAX	\$0.00	(\$2,691.10)	(\$2,691.10)	\$0.00	\$2,691.10	0.00%
001311 - TUITION/INDIVID/REG ED	\$0.00	(\$1,740.00)	(\$1,740.00)	\$0.00	\$1,740.00	0.00%
001313 - TUITION/INDIVID/DRIVER ED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001314 - TUITION/INDIVID/OUT OF ST	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001321 - TUITION/LEA'S - REG EDUC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001322 - TUITION/LEA'S SPEC EDUC	\$0.00	(\$296,907.79)	(\$296,907.79)	\$0.00	\$296,907.79	0.00%
001323 - TUIT/LEA/OPEN ENR/REG ED	\$0.00	(\$83,551.72)	(\$83,551.72)	\$0.00	\$83,551.72	0.00%
001361 - TUITION/SUM SCH/REG ED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001411 - TRANS/FEES/REG ED/PUBLIC	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001441 - TRANS FEES/PRIVATE	\$0.00	(\$1,825.04)	(\$1,825.04)	\$0.00	\$1,825.04	0.00%
001510 - INTEREST	\$0.00	(\$79,239.08)	(\$79,239.08)	\$0.00	\$79,239.08	0.00%
001720 - BOOKSTORE & SUPPLY SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001740 - STUDENT FEES REVENUE	\$0.00	(\$200.00)	(\$200.00)	\$0.00	\$200.00	0.00%
001748 - STUDENT FEES - CONTEST	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001791 - STUDENT ACTIVITY FUND RAISERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001910 - PROPERTY RENTAL	\$0.00	(\$6,961.00)	(\$6,961.00)	\$0.00	\$6,961.00	0.00%
001920 - DONATIONS/CONTRIBUTIONS	\$0.00	(\$2,897.05)	(\$2,897.05)	\$0.00	\$2,897.05	0.00%
001921 - DRA GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001924 - MCELROY GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001925 - LOCAL GRANT	\$0.00	(\$41,072.73)	(\$41,072.73)	\$0.00	\$41,072.73	0.00%
001942 - TEXTBOOK FEES - PUBLIC	\$0.00	(\$3,413.46)	(\$3,413.46)	\$0.00	\$3,413.46	0.00%
001945 - TEXTBOOK FINES/PENALTIES	\$0.00	(\$697.17)	(\$697.17)	\$0.00	\$697.17	0.00%
001954 - LEA/AEA OTHER SERVICES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001956 - CURRICULUM COORDINATOR TO AEA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001958 - MISC REV FROM LEA/AEA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001960 - MISC REVENUE SALES OF SERVICES TO OTHER LOCAL GOV	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001989 - OTHER REFUND PR YR EXP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001992 - REVENUE FROM INTENTIONAL STUDENT DAMAGE	\$0.00	(\$97.00)	(\$97.00)	\$0.00	\$97.00	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026 From Date:7/1/2025 To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance

☐ Include Inactive Accounts

☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
001996 - IA SCH MICRO SETTLEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	(\$24,204.73)	(\$24,204.73)	\$0.00	\$24,204.73	0.00%
003111 - FOUNDATION AID-CURRENT YR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003113 - SPEC ED DEF/SUP ST AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003116 - TEACHER LEADERSHIP STATE AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003117 - 4 YR OLD PRESCHOOL ST AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003119 - TRANSPORTATION EQUITY AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003121 - FOSTER CARE CLAIM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003123 - DISTRICT COURT CLAIM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003202 - MENTORING AND INDUCTION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003204 - SALARY IMPROVEMENT PLAN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003205 - CONTRACTS FOR PROF DEV/TECHNICAL ASSISTANCE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003214 - AEA FLOW THROUGH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003216 - EARLY INTERVENTION GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003217 - AMBASSADOR TO EDUCATION	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003221 - NON-PUBLIC TRANSPORT AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003222 - NON-PUBLIC TEXTBOOK AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003227 - D-CAT/DHS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003228 - JUVENILE DELINQUENCY GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003234 - K-3 INNOVATIVE AT RISK	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003238 - 4 YR OLD AT-RISK GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003261 - VOCATIONAL AID	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003315 - EMPOWERMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003333 - MODEL CORE CURRICULUM GRT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003342 - SUCCESSFUL PROGRESSION FOR EARLY READERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003373 - PROF DEV MODEL CORE CURR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003374 - TEACHER DEVEL ACADEMIES	\$0.00	(\$300.00)	(\$300.00)	\$0.00	\$300.00	0.00%
003376 - ED QUALITY PROF DEVELOP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003379 - COMPUTER SCIENCE PD INCENTIVE GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003383 - TEACHER LEADERSHIP TECHNICAL ASSIST	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003419 - IOWA SKILLED WORKER & JOB CREATION FUND (STEM)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003720 - STATE GRANTS THRU AEA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003751 - IOWA STEM GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003801 - MILITARY CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026    From Date:7/1/2025    To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance   
 ☐ Include Inactive Accounts   
 ☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
003803 - STATE COMM & IND REPLACEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003804 - STATE REPLACEMENT FOR TWO-TIERED ASSESSMENT LIMITA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004043 - AMERICAN RESCUE PLAN - LEARNING LOSS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004044 - AMERICAN RESCUE PLAN - HOMELESS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004045 - AMERICAN RESCUE PLAN ELEMENTARY & SECONDARY SCHOOL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004048 - AMERICAN RESCUE PLAN (TEACHER RETENTION BONUS)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004049 - AMERICAN RESCUE PLAN (BELIEF PLANNING GRANT)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004051 - EDUCATION STABILIZATION FUND (GEERF FUND)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004052 - EDUCATION STABILIZATION FUND (ESSER FUND)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004053 - EDUCATION STABILIZATION - RETHINK K-12 ED MODELS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004054 - EDUCATION STABILIZATION FUND (GEERF II FUNDS)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004055 - EDUCATION STABILIZATION FUND (ESSER II FUNDS)	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004076 - ED STABILIZATION FUND - LEARNING BEYOND THE BELL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004366 - EMERGENCY CONNECTIVITY FUND	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004501 - TITLE I CURRENT FISCAL YR	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004507 - TITLE I SCHOOL IMPROVEMENT GRANTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004508 - TITLE I CARRYOVER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004513 - IDEA SUB GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004516 - UNDESIGNATED	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004517 - IDEA SUB GRANT - LETRS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004525 - SPEC ED PART B HIGH COST	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004526 - SPECIAL ED - STATE PERSONNEL DEVELOPMENT GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004531 - PERKINS GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004565 - HOMELESS YOUTH GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004577 - COOPERAT AGREE/SCH HEALTH	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004598 - TAP PROGRAM	\$0.00	(\$20,040.44)	(\$20,040.44)	\$0.00	\$20,040.44	0.00%
004624 - COVID-19 PUBLIC HEALTH WORKFORCE SUPPLEMENTAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004634 - MEDICAID DIRECT CARE	\$0.00	(\$108,829.77)	(\$108,829.77)	\$0.00	\$108,829.77	0.00%
004643 - TITLE II-FED TCHR QUALITY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004644 - TITLE III	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004646 - 21ST CENTURY COM LEARN CT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026    From Date:7/1/2025    To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance    ☐ Include Inactive Accounts    ☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
004648 - TITLE VI PART A - NCLB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004654 - ADVANCED PLACEMENT PROG	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004668 - STRONGER CONNECTIONS GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004669 - TITLE IV - STUDENT SUPPORT & ACADEMIC ENRICHMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004720 - FEDERAL PASS-THROUGH(AEA)	\$0.00	(\$254,685.00)	(\$254,685.00)	\$0.00	\$254,685.00	0.00%
004812 - PYMTS TO ST/LIEU RE TAXES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005221 - FUND 21 TRANSFER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005261 - INTERFUND TRANS FUND 61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005311 - COMP. FOR LOSS OF ASSETS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005314 - SALE OF EQUIPMENT	\$0.00	(\$439.43)	(\$439.43)	\$0.00	\$439.43	0.00%
005900 - UPWARD ADJ BEG FUND BAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>10 - GENERAL FUND Total:</b>	\$0.00	(\$1,227,699.36)	(\$1,227,699.36)	\$0.00	\$1,227,699.36	0.00%
<b>19 - NON-FIDUCIARY SCHOLARSHIP FUNDS</b>						
001510 - INTEREST	\$0.00	(\$200.15)	(\$200.15)	\$0.00	\$200.15	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	(\$1,400.00)	(\$1,400.00)	\$0.00	\$1,400.00	0.00%
005221 - FUND 21 TRANSFER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>19 - NON-FIDUCIARY SCHOLARSHIP FUNDS Total:</b>	\$0.00	(\$1,600.15)	(\$1,600.15)	\$0.00	\$1,600.15	0.00%
<b>21 - STUDENT ACTIVITY FUND</b>						
001510 - INTEREST	\$0.00	(\$1,628.04)	(\$1,628.04)	\$0.00	\$1,628.04	0.00%
001710 - ADMISSIONS	\$0.00	(\$9,876.10)	(\$9,876.10)	\$0.00	\$9,876.10	0.00%
001740 - STUDENT FEES REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001791 - STUDENT ACTIVITY FUND RAISERS	\$0.00	(\$46,608.91)	(\$46,608.91)	\$0.00	\$46,608.91	0.00%
001792 - OTHER DISTRICTS ACTIVITY FEE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001920 - DONATIONS/CONTRIBUTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	(\$5,494.95)	(\$5,494.95)	\$0.00	\$5,494.95	0.00%
005210 - FUND 10 TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005261 - INTERFUND TRANS FUND 61	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>21 - STUDENT ACTIVITY FUND Total:</b>	\$0.00	(\$63,608.00)	(\$63,608.00)	\$0.00	\$63,608.00	0.00%
<b>22 - MANAGEMENT LEVY</b>						
001111 - PROPERTY TAX	\$0.00	(\$41,770.16)	(\$41,770.16)	\$0.00	\$41,770.16	0.00%
001113 - BUS PROP TAX CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001171 - UTILITY REPLACEMENT TAX	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001191 - MOBILE HOME TAX	\$0.00	(\$380.99)	(\$380.99)	\$0.00	\$380.99	0.00%
001510 - INTEREST	\$0.00	(\$48,171.77)	(\$48,171.77)	\$0.00	\$48,171.77	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026 From Date:7/1/2025 To Date:7/31/2025

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☐ Include Inactive Accounts

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FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
001989 - OTHER REFUND PR YR EXP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003801 - MILITARY CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003803 - STATE COMM & IND REPLACEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003804 - STATE REPLACEMENT FOR TWO-TIERED ASSESSMENT LIMITA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005311 - COMP. FOR LOSS OF ASSETS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>22 - MANAGEMENT LEVY Total:</b>	\$0.00	(\$90,322.92)	(\$90,322.92)	\$0.00	\$90,322.92	0.00%
33 - SECURE AN ADVANCED VISION FOR EDUCATION (SAVE)						
001510 - INTEREST	\$0.00	(\$90,499.35)	(\$90,499.35)	\$0.00	\$90,499.35	0.00%
001920 - DONATIONS/CONTRIBUTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001989 - OTHER REFUND PR YR EXP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003361 - SAVE	\$0.00	(\$1,386,514.54)	(\$1,386,514.54)	\$0.00	\$1,386,514.54	0.00%
005113 - REVENUE BONDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005120 - PREMIUM ON ISSUANCE-BONDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005240 - FUND 40 TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005314 - SALE OF EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>33 - SECURE AN ADVANCED VISION FOR EDUCATION (SAVE) Total:</b>	\$0.00	(\$1,477,013.89)	(\$1,477,013.89)	\$0.00	\$1,477,013.89	0.00%
36 - PHYSICAL PLANT/EQUIP LEVY						
001111 - PROPERTY TAX	\$0.00	(\$30,529.52)	(\$30,529.52)	\$0.00	\$30,529.52	0.00%
001113 - BUS PROP TAX CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001171 - UTILITY REPLACEMENT TAX	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001191 - MOBILE HOME TAX	\$0.00	(\$256.10)	(\$256.10)	\$0.00	\$256.10	0.00%
001510 - INTEREST	\$0.00	(\$14,223.73)	(\$14,223.73)	\$0.00	\$14,223.73	0.00%
001920 - DONATIONS/CONTRIBUTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001925 - LOCAL GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001989 - OTHER REFUND PR YR EXP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003801 - MILITARY CREDIT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003803 - STATE COMM & IND REPLACEMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003804 - STATE REPLACEMENT FOR TWO-TIERED ASSESSMENT LIMITA	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004662 - IA DEM CONSTRUCTION GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005311 - COMP. FOR LOSS OF ASSETS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005313 - SALE OF REAL PROPERTY	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026    From Date:7/1/2025    To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance   
 ☐ Include Inactive Accounts   
 ☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
005314 - SALE OF EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>36 - PHYSICAL PLANT/EQUIP LEVY Total:</b>	\$0.00	(\$45,009.35)	(\$45,009.35)	\$0.00	\$45,009.35	0.00%
<b>40 - DEBT SERVICE FUND</b>						
001510 - INTEREST	\$0.00	(\$1,804.38)	(\$1,804.38)	\$0.00	\$1,804.38	0.00%
005112 - REFUNDING BONDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005120 - PREMIUM ON ISSUANCE-BONDS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005130 - ACCRUED INTEREST	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005233 - INTERFUND TRANSFER	\$0.00	(\$733,083.92)	(\$733,083.92)	\$0.00	\$733,083.92	0.00%
<b>40 - DEBT SERVICE FUND Total:</b>	\$0.00	(\$734,888.30)	(\$734,888.30)	\$0.00	\$734,888.30	0.00%
<b>61 - SCHOOL NUTRITION FUND</b>						
001510 - INTEREST	\$0.00	(\$8,778.05)	(\$8,778.05)	\$0.00	\$8,778.05	0.00%
001611 - STUDENT LUNCH SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001612 - STUDENT BREAKFAST SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001613 - STUDENT MILK SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001614 - DAILY SALES - AFTER SCHOOL PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001621 - ALA CARTE SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001622 - ADULT LUNCH SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001623 - ADULT BREAKFAST SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001626 - SECOND STUDENT LUNCH SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001629 - CREDIT CARD	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001631 - SPEC FUNC/STUDENTS & STAF	\$0.00	(\$371.15)	(\$371.15)	\$0.00	\$371.15	0.00%
001651 - SUMMER LUNCH PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001652 - SUMMER BREAKFAST PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001653 - SUMMER MILK PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001655 - SUMMER ALA CARTE SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001656 - ADULT SUMMER LUNCH SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001657 - SUMMER ADULT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001658 - ADULT SUMMER MILK SALES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001920 - DONATIONS/CONTRIBUTIONS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001922 - DONATIONS FOR NEGATIVE NUTRITION ACCOUNTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001925 - LOCAL GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001930 - GAINS ON THE SALE OF CAPITAL ASSETS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001989 - OTHER REFUND PR YR EXP	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
001998 - FOOD REBATES	\$0.00	(\$1,852.31)	(\$1,852.31)	\$0.00	\$1,852.31	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%

# Dubuque Community School District

## General Ledger - MONTHLY REVENUE RECAP

Fiscal Year: 2025-2026    From Date:7/1/2025    To Date:7/31/2025

Account Mask: ??????????????????????

Account Type: REVENUE

☒ Print accounts with zero balance   
 ☐ Include Inactive Accounts   
 ☐ Include PreEncumbrance

FUND / OBJECT	Budget	Range To Date	Year To Date	Encumbrance	Budget Balance	Percent Used
003251 - STATE AID LUNCH REIMB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
003252 - STATE AID BREAKFAST REIMB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004011 - SCHOOL LUNCH EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004014 - SUPPLY CHAIN ASSISTANCE FUND	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004046 - PANDEMIC EBT ADMINISTRATIVE COSTS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004056 - USDA CHILD NUTRITION PROGRAM CARES	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004552 - FEDERAL AID BREAKFST REIM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004553 - FEDERAL AID LUNCH REIMB	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004556 - SUMMER FOOD SERVICE PROGRAM FOR CHILDREN	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004557 - FRUIT/VEGETABLE PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004558 - TEAM NUTRITION GRANT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004672 - USDA FD PROD SAFETY RECAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004911 - LOCAL FOOD FOR SCHOOLS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
004951 - COMMODITIES PROGRAM	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005210 - FUND 10 TRANSFERS	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005221 - FUND 21 TRANSFER	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005314 - SALE OF EQUIPMENT	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
005900 - UPWARD ADJ BEG FUND BAL	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	0.00%
<b>61 - SCHOOL NUTRITION FUND Total:</b>	\$0.00	(\$11,001.51)	(\$11,001.51)	\$0.00	\$11,001.51	0.00%
76 - CLEARING FUND						
001999 - MISCELLANEOUS REVENUE	\$0.00	(\$264,163.43)	(\$264,163.43)	\$0.00	\$264,163.43	0.00%
<b>76 - CLEARING FUND Total:</b>	\$0.00	(\$264,163.43)	(\$264,163.43)	\$0.00	\$264,163.43	0.00%
91 - AGENCY/HOSPITALITY FUND						
001510 - INTEREST	\$0.00	(\$71.95)	(\$71.95)	\$0.00	\$71.95	0.00%
001999 - MISCELLANEOUS REVENUE	\$0.00	(\$568.76)	(\$568.76)	\$0.00	\$568.76	0.00%
<b>91 - AGENCY/HOSPITALITY FUND Total:</b>	\$0.00	(\$640.71)	(\$640.71)	\$0.00	\$640.71	0.00%
<b>Grand Total:</b>	\$0.00	(\$3,915,947.62)	(\$3,915,947.62)	\$0.00	\$3,915,947.62	0.00%

End of Report

**DUBUQUE COMMUNITY SCHOOL DISTRICT  
REGULAR BOARD MEETING  
AUGUST 11, 2025**

TO THE BOARD OF EDUCATION  
DUBUQUE, IOWA

THE FOLLOWING IS A LIST OF ACCOUNTS PAYABLE WHICH WILL BE PRESENTED TO THE BOARD OF EDUCATION FOR APPROVAL PER THE DIRECTION OF THE AUGUST 11, 2025 MEETING. SHOULD YOU DESIRE ANY INFORMATION IN REGARD TO THE SAME, I SHALL BE PLEASED TO FURNISH IT UPON REQUEST.

PERIOD: JULY 1-31, 2025

RESPECTFULLY SUBMITTED,  
SECRETARY: CAROLYN MAUSS

\_\_\_\_\_  
BOARD MEMBER SIGNATURE

\_\_\_\_\_  
DATE

<b>Fund</b>		<b>Amount</b>
10	GENERAL FUND	\$9,524,798.91
21	STUDENT ACTIVITY FUND	\$41,288.41
33	SAVE TAX	\$215,445.96
36	PHYSICAL PLANT/EQUIP LEVY	\$449,917.25
61	SCHOOL NUTRITION FUND	\$1,777.97
76	CLEARING FUND	\$8,902.02

**GRAND TOTAL: \$10,242,130.52**

# Dubuque Community School District

## Regular Board Meeting

August 11, 2025

Vendor Name	Description	Check Total
<b>Fund: CLEARING FUND</b>		
ALLIANT ENERGY-IP&L	ELECTRICITY	\$8,668.68
BLACK HILLS ENERGY	NATURAL GAS	\$233.34
	<b>Fund Total:</b>	<b>\$8,902.02</b>
<b>Fund: GENERAL FUND</b>		
ACCESS SYSTEMS	OTHER GENERAL SUPPLIES	\$110.99
ADDOCO INC	OTHER GENERAL SUPPLIES	\$102.00
AHLERS & COONEY, P.C.	LEGAL	\$4,854.00
AIRGAS NORTH CENTRAL USA LLC	INSTRUCTION SUPPLIES	\$94.50
AIRGAS NORTH CENTRAL USA LLC	OTHER GENERAL SUPPLIES	\$579.16
ALLIANT ENERGY-IP&L	ELECTRICITY	\$173,505.92
AMAZON CAPITAL SERVICES, INC	OTHER GENERAL SUPPLIES	\$544.63
AMAZON CAPITAL SERVICES, INC	PROFESSIONAL SUPPLIES	\$441.09
AMERICAN FIDELITY ASSURANCE COMPANY	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$13,616.26
ARTISTIC CLEANERS	OTHER PURCH PROF SERVICES	\$1,100.50
AVALON BODY SHOP INC	VEHICLE REPAIR/MAINT	\$620.00
BACKES, KYLE J	IN DISTRICT TRAVEL	\$45.43
BAEHLER, ERIC	OFFICIAL/REFEREE	\$179.00
BELLEVUE COMMUNITY SCHOOLS	TUITION/LEA	\$52,626.38
BLACK HILLS ENERGY	NATURAL GAS	\$4,761.47
BP CREDIT CARD CENTER	GASOLINE	\$1,823.48
BP CREDIT CARD CENTER	MISCELLANEOUS REVENUE	\$551.63
BROKUS, TRICA A	IN DISTRICT TRAVEL	\$7.14
CAM COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$11,888.93
CAM COMMUNITY SCHOOL DISTRICT	TUITION/OPEN ENROLL	\$60,255.14
CAROLINA BIOLOGICAL SUPPLY COMPANY	INSTRUCTION SUPPLIES	\$55.91
CEC - COMMUNICATIONS ENGINEERING COMPANY	OTHER PURCH PROF SERVICES	\$31,615.28
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$2,950.52
CENERGISTIC LLC	OTHER PURCH PROF SERVICES	\$21,600.00
CITY OF DUBUQUE	STORM WATER FEE	\$6,660.81
CITY OF DUBUQUE	WATER/SEWER	\$13,225.47
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$7,993.44
CLAYTON RIDGE COMMUNITY SCHOOL DISTRICT	TUITION/OPEN ENROLL	\$59,475.66
COLFAX-MINGO COMMUNITY SCHOOL DISTRICT	TUITION/LEA'S SPEC EDUC	\$2,770.40
COLLECTION SERVICES CENTER	OFFICIAL/REFEREE	\$95.25
COLLEGE COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$51,809.16
COLLEGEBOARD EXAMINATION BOARD-AP EXAMS	INSTRUCTION SUPPLIES	\$83,280.00
COMELEC SERVICES, INC.	TRANSPORTATION PARTS	\$298.40
CONNOLLY, WILLIAM C	OFFICIAL/REFEREE	\$195.00
CONSTELLATION NEWENERGY GAS CORNERSTONE	NATURAL GAS	\$1,594.04
CRESCENT ELECTRIC SUPPLY CO	BLDG CONSTRUCTION SUPPLY	\$0.00
CROW, RICH	OFFICIAL/REFEREE	\$146.50

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
DCSD FOUNDATION	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$50.00
DES MOINES PUBLIC SCHOOLS	TUITION/LEA	\$5,685.83
DUBUQUE METRO AREA SOLID WASTE AGENCY	REFUSE DISPOSAL	\$64.50
DUVEL, BRENDA L	IN STATE TRAVEL	\$371.00
FEDERAL TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$392,564.96
FICA WITHHOLDING - EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$766,960.94
FOLLETT SCHOOL SOLUTIONS, LLC	LIBRARY BOOKS	\$1,130.24
FORT DODGE COMMUNITY SCHOOL DISTRICT	TUITION/LEA'S SPEC EDUC	\$1,939.28
FROMMELT, NICHELLE L	OUT OF STATE TRAVEL	\$511.76
FUERSTE, CAREW, JUERGENS & SUDMEIER, PC	LEGAL	\$858.00
GASSMANN, MARK J.	OFFICIAL/REFEREE	\$160.00
GIBBS, JOSEPH J.	OFFICIAL/REFEREE	\$145.00
GOPHER STAGE LIGHTING, INC.	CAPITALIZED FIXED ASSETS	\$7,847.00
GRANT WOOD AREA EDUCATION AGENCY 10	TUITION/AEA	\$4,466.00
GULYASH, RON S	OTHER INSTRUCTOR PAY	\$70.00
HAMANN, DAKOTA	OFFICIAL/REFEREE	\$121.00
HAMMEL, DALTON A	IN DISTRICT TRAVEL	\$28.21
HARWICK, CHAD K	IN DISTRICT TRAVEL	\$40.32
HEARTLAND AREA EDUCATION AGENCY	TUITION/AEA	\$4,877.67
HEARTLAND BUSINESS SYSTEMS	OTHER GENERAL SUPPLIES	\$756.80
HEFEL-BUSCH, GWEN MARIE	IN STATE TRAVEL	\$310.16
HEMPSTEAD HIGH SCHOOL PETTY CASH	INSTRUCTION SUPPLIES	\$14.93
HEMPSTEAD HIGH SCHOOL PETTY CASH	OTHER GENERAL SUPPLIES	\$20.99
HILLS & DALES CHILD DEV CENTER	PROF-EDUCATIONAL SERVICES	\$1,568.15
HORST, JEFF	OFFICIAL/REFEREE	\$190.50
HOVDEN OIL INC	TRANSPORTATION LUBRICANTS	\$5,427.68
HOWES, BRIAN J	IN DISTRICT TRAVEL	\$39.34
HOWES, KRISTA A	IN DISTRICT TRAVEL	\$30.17
HP INC	OTHER PURCH PROF SERVICES	\$8.00
IA PUBLIC EMP RETIREMENT-EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$835,072.73
ILLINOIS DEPARTMENT OF REVENUE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$6,698.47
INDEPENDENCE COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$1,715.48
ING - COMMON REMITTER	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$22,028.00
IOWA COMMUNICATIONS NETWORK	TELEPHONE/DATA LINES	\$308.01
IOWA HIGH SCHOOL MUSIC ASSOCIATION	OTHER GENERAL SUPPLIES	\$136.50
IOWA KENWORTH DUBUQUE	TRANSPORTATION PARTS	\$747.60
IOWA PRISON INDUSTRIES	INSTRUCTION SUPPLIES	\$49.11
IOWA STATE TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$135,089.60
IOWA TESTING PROGRAMS	OTHER PURCH PROF SERVICES	\$35,262.25
JENSEN, JENNA M	IN DISTRICT TRAVEL	\$1.54
JP GASWAY COMPANY INC	OTHER GENERAL SUPPLIES	\$4,603.40
KECK, JILL D	OTHER GENERAL SUPPLIES	\$85.00
KURITA AMERICA INC.	OTHER GENERAL SUPPLIES	\$1,420.80
LAKEMARY CENTER INC	TUITION/OS	\$6,224.00
LANGUAGE TESTING INTERNATIONAL	OTHER PURCH PROF SERVICES	\$25.00

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
LAWLER, MARK E	IN DISTRICT TRAVEL	\$6.72
LINN COUNTY SHERIFF	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$783.71
LINN-MAR COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$1,210.08
LISBON COMMUNITY SCHOOL DISTRICT	TUITION/LEA	\$2,800.47
LITERACY RESOURCES, LLC	INSTRUCTION SUPPLIES	\$99.00
LUDOVISSY, BROOKE S	IN STATE TRAVEL	\$259.96
MADISON NATIONAL LIFE INSURANCE CO.	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$11,721.73
MAIL SERVICES UNLIMITED	POSTAGE	\$64.32
MALONEY, JOSEPH M	IN DISTRICT TRAVEL	\$22.82
MCCAW, HANNAH J	IN STATE TRAVEL	\$218.40
MCLANE, DONALD	OFFICIAL/REFEREE	\$308.00
MEDICAL ASSOCIATES CLINIC PC	DRUG TESTING	\$102.00
MEDICAL ASSOCIATES CLINIC PC	OTHER PURCH PROF SERVICES	\$816.00
MEDICAL ASSOCIATES HMO (EMPLOYEE)	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$567,984.69
MEISNER, RICK G	OFFICIAL/REFEREE	\$100.50
MILLIMAN INC	OTHER PURCH PROF SERVICES	\$2,700.00
NAVE, LEANN L	IN DISTRICT TRAVEL	\$51.38
NORTHEAST IOWA COMM COLLEGE-CALMAR	PROF-EDUCATIONAL SERVICES	\$4,275.01
OBERBROECKLING, CHRIS JOHN	OFFICIAL/REFEREE	\$160.00
OBERHOFFER, CHRISTOPHER PAUL	IN STATE TRAVEL	\$138.60
OUTFLY, INC	CONDO OPERATING EXPENSES	\$8,438.64
PARKER, LEVI R	IN DISTRICT TRAVEL	\$38.57
PAYROLL NET - ACH	NET PAYROLL PAYABLE	\$3,727,221.70
PER MAR SECURITY SERVICES	OTHER PURCH PROF SERVICES	\$148.50
PETERSEN, REESE RAYMOND	OFFICIAL/REFEREE	\$93.25
PIGOTT INC	FURNITURE/FIXTURES	\$39,808.86
POTTAWATTAMIE COUNTY SHERIFF'S OFFICE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$1,067.92
PRO-VISION SOLUTIONS, LLC	MACHINERY/EQUIPMENT	\$11,490.26
PRO-VISION SOLUTIONS, LLC	TRANSPORTATION PARTS	\$1,550.00
QBS, LLC	CONTRACTED TRAINING PROVIDER	\$378.00
RAMBOUSEK, AMY L	OUT OF STATE TRAVEL	\$1,267.11
RELAYHUB, LLC	PROF-EDUCATIONAL SERVICES	\$12,634.99
ROSENOW, NICHOLAS R.	OFFICIAL/REFEREE	\$170.00
ROWSON, MICHAEL ALLEN	OFFICIAL/REFEREE	\$190.50
RUDEN, MASON	OFFICIAL/REFEREE	\$125.00
RUGGEBERG, STEVE	OFFICIAL/REFEREE	\$207.00
S & S WORLDWIDE INC	INSTRUCTION SUPPLIES	\$1,010.80
SCHOOL SPECIALTY, LLC	FURNITURE/FIXTURES	\$1,985.05
SCHOOL SPECIALTY, LLC	OTHER GENERAL SUPPLIES	\$2,363.54
SIMMONS, TYLER	OFFICIAL/REFEREE	\$433.50
SINGAPORE MATH, INC	OTHER GENERAL SUPPLIES	\$185.60
SIOUX CITY COMM SCHOOL DISTRICT	TUITION/LEA	\$8,894.56
STATE DISBURSEMENT UNIT	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$876.91
TC NETWORKS, INC	MACHINERY/EQUIPMENT	\$10,540.60
TEBOCKHORST, LISA A	IN STATE TRAVEL	\$298.92

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
THE JUSTICE CENTER	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$582.95
TRI-STATE SHRED	OTHER PURCH PROF SERVICES	\$140.00
UNITED PARCEL SERVICE	POSTAGE	\$49.34
UNITED WAY SERVICES	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$135.47
WEILAND, KRISTIN L	IN STATE TRAVEL	\$571.35
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$748,871.38
WEST MUSIC COMPANY	REPAIR/MAINTENANCE	\$684.24
WESTERN DUBUQUE COMM. SCHOOL DISTRICT	TUITION/LEA	\$240,523.16
WESTERN DUBUQUE COMM. SCHOOL DISTRICT	TUITION/OPEN ENROLL	\$1,235,540.47
WILLIAMS, ANNE P	IN DISTRICT TRAVEL	\$2.31
WISC SUPPORT COLLECTIONS TRUST	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$1,107.00
WOODWARD-GRANGER COMM SCHOOL DISTRICT	TUITION/LEA	\$14,148.66
<b>Fund Total:</b>		<b>\$9,524,798.91</b>
<b>Fund: PHYSICAL PLANT/EQUIP LEVY</b>		
BRECKE MECHANICAL CONTRACTORS	OTHER PURCH PROF SERVICES	\$164.20
CRESCENT ELECTRIC SUPPLY CO	F/A OTHER PROPERTY SERV	\$12,456.90
ESCO ELECTRIC COMPANY	CAPITALIZED FIXED ASSETS	\$155,000.00
GEISLER BROTHERS CO.	OTHER PROPERTY SERVICES	\$1,102.64
JOHNSON CONTROLS FIRE PROTECTION LP	F/A OTHER PROPERTY SERV	\$16,993.54
MATT CONSTRUCTION, INC	F/A OTHER PROPERTY SERV	\$128,223.40
MCDERMOTT EXCAVATING	F/A OTHER PROPERTY SERV	\$21,890.00
MIRACLE RECREATION EQUIPMENT	MACHINERY/EQUIPMENT	\$1,150.46
ORIGIN DESIGN CO.	ARCHITECT/CM SERVICE	\$680.00
ORIGIN DESIGN CO.	ARCHITECT/CM SERVICE	\$2,508.00
PORTZEN CONSTRUCTION INC.	OTHER PROPERTY SERVICES	\$1,421.06
RACOM CORPORATION	MACHINERY/EQUIPMENT	\$660.00
RICOH USA, INC	OTHER TECH SERVICES	\$305.44
TERRACON CONSULTANTS INC	OTHER PROPERTY SERVICES	\$5,675.35
TRI-CITY ELECTRIC CO OF IOWA CORP	CAPITALIZED FIXED ASSETS	\$73,623.17
UNPLUGGED WIRELESS COMMUNICATIONS LLC	MACHINERY/EQUIPMENT	\$600.00
WEIMERSKIRCH, TYLER	F/A OTHER PROPERTY SERV	\$24,100.00
WEIMERSKIRCH, TYLER	OTHER PROPERTY SERVICES	\$3,363.09
<b>Fund Total:</b>		<b>\$449,917.25</b>
<b>Fund: SCHOOL NUTRITION FUND</b>		
FEDERAL TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$45.00
FICA WITHHOLDING - EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$232.32
IA PUBLIC EMP RETIREMENT-EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$238.87
IOWA STATE TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$25.00
PAYROLL NET - ACH	NET PAYROLL PAYABLE	\$1,236.78
<b>Fund Total:</b>		<b>\$1,777.97</b>
<b>Fund: SECURE AN ADVANCED VISION FOR EDUCATION (SAVE)</b>		
A-1 MOBILE STORAGE SERVICE	OTHER PURCH PROF SERVICES	\$440.00
BERENS-TATE CONSULTING GROUP, INC	BOND COSTS	\$1,500.00

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
CONLON CONSTRUCTION CO.	CONSTRUCTION SERVICES	\$139,029.65
HAASCO, LTD.	CONSTRUCTION SERVICES	\$4,435.00
INVISION ARCHITECTURE LTD	ARCHITECT/CM SERVICE	\$6,500.00
MICROSOFT CORPORATION	OTHER PURCH PROF SERVICES	\$552.09
NASSCO INC.	MACHINERY/EQUIPMENT	\$3,535.00
OPEN TEXT INC	OTHER PURCH PROF SERVICES	\$135.30
ORIGIN DESIGN CO.	ARCHITECT/CM SERVICE	\$27,262.50
UNITED STATES TREASURY	FINES & PENALTIES	\$24,315.71
WHKS & CO.	ARCHITECT/CM SERVICE	\$7,740.71
<b>Fund Total:</b>		<b>\$215,445.96</b>
<b>Fund: STUDENT ACTIVITY FUND</b>		
2ND WIND EXERCISE EQUIPMENT	OTHER GENERAL SUPPLIES	\$2,037.00
ARTISTIC CLEANERS	OTHER GENERAL SUPPLIES	\$912.00
BEACON ATHLETICS LLC	OTHER GENERAL SUPPLIES	\$173.00
BP CREDIT CARD CENTER	GASOLINE	\$587.89
CITY OF DUBUQUE	PROF-EDUCATIONAL SERVICES	\$7,522.95
CLEAR CREEK AMANA HIGH SCHOOL	STUDENT ENTRY FEES	\$100.00
DERBY GRANGE GOLF & RECREATION	OTHER GENERAL SUPPLIES	\$197.00
DISTRICT 20 SUPPLY CO.	OTHER GENERAL SUPPLIES	\$5,846.99
EIMERS, WENDELL J	OTHER GENERAL SUPPLIES	\$636.82
HAPPY JOES DELIVERY & CARRYOUT	OTHER GENERAL SUPPLIES	\$72.00
HEFEL, MARK R	OTHER GENERAL SUPPLIES	\$186.38
HEMPSTEAD HIGH SCHOOL PETTY CASH	OTHER GENERAL SUPPLIES	\$39.94
HOWELL BROTHERS LLC	OTHER GENERAL SUPPLIES	\$520.12
HY-VEE, INC.	OTHER GENERAL SUPPLIES	\$936.00
KOHL, SIDNEY	OTHER GENERAL SUPPLIES	\$975.00
NATURAL FIT INC.	PROF-EDUCATIONAL SERVICES	\$400.00
QUINN, ANTHONY J	PROF-EDUCATIONAL SERVICES	\$300.00
RIDDELL ALL AMERICAN SPORTS CORP.	OTHER GENERAL SUPPLIES	\$7,223.12
TRI-STATE PORTA POTTY, INC.	OTHER GENERAL SUPPLIES	\$1,000.00
TRI-STATE TRAVEL	PRIVATE CONTRACT BUSSING	\$9,110.00
UNIVERSITY OF DUBUQUE ATHLETIC DEPT	STUDENT ENTRY FEES	\$150.00
VARSITY SPIRIT FASHIONS & SUPPLIES	OTHER GENERAL SUPPLIES	\$2,074.25
WEST MUSIC COMPANY	OTHER GENERAL SUPPLIES	\$197.95
WESTERN DUBUQUE HIGH SCHOOL	STUDENT ENTRY FEES	\$90.00
<b>Fund Total:</b>		<b>\$41,288.41</b>
<b>Grand Total:</b>		<b>\$10,242,130.52</b>

**DUBUQUE COMMUNITY SCHOOL DISTRICT  
REGULAR BOARD MEETING  
AUGUST 11, 2025**

TO THE BOARD OF EDUCATION  
DUBUQUE, IOWA

THE FOLLOWING IS A LIST OF ACCOUNTS PAYABLE WHICH WILL BE PRESENTED TO THE BOARD OF EDUCATION FOR APPROVAL PER THE DIRECTION OF THE AUGUST 11, 2025 MEETING. SHOULD YOU DESIRE ANY INFORMATION IN REGARD TO THE SAME, I SHALL BE PLEASED TO FURNISH IT UPON REQUEST.

PERIOD: JULY 1-31, 2025

RESPECTFULLY SUBMITTED,  
SECRETARY: CAROLYN MAUSS

\_\_\_\_\_  
BOARD MEMBER SIGNATURE

\_\_\_\_\_  
DATE

<b>Fund</b>		<b>Amount</b>
10	GENERAL FUND	\$2,669,263.17
19	NON-FIDUCIARY SCHOLARSHIP	\$8,500.00
21	STUDENT ACTIVITY FUND	\$58,833.23
22	MANAGEMENT LEVY	\$3,289,925.24
33	SAVE TAX	\$763,054.40
36	PHYSICAL PLANT/EQUIP LEVY	\$810,203.06
40	DEBT SERVICE FUND	\$7,475,040.50
61	SCHOOL NUTRITION FUND	\$68,572.94
76	CLEARING FUND	\$301,417.65
91	AGENCY HOSPITALITY FUND	\$175.00

**GRAND TOTAL: \$15,444,985.19**

# Dubuque Community School District

## Regular Board Meeting

August 11, 2025

Vendor Name	Description	Check Total
<b>Fund: AGENCY/HOSPITALITY FUND</b>		
GEISTKEMPER, LAUREN M	OTHER GENERAL SUPPLIES	\$50.00
HOLESINGER, MIMI L	OTHER GENERAL SUPPLIES	\$50.00
PITTMAN, CARLOS A	OTHER GENERAL SUPPLIES	\$25.00
TILL, RICK J	OTHER GENERAL SUPPLIES	\$50.00
	<b>Fund Total:</b>	<b>\$175.00</b>
<b>Fund: CLEARING FUND</b>		
ALLIANT ENERGY-IP&L	ELECTRICITY	\$52.53
AMERICAN FIDELITY ASSURANCE COMPANY	OTHER EMPLOYEE DEDUCTION	\$77.86
BASE	OTHER EMPLOYEE DEDUCTION	\$52,511.51
DELTA DENTAL OF IOWA	OTHER INSURANCE	\$148,265.95
HARRIS N.A.	MISCELLANEOUS REVENUE	(\$331.17)
MEDICAL ASSOCIATES HMO (EMPLOYEE)	OTHER EMPLOYEE DEDUCTION	\$35,315.99
SELF INSURED SERVICES COMPANY	OTHER INSURANCE	\$25,147.04
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	OTHER EMPLOYEE DEDUCTION	\$40,377.94
	<b>Fund Total:</b>	<b>\$301,417.65</b>
<b>Fund: DEBT SERVICE FUND</b>		
UMB BANK N.A.	INTEREST - LONG TERM DEBT	\$1,310,040.50
UMB BANK N.A.	REDEMPTION OF PRINCIPAL	\$6,165,000.00
	<b>Fund Total:</b>	<b>\$7,475,040.50</b>
<b>Fund: GENERAL FUND</b>		
3D MOLECULAR DESIGNS, LLC	INSTRUCTION SUPPLIES	\$750.00
95 PERCENT GROUP INC	TEXTBOOKS	\$40,680.20
ACCESS SYSTEMS	OTHER GENERAL SUPPLIES	\$232.80
ALLIANT ENERGY-IP&L	ELECTRICITY	\$1,063.89
AMAZON CAPITAL SERVICES, INC	INSTRUCTION SUPPLIES	\$2,126.22
AMAZON CAPITAL SERVICES, INC	OFFICE SUPPLIES	\$144.35
AMERICAN FIDELITY ASSURANCE COMPANY	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$1,636.85
ARTISTIC CLEANERS	OTHER PURCH PROF SERVICES	\$2,118.00
AVALON BODY SHOP INC	OTHER PURCH PROF SERVICES	\$1,405.00
BAEHLER, ERIC	OFFICIAL/REFEREE	\$358.00
BROADCAST MUSIC INC	TECHNOLOGY-RELATED SOFTWARE	\$686.47
CARBER, JR., JERRY	OFFICIAL/REFEREE	\$135.00
CAROLINA BIOLOGICAL SUPPLY COMPANY	INSTRUCTION SUPPLIES	\$279.75
CDW GOVERNMENT INC	MACHINERY/EQUIPMENT	\$2,852.00
CENTURY LINK	TELEPHONE/DATA LINES	\$659.66
CHALLENGE TO CHANGE INC.	OTHER GENERAL SUPPLIES	\$1,000.00
CITY OF DUBUQUE	OTHER GENERAL SUPPLIES	\$210.00
CITY OF DUBUQUE	OTHER PURCH PROF SERVICES	\$60.00
COLLECTION SERVICES CENTER-PAYROLL	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$1,084.44
CS TECHNOLOGIES, INC.	TELEPHONE/DATA LINES	\$2,315.25
DCSD DEBIT CARD	CASH IN BANK - CHECKING	\$1,088.00
DON CARTER LANES INC	OTHER GENERAL SUPPLIES	\$109.00
DUBUQUE METRO AREA SOLID WASTE AGENCY	REFUSE DISPOSAL	\$293.50

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
EDPUZZLE, INC.	TECHNOLOGY-RELATED SOFTWARE	\$32,667.95
EMPLOYEE BENEFITS CORPORATION	OTHER PURCH PROF SERVICES	\$864.98
FEDERAL TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$77,062.86
FERRIS, KEVIN S.	OTHER CURRENT LIABILITIES	\$159.50
FICA WITHHOLDING - EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$145,745.94
FLASHLIGHT LEARNING INC	INSTRUCTION SUPPLIES	\$21,250.00
FLASHLIGHT LEARNING INC	STAFF WORKSHOP/CONFERENCE REG FEES	\$1,500.00
FLINN SCIENTIFIC INC	INSTRUCTION SUPPLIES	\$375.03
GAMMON APPLICATIONS, LLC	TECHNOLOGY-RELATED SOFTWARE	\$3,650.00
GIBBS, JOSEPH J.	OFFICIAL/REFEREE	\$290.00
GINTER, BENJAMIN J	TRANSPORTATION SUPPLIES	\$12.99
GULYASH, RON S	OFFICIAL/REFEREE	\$375.00
HAMANN, DAKOTA	OFFICIAL/REFEREE	\$121.00
HANDS UP COMMUNICATIONS INC	PROF-EDUCATIONAL SERVICES	\$638.88
HARRIS N.A.	FURNITURE/FIXTURES	\$429.97
HARRIS N.A.	GASOLINE	\$27.89
HARRIS N.A.	IN STATE TRAVEL	\$1,067.70
HARRIS N.A.	INSTRUCTION SUPPLIES	\$11,261.40
HARRIS N.A.	LIBRARY BOOKS	\$51.40
HARRIS N.A.	MACHINERY/EQUIPMENT	\$6,198.51
HARRIS N.A.	MEMBERSHIP DUES	\$4,805.00
HARRIS N.A.	MISCELLANEOUS REVENUE	(\$15.00)
HARRIS N.A.	OFFICE SUPPLIES	(\$65.74)
HARRIS N.A.	OTHER EQUIPMENT	\$1,223.22
HARRIS N.A.	OTHER GENERAL SUPPLIES	\$22,675.71
HARRIS N.A.	OTHER PURCH PROF SERVICES	\$4,058.63
HARRIS N.A.	OUT OF STATE TRAVEL	\$1,599.78
HARRIS N.A.	POSTAGE	\$9.60
HARRIS N.A.	PROFESSIONAL BOOKS	\$11.37
HARRIS N.A.	REFUSE DISPOSAL	\$494.30
HARRIS N.A.	REPAIR/MAINTENANCE	\$285.57
HARRIS N.A.	SOFTWARE	\$1,995.00
HARRIS N.A.	STAFF DUES	\$1,310.00
HARRIS N.A.	STAFF WORKSHOP/CONFERENCE REG FEES	\$735.00
HARRIS N.A.	TECH REPAIR CONSUMABLE	\$1,887.59
HARRIS N.A.	TECHNOLOGY SUPPLIES	\$4,590.47
HARRIS N.A.	TECHNOLOGY-RELATED SOFTWARE	\$9.90
HARRIS N.A.	TRANSPORTATION PARTS	\$3,509.62
HARRIS N.A.	TRANSPORTATION SUPPLIES	\$890.50
HARRIS N.A.	TRANSPORTATION TIRES	\$7.99
HENDRICKS FEED & SEED CO., INC	OTHER GENERAL SUPPLIES	\$187.50
HONORS GRADUATION, LLC	OTHER GENERAL SUPPLIES	\$2,204.00
HOVDEN OIL INC	TRANSPORTATION LUBRICANTS	\$389.78
IA PUBLIC EMP RETIREMENT-EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$153,313.40
ILLINOIS DEPARTMENT OF REVENUE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$783.85

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
ING - COMMON REMITTER	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$5,478.84
IOWA ASSN OF SCHOOL BOARDS	INSTITUTION DUES	\$14,159.00
IOWA DEPARTMENT OF HUMAN SERVICES	INTERGOVERNMENTAL PAYABLE	\$209,486.01
IOWA DEPARTMENT OF NATURAL RESOURCES	BUILDING REPAIR/MAINT	\$33.70
IOWA LOCAL GOVERNMENT RISK POOL	NATURAL GAS	\$540,517.48
COMMISSI		
IOWA SCHOOL FINANCE INFORMATION	INSTITUTION DUES	\$3,867.45
SERVICES		
IOWA STATE TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$25,601.95
JP GASWAY COMPANY INC	INSTRUCTION SUPPLIES	\$10,821.00
JP GASWAY COMPANY INC	OTHER GENERAL SUPPLIES	\$25,249.00
JUICEBOX INTERACTIVE	OTHER PURCH PROF SERVICES	\$4,898.00
KONE INC	OTHER PURCH PROF SERVICES	\$68,266.56
KRAPFL, LISA	CONTRACTED TRAINING PROVIDER	\$295.00
LESSONPIX INC	SOFTWARE	\$3,052.80
LORAS COLLEGE	OTHER PURCH PROF SERVICES	\$15,107.25
MADISON NATIONAL LIFE INSURANCE CO.	DISABILITY INSURANCE	(\$6.94)
MADISON NATIONAL LIFE INSURANCE CO.	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$4,333.08
MEDICAL ASSOCIATES HMO (EMPLOYEE)	MEDICAL INSURANCE	\$134.08
MEDICAL ASSOCIATES HMO (EMPLOYEE)	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$143,257.51
MERCY MEDICAL CENTER	OTHER GENERAL SUPPLIES	\$586.39
MURRAY, DANIEL	OFFICIAL/REFEREE	\$135.00
NASCO	INSTRUCTION SUPPLIES	\$123.43
NEW JERSEY FAMILY SUPPORT PYMT CENTER	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$200.00
NORTHEAST IOWA COMM COLLEGE-CALMAR	STAFF WORKSHOP/CONFERENCE REG FEES	\$2,960.00
NORTHEAST IOWA COMM COLLEGE-CALMAR	TUITION/COMM. COLLEGE	\$909.60
NORTHWESTERN UNIVERSITY	TECHNOLOGY-RELATED SOFTWARE	\$13,230.00
NUTRISLICE, INC.	OTHER PURCH PROF SERVICES	\$7,860.36
OUTFLY, INC	CONDO OPERATING EXPENSES	\$8,706.87
PAYROLL NET - ACH	NET PAYROLL PAYABLE	\$706,911.58
QUADIENT LEASING USA, INC	RENTAL - OTHER	\$120.00
QUILL CORPORATION	OTHER GENERAL SUPPLIES	\$159.48
RADIO DUBUQUE, INC.	RENTAL OF EQUIP/VEHICLES	\$677.90
RAZO, ANTHONY	OFFICIAL/REFEREE	\$115.00
RESPONDUS, INC.	OTHER PURCH PROF SERVICES	\$5,345.00
RICOH USA, INC	OTHER GENERAL SUPPLIES	\$335.19
ROEN, JEFFREY A.	OFFICIAL/REFEREE	\$135.00
ROWSON, MICHAEL ALLEN	OFFICIAL/REFEREE	\$245.50
RUGGEBERG, STEVE	OFFICIAL/REFEREE	\$239.00
SADLER, DENNIS JAMES	OFFICIAL/REFEREE	\$295.00
SCHEWE, JERRY	OFFICIAL/REFEREE	\$126.50
SIMMONS, TYLER	OFFICIAL/REFEREE	\$443.50
SONOVA USA INC	OTHER EQUIPMENT	\$1,936.66
STAPLES ADVANTAGE	INSTRUCTION SUPPLIES	\$1,964.13
STAPLES ADVANTAGE	OFFICE SUPPLIES	\$520.44
STAPLES ADVANTAGE	OTHER GENERAL SUPPLIES	\$1,485.95

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
TEAMBUILDR LLC	OTHER GENERAL SUPPLIES	\$3,200.00
TEAMBUILDR LLC	SOFTWARE	\$3,600.00
TELEGRAPH HERALD	OTHER GENERAL SUPPLIES	\$406.41
TENNANT SALES AND SERVICE COMPANY	BUILDING REPAIR/MAINT	\$101.80
THE GOLDEN VIEW NEWSPAPER	OTHER PURCH PROF SERVICES	\$100.00
THOMPSON TIRE AND RETREAD	TRANSPORTATION TIRES	\$1,504.84
ULINE, INC	OTHER GENERAL SUPPLIES	\$3,414.39
UNITED PARCEL SERVICE	POSTAGE	\$298.61
UNITED WAY SERVICES	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$46.50
URBAN EDUCATION NETWORK OF IOWA (UEN)	INSTITUTION DUES	\$10,750.00
US CELLULAR	TELEPHONE/DATA LINES	\$935.66
USI EDUCATION & GOVT SALES	INSTRUCTION SUPPLIES	\$574.92
VANDERMEULEN, AMY L	IN STATE TRAVEL	\$256.20
VERIZON WIRELESS	OTHER PURCH PROF SERVICES	\$80.02
VERIZON WIRELESS	TELEPHONE/DATA LINES	\$40.01
VIERTEL, DAVID E.	OFFICIAL/REFEREE	\$135.00
WARDS SCIENCE	INSTRUCTION SUPPLIES	\$908.40
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	MEDICAL INSURANCE	\$1,263.51
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$204,835.33
WILLE, JONATHAN DAVID	OFFICIAL/REFEREE	\$165.00
XELLO INC	TECHNOLOGY-RELATED SOFTWARE	\$34,390.90
<b>Fund Total:</b>		<b>\$2,669,263.17</b>
<b>Fund: MANAGEMENT LEVY</b>		
DAKOTA TRUCK UNDERWRITERS	WORKERS COMP.	\$768,100.00
FRIEDMAN INSURANCE, INC.	AUTO/BUS INSURANCE	\$189,290.00
FRIEDMAN INSURANCE, INC.	BUILDING/PROPERTY	\$970,527.22
FRIEDMAN INSURANCE, INC.	ERRORS AND OMISSIONS	\$48,804.00
FRIEDMAN INSURANCE, INC.	GENERAL LIABILITY	\$281,985.17
MEDICAL ASSOCIATES HMO (EMPLOYEE)	MEDICAL INSURANCE	\$13,696.72
SPECIAL PAY TRUST	EMPLOYER PAID TSA	\$398,611.98
STORM PROTECTION FUND	BUILDING/PROPERTY	\$190,053.00
SU INSURANCE COMPANY	OTHER INSURANCE	\$405,492.50
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	MEDICAL INSURANCE	\$23,364.65
<b>Fund Total:</b>		<b>\$3,289,925.24</b>
<b>Fund: NON-FIDUCIARY SCHOLARSHIP FUNDS</b>		
GRINNELL COLLEGE	AWARD	\$500.00
IOWA STATE UNIVERSITY - SCHOLARSHIPS	AWARD	\$1,600.00
KIRKWOOD COMMUNITY COLLEGE	AWARD	\$500.00
LORAS COLLEGE	AWARD	\$1,400.00
TRUSTEES OF DARTMOUTH COLLEGE	AWARD	\$500.00
UNIVERSITY OF DUBUQUE	AWARD	\$500.00
UNIVERSITY OF IOWA - FINANCIAL AID	AWARD	\$500.00
UNIVERSITY OF NORTHERN IOWA	AWARD	\$2,000.00

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
WARTBURG COLLEGE	AWARD	\$1,000.00
<b>Fund Total:</b>		<b>\$8,500.00</b>
<b>Fund: PHYSICAL PLANT/EQUIP LEVY</b>		
DUBUQUE ACOUSTICAL COMPANY	OTHER PROPERTY SERVICES	\$2,900.00
HARRIS N.A.	BLDG CONSTRUCTION SUPPLY	\$8,152.89
HARRIS N.A.	F/A OTHER PROPERTY SERV	\$403.17
HARRIS N.A.	MACHINERY/EQUIPMENT	\$590.00
HEIAR BROTHERS FENCING & SUPPLY, INC	F/A OTHER PROPERTY SERV	\$608.00
NORTH CENTRAL INTERNATIONAL LLC	VEHICLES	\$790,195.00
OPENING SPECIALISTS INC	OTHER PROPERTY SERVICES	\$495.00
RICOH USA, INC	OTHER TECH SERVICES	\$4,676.00
ZEPHYR ALUMINUM PRODUCTS	OTHER PROPERTY SERVICES	\$2,183.00
<b>Fund Total:</b>		<b>\$810,203.06</b>
<b>Fund: SCHOOL NUTRITION FUND</b>		
ALLAMAKEE NEW BEGINNING, INC.	PURCHASED FOOD	\$1,165.00
DELUXE BUSINESS CHECKS & SOLUTIONS	OTHER GENERAL SUPPLIES	\$1,216.23
FEDERAL TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$1,334.80
FICA WITHHOLDING - EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$2,510.86
HARRIS N.A.	MACHINERY/EQUIPMENT	\$384.02
HARRIS N.A.	PURCHASED FOOD	\$311.95
IA PUBLIC EMP RETIREMENT-EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$2,607.66
IOWA STATE TAX WITHHOLDING	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$460.23
MADISON NATIONAL LIFE INSURANCE CO.	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$454.11
MEDICAL ASSOCIATES HMO (EMPLOYEE)	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$6,522.64
PAYROLL NET - ACH	NET PAYROLL PAYABLE	\$12,317.86
PERFORMANCE FOODSERVICE	PURCHASED FOOD	\$1,149.72
PRAIRIE FARMS DAIRY, INC	PURCHASED FOOD	\$1,986.04
WELLMARK BLUE CROSS BLUE SHIELD OF IOWA	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$35,569.14
WELU INC.	OTHER GENERAL SUPPLIES	\$582.68
<b>Fund Total:</b>		<b>\$68,572.94</b>
<b>Fund: SECURE AN ADVANCED VISION FOR EDUCATION (SAVE)</b>		
ARBITERSPORTS LLC	OTHER PURCH PROF SERVICES	\$7,904.30
ARMSTRONG SYSTEMS & CONSULTING, INC	OTHER PURCH PROF SERVICES	\$1,615.00
CENTURY LINK - PHOENIX	TELEPHONE/DATA LINES	\$2,326.50
COMPUTER INFORMATION CONCEPTS, INC.	OTHER PURCH PROF SERVICES	\$144,802.00
CONNECTWISE, LLC	OTHER PURCH PROF SERVICES	\$25,080.00
FRONTLINE TECHNOLOGIES GROUP LLC	OTHER PURCH PROF SERVICES	\$133,533.44
GLOBAL RESILIENCE FEDERATION INC	OTHER PURCH PROF SERVICES	\$5,250.00
HARRIS N.A.	TECHNOLOGY SUPPLIES	\$1,094.40
HP INC	TECHNOLOGY SUPPLIES	\$1,378.30
IMON COMMUNICATIONS, LLC	TELEPHONE/DATA LINES	\$1,361.07
INFINITE CAMPUS INC	OTHER PURCH PROF SERVICES	\$500.00
INTOUCH RECEIPTING	OTHER PURCH PROF SERVICES	\$8,659.00

**Dubuque Community School District**  
**Regular Board Meeting**  
**August 11, 2025**

Vendor Name	Description	Check Total
LIGHTSPEED SOLUTIONS, LLC	OTHER PURCH PROF SERVICES	\$82,080.00
LIGHTSPEED SOLUTIONS, LLC	SOFTWARE	\$17,900.00
MOSYLE CORPORATION	OTHER PURCH PROF SERVICES	\$18,150.00
PARENTSQUARE INC	OTHER PURCH PROF SERVICES	\$57,990.80
PIPER SANDLER & CO.	BOND COSTS	\$1,000.00
RACOM CORPORATION	OTHER PURCH PROF SERVICES	\$39,186.70
RAPTOR TECHNOLOGIES, LLC	OTHER PURCH PROF SERVICES	\$14,675.01
RAVE WIRELESS, INC.	OTHER PURCH PROF SERVICES	\$33,491.00
TIME CLOCK PLUS, LLC	OTHER PURCH PROF SERVICES	\$54,158.00
TYLER TECHNOLOGIES, INC.	OTHER PURCH PROF SERVICES	\$108,998.80
UMB BANK N.A.	BOND COSTS	\$1,600.00
VERIZON WIRELESS	TELEPHONE/DATA LINES	\$320.08
<b>Fund Total:</b>		<b>\$763,054.40</b>
<b>Fund: STUDENT ACTIVITY FUND</b>		
ADVANCE DESIGNS INC	OTHER GENERAL SUPPLIES	\$1,044.75
BSN SPORTS LLC	OTHER GENERAL SUPPLIES	\$1,811.25
CITY OF DUBUQUE	OTHER GENERAL SUPPLIES	\$100.00
CMC NEPTUNE, LLC	OTHER GENERAL SUPPLIES	\$3,230.00
DISTRICT 20 SUPPLY CO.	OTHER GENERAL SUPPLIES	\$6,176.00
DUBUQUE SIGN COMPANY	OTHER GENERAL SUPPLIES	\$237.25
FICA WITHHOLDING - EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$161.46
GEHL LAWN SERVICE	PROF-EDUCATIONAL SERVICES	\$250.00
HAPPYS PLACE	OTHER GENERAL SUPPLIES	\$1,859.50
HARRIS N.A.	MACHINERY/EQUIPMENT	\$1,380.00
HARRIS N.A.	OTHER GENERAL SUPPLIES	\$9,893.34
HUDL-AGILE SPORTS TECHNOLOGIES INC	MACHINERY/EQUIPMENT	\$2,000.00
HUDL-AGILE SPORTS TECHNOLOGIES INC	OTHER GENERAL SUPPLIES	\$13,500.00
HY-VEE, INC.	OTHER GENERAL SUPPLIES	\$936.00
IA PUBLIC EMP RETIREMENT-EMPLOYEE	PAYROLL DEDUCTIONS AND WITHHOLDINGS	\$165.98
IOWA HIGH SCHOOL MUSIC ASSOCIATION	STAFF DUES	\$25.00
IRON SHARPENS IRON TEAM WRESTLING CAMPS	STUDENT ENTRY FEES	\$635.00
LUTHER COLLEGE	STUDENT ENTRY FEES	\$150.00
NASSP NATL ASSOC OF SECONDARY	OTHER GENERAL SUPPLIES	\$385.00
PAYROLL NET - ACH	NET PAYROLL PAYABLE	\$908.04
TEAM BUILDING BLOCK	OTHER GENERAL SUPPLIES	\$365.00
TRI-STATE PORTA POTTY, INC.	OTHER GENERAL SUPPLIES	\$1,000.00
UNIVERSITY OF DUBUQUE ATHLETIC DEPT	OTHER GENERAL SUPPLIES	\$300.00
VARSITY SPIRIT FASHIONS & SUPPLIES	OTHER GENERAL SUPPLIES	\$12,234.65
VERIZON WIRELESS	PROF-EDUCATIONAL SERVICES	\$40.01
ZENNER, HALEY E	OTHER GENERAL SUPPLIES	\$45.00
<b>Fund Total:</b>		<b>\$58,833.23</b>

**Dubuque Community School District  
Regular Board Meeting  
August 11, 2025**

Vendor Name

Description

Check Total

**Grand Total: \$15,444,985.19**

DUBUQUE COMMUNITY SCHOOL DISTRICT  
Facilities/Support Services Committee

BOARD COMMITTEE MINUTES

This form is used by all multimember committees established by the Board of Education. Before any meeting is held, be sure you have met the requirements of Chapter 1037 Laws of the 67<sup>th</sup> G.A., 1978 Session, Official Meetings Open to Public.

- I. Complete the Following Before Starting the Meeting
- A. Date agenda was posted for meeting: August 1, 2025
  - B. Date media were emailed agenda: August 1, 2025
  - C. Media who were emailed an agenda: Telegraph Herald; Des Moines Register; KWWL; KCRG; KGAN; Radio Dubuque; Townsquare Media Group; and Chamber of Commerce.
  - D. Board Committee: **Facilities/Support Services Committee**
  - E. Date and Time of Meeting: **August 4, 2025 - 4:00 p.m.**
  - F. Place of Meeting: **The Forum**
  - G. Attach agenda to this form. Verify that a copy of the agenda has been filed with the Secretary of the Board and the Administrator holding the Committee meeting.

If any of the above data does not comply with the open meeting law, do not begin the meeting.

Board Members present: Dirk Hamel, Lisa Wittman, Sarah Jacobitz-Kizzier, Katie Jones, Kate Parks, Anderson Sainci and Nancy Bradley. District representatives present: Amy Hawkins, Rob Powers, Sarah Pfab, Joe Malony, Brian Kuhle, Coby Culbertson, Mike Cyze, Rick Till and Lisa Demmer.

Dirk Hamel called the meeting to order at 4:00 p.m.

Agenda for August 4, 2025

Agenda was approved as submitted.

Insurance Review

Dan Wellik, Assured Partners, presented a five-year premium comparison. \$74,765.00 in additional property value was added due to Senior building addition. Auto increased by \$18,527.00 due to coverage of newer buses and number of autos to be covered. Linebacker/E&O increased by \$17,681.00 as a result of multiple claims. No deductible buyback lowered the premium costs by \$30,632.00.

Donation of Cabinet, Countertop and Sink to Lincoln Elementary

Donation of cabinets, sink, and countertop etc. for an estimated cost of \$1,215.52 to Lincoln Elementary School. Board 08.11.25

Donation of Labor for Ticket Booth to Hempstead High School

Donation of time and labor to build a ticket booth from Micah Fern, Boy Scout and senior at Hempstead High School, the cost of materials and cement slab were donated to the district. Board 08.11.25

Donation of Bicycles to People Associated with Lincoln School (PALS)

Donation of bicycles that were at Lincoln Elementary to the PALS parent group for fall festival. Board 8.11.25

Update on Current District Projects

**Eisenhower Elementary Gym Addition Project**

Rob Powers updated the committee on the project. The main focus of construction is on the kitchen and main entrance. The Gym addition is going well, and the hole has been dug for the footprint.

**Eisenhower/Keller Elementary Roof Replacement**

The contractor is waiting for materials to come in.

**Irving Elementary Mechanical Remodel Project**

Moving along nicely. Daily conversations with the principal regarding the rooms that will be available during the project. Currently, construction will be limited to ten rooms. The younger students will be in the same classrooms all year, with the older students rotating in and out of classrooms as the work gets completed. Director of Behavioral Supports, Mimi Holesinger, has moved over to the Hoover campus to help as an administrator over the 3<sup>rd</sup> and 4<sup>th</sup> graders from Irving who will attend there this school year.

**Eleanor Roosevelt Middle School Bus Loop Resurfacing Project**

Change order #3 for extra asphalt for an increased amount of \$12,880.00. Board 08.11.25  
Project is complete. Rob Powers presented the certificate of completion, final estimate of costs, and resolution for final acceptance and closing final project costs for the Eleanor Roosevelt Bus Loop Resurfacing Project. Board 8.11.25

**Marshall Elementary Playground Replacement Project**

All of the playground equipment and drainage for the equipment have been installed. Rubber mulch will be replaced and the fence installed.

**Hempstead High School Shed Replacement Project**

Construction of a 40' x 50' shed plus grading for equipment storage for an estimated cost of \$250,000. Bid opening is set for August 25<sup>th</sup> at 2:00 p.m. and the public hearing will take place on September 2, 2025. Board 08.11.25

Cenergistic Update

Rob Powers updated the committee for Josh Pociask. Josh continues to meet with building staff to work on setback schedule changes as staff come back to buildings.

Update on Facility Efficiencies

Superintendent Hawkins updated the committee with the districts work with Invision Architects. New architectural renderings are being designed to present at the community engagement meetings. A yes committee has formed, and they expect petition signatures for placing the general obligation bond language on the November ballot will be ready for the Board in September.

Project Recaps for PPEL and SAVE

CFO, Lisa Demmer reviewed the Physical Plant and Equipment Levy (PPEL) and Secure an Advanced Vision for Education (SAVE) project planning reports.

Other Items

The next meeting was scheduled for Monday, September 2, 2025.

The meeting adjourned at 4:29 p.m.

Carolyn Mauss,

Secretary Board of Education

**ITEM I - RESIGNATIONS – Recommended for Approval****A. Teacher**

Name	Resignation Received	Effective	Date of Hire	School/Position	Reason
Lindstrom, Emma	6/12/25	5/30/25	8/15/19	Prescott/Grade 2	Other Employment

**B. Classified**

Arendsdorf, Robin	8/4/25	5/29/25	12/1/17	Irving/LRC Paraprofessional	Personal
Boyle, Hannah	7/29/25	5/29/25	9/8/22	Marshall/LRC Paraprofessional	Other Employment
Bush, Kimber	7/29/25	5/29/25	9/7/23	Audubon/MC Paraprofessional	Other Employment
Carroll, Chiquitta	8/4/25	5/29/25	8/29/23	Senior/MC Paraprofessional	Personal
Deshazier, Stacy	7/28/25	5/29/25	8/22/19	Carver/MC Paraprofessional	Personal
Flury, Kate	8/4/25	5/29/25	1/6/25	Seedlings/ECSE Paraprofessional	Personal
Haug, Sally	7/22/25	5/30/25	8/22/17	Roosevelt/Communication Coach	Personal
Heims, Lynette	7/29/25	5/29/25	9/27/24	Lincoln/Food Service	Personal
Hougham, Kevin	7/30/25	7/8/25	8/19/19	Transportation/Bus Driver	Personal
Lynch, Jennifer	8/3/25	5/29/25	3/1/19	Audubon/Food Services	Other Employment
Mapes, Katelyn	7/31/25	5/29/25	10/3/24	Lincoln/MC Paraprofessional	Personal
Nebel, Debbie	7/8/25	5/29/25	9/14/23	Transportation/Bus Attendant	Personal
Rooney, Madeline	8/5/25	5/29/25	8/22/22	Prescott/ MC Paraprofessional	Personal
Schadler, Cindy	7/29/25	5/29/25	10/31/11	Roosevelt/Paraprofessional	Personal
Schmitt, Shawnee	8/6/25	5/29/25	8/22/24	Seedlings/ECSE Paraprofessional	Personal
Thuma, Ann	7/25/25	5/29/25	10/9/17	Table Mound/ Paraprofessional	Personal

**C. Teacher Coach**

Wehrspann, William	7/31/25	5/29/25	8/15/22	Jefferson/Football	Personal
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**D. Coach**

Oyen, Lucas	7/18/25	5/29/25	11/6/23	Senior/Football	Personal
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**ITEM II - RETIREMENT INCENTIVE – Recommended for Approval**

Name	Application Received	Effective	Date of Hire	School	Position
Martin, Timothy	7/24/25	10/31/25	9/6/05	Hempstead	Head Custodian
Roussel, JoAnn	8/2/25	10/31/25	1/3/02	Hempstead	Secretary

### ITEM III - INITIAL APPOINTMENTS – Recommended for Approval

#### A. Teachers

Name	College	Previous Employment	School/ Assignment	Replacing	Recommended By	Salary	
						Scale	Amount
Faulkner, Katherine	University N Texas	Sugarland TX	Kennedy / Gifted & Talented	Morley	Peterson & Glaser/ Kuhle	MA+45-14	\$71,946.00
Felderman, Breanna	Mount Mercy	Cedar Rapids IA	Washington / Language Arts	Maro	Oberhoffer/Kuhle	BA-1	\$50,000.00
Fleisher, Audreana K	Minnesota State	Albert Lea MN	Washington / Science	Barbee	Oberhoffer/Kuhle	BA-4	\$50,000.00
Freihage, April	UD	Sub DCSD	Audubon / Grade 4	Koch	Glaser/Kuhle	BA-0	\$50,000.00
Houlihan, Kaylee M	UNI	Holy Family	Eisenhower / .5 Gifted & Talented	Jensen	Ferguson/Kuhle	MA-11	\$31,377.00
Johll, Elizabeth M	Wartburg	N/A	Hempstead / Math	Roe	Jorgenson/Kuhle	BA-0	\$50,000.00
Kohl, Katelyn	UD	Osage IA	Table Mound/ Special Education	Additional	Hull/Kuhle	MA+15-11	\$64,230.00
Stanner, Laura	University of Iowa	Marion IA	Washington / Language Arts	Lenz	Oberhoffer/Kuhle	MA+30-20	\$71,909.00
Stepanek, Lauren	UW Platteville	N/A	Marshall / Special Education	Schroeder	Hess/Kuhle	BA-0	\$50,000.00
Wagner, Samantha	Loras	Snoqualmie WA	Alta Vista / Special Education	Nolen	Santiago/Kuhle	BA+15-6	\$50,000.00

#### B. Classified

Name	School	Assignment	Replacing	Recommended By	Salary
Baker, Jerrica L	Hempstead	Paraprofessional	Burzlaff	Jorgenson/Kuhle	\$16.50
Bichell, Dasani M	Seedlings	Paraprofessional ECSE	Additional	Meehan/Kuhle	\$16.50
Block, Jordan	Alta Vista	Connector	Woods	Santiago/Kuhle	\$44,945.00
Boyle, Melissa	Hempstead	Security	Vacancy	Jorgenson/Kuhle	\$16.50
Brimeyer, Ashley E	Irving	Paraprofessional	Additional	Wagner/Kuhle	\$16.50
Brown, Carrie L	Senior	Paraprofessional	Hillery	Howes/Kuhle	\$16.50
Burns, Tariq	Hempstead	Security	Vacancy	Jorgenson/Kuhle	\$16.50
Carner, Julie K	Food And Nutrition	Food Service	Schiffer	Vesperman/Kuhle	\$16.56
Clark, Tiffany E	Senior	Paraprofessional	Gavin	Howes/Kuhle	\$16.50
Collins, Maud E	Hempstead	Paraprofessional	Pardo	Jorgenson/Kuhle	\$16.50
Conrad, Danielle A	Table Mound	Paraprofessional Health	Ploessel	Hull/Kuhle	\$16.50
Conro, Leta A	Food And Nutrition	Food Service	McCarty	Vesperman/Kuhle	\$16.56
Crow, Nancy J	Transportation	Bus Attendant Route	Wathen	Bolibaugh/Kuhle	\$19.30
Desanti, Jessica J	Hempstead	Paraprofessional	Helkena	Jorgenson/Kuhle	\$16.50
Digman, Danielle	Hempstead	Paraprofessional	Jackson	Jorgenson/Kuhle	\$16.50
Duarte, Megan M	Senior	Para Supervision	Dalsing	Howes/Kuhle	\$16.50
Duehr, Kelley M	Audubon	Paraprofessional ECSE	Shelke	Glaser/Kuhle	\$16.65
Edens, Amber	Roosevelt	Paraprofessional		Johll/Kuhle	\$16.50
Elbert, Oliver	Eisenhower	Paraprofessional	Kartman	Ferguson/Kuhle	\$16.50
Feldman, Kristine	Transportation	Bus Attendant Route	Jungblut	Bolibaugh/Kuhle	\$19.30

Francois, April L	Audubon	Paraprofessional	Jaeger	Glaser/Kuhle	\$16.50
Gardner, Samantha	Washington	Paraprofessional	Smith	Oberhoffer/Kuhle	\$16.50
Gaul, Elizabeth G	Hempstead	Paraprofessional EL/ML	Digno	Jorgenson/Kuhle	\$16.50
Greer, Christa M	Roosevelt	Paraprofessional	Nank	Johll/Kuhle	\$16.50
Hall, Latonna M	Jefferson	Paraprofessional	Kutsch	Lehman/Kuhle	\$16.50
Hast, Lisa M	Food And Nutrition	Food Service	Davis	Vesperman/Kuhle	\$16.56
Henningsen, Laura	Jefferson	Paraprofessional	Egan	Lehman/Kuhle	\$16.50
Hill, Sarah	Prescott	Reset & Recover	Additional	Nugent/Kuhle	\$23.77
Houselog, Sara M	Food And Nutrition	Food Service	Lynch	Vesperman/Kuhle	\$16.56
Hummel, David A	Jefferson	Paraprofessional	Turner	Lehman/Kuhle	\$16.50
Jancek, Hunter	Transportation	Truck Driver	Kuhn	Bolibaugh/Kuhle	\$24.47
Jotham, Amanda	Food And Nutrition	Food Service	Fredrick	Vesperman/Kuhle	\$16.50
Kehde, Jeffery	Hempstead	Paraprofessional	McPoland	Jorgenson/Kuhle	\$16.50
Krieger, Tiffani	Jefferson	Custodian	Reisen	Powers/Kuhle	\$22.92
Lawrence, Teri L	Eisenhower	Paraprofessional	Jeik	Ferguson/Kuhle	\$16.50
Lohneis, Darian	Table Mound	Paraprofessional	Thuma	Hull/Kuhle	\$16.50
Martin, Deirdre K	Table Mound	Paraprofessional	Vacancy	Hull/Kuhle	\$16.50
Nolte, Alexis	Lincoln	Paraprofessional	Vacancy	Elsinger/Kuhle	\$16.50
Noser, Elizabeth L	Seedlings	Paraprofessional ECSE	Additional	Meehan/Kuhle	\$16.65
Parker, Andy T	Lincoln	Paraprofessional	Seals	Elsinger/Kuhle	\$16.50
Pitz, Christina J	Hempstead	Paraprofessional	Squires	Jorgenson/Kuhle	\$16.50
Pritchett, Amber M	Seedlings	Paraprofessional ECSE	Nameth	Meehan/Kuhle	\$16.65
Riniker, Billie S	Kennedy	Paraprofessional	Vacancy	Peterson/Kuhle	\$16.50
Roa, Holly B	Senior	Paraprofessional	Sanchez	Howes/Kuhle	\$16.50
Roche, Daniel	Washington	Paraprofessional	Runde	Oberhoffer/Kuhle	\$16.50
Ryan, Addison M	Eisenhower	Paraprofessional	Perez	Ferguson/Kuhle	\$16.50
Sahm, Laken	Marshall	Paraprofessional	Grehard	Hess/Kuhle	\$16.50
Siegert, Gina A	Senior	Paraprofessional	Winston	Howes/Kuhle	\$16.50
Spear, Shelley	Food And Nutrition	Food Service	Molzof	Vesperman/Kuhle	\$16.56
Stoffel, Peggy S.	Seedlings	Paraprofessional ECSE	Nameth	Meehan/Kuhle	\$16.65
Sutton, Kenya	Marshall	Paraprofessional	Boland	Hess/Kuhle	\$16.50
Swift, Sharon	Marshall	Paraprofessional Health	Quade	Hess/Kuhle	\$16.50
Thoma, Kayleese	Bryant	Schedule E - Lego League	Vacancy	Richardson/Kuhle	\$1,948.00
Underwood, Bryan	Senior	Paraprofessional	Pauls	Howes/Kuhle	\$16.50
Vinson, Jackson J	Jefferson	Paraprofessional	Semenovych	Lehman/Kuhle	\$16.50
White, Donald R	Bryant	Paraprofessional	Additional	Richardson/Kuhle	\$16.50
Wissing, Jill M	Senior	Sched E - Drill & Flag	Additional	Howes/Kuhle\$	\$370.40
Wygle, Emily M	Table Mound	Paraprofessional	Vacancy	Hull/Kuhle	\$16.50

**ITEM VI - COACHING CONTRACTS – Recommended for Approval**

Name	School	Assignment	Replacing	Recommended By	Salary
Brimeyer, Melissa	Roosevelt	Volleyball Grade 8	Krug	Johll/Kuhle	\$2,121.00
Demerath, Tracy	Senior	Boys Cross Country	Ringo	Howes/Kuhle	\$2,754.00
Giesemann, Ryan	Senior	Varsity Asst Football	Hudson	Howes/Kuhle	\$3,640.00
Lampley, Marcus	Senior	Sophomore Head Football	Gukeisen	Howes/Kuhle	\$4,003.00
Lawler, Elizabeth	Roosevelt	Grade 7 Volleyball	Schiovani	Johll/Kuhle	\$2,121.00
Marchiori, Matthew	Hempstead	Boys Varsity Head Soccer	Lee	Jorgenson/Kuhle	\$4,339.00

**ITEM VII - ADMINISTRATOR APPOINTMENT – Recommended for Approval**

Name	School	Assignment	Replacing	Salary
Kapparos, Rich	Transportation	Manager	Bolibaugh	\$105,000.00

**ITEM VIII - AMENDED CONTRACTS – Recommended for Approval**

Name	School	Previous	Change	New	Reason
Breitbach, Angela D	Forum	N/A	Less \$10,916.00	N/A	Remove Extended Days/Curriculum Consultant - Transfer
David, Abigale	Irving	6.58 hrs./day	Add .92 hrs./day	7.5 hrs./day	Staffing needs
David, Trista	Irving	7.25 hrs./day	Add .5 hrs./day	7.75 hrs./day	Staffing needs
Davis, Renee	Irving	6.58 hrs./day	Add.17 hrs./day	6.75 hrs./day	Staffing needs
Keith, Tammy	Irving	6.58 hrs./day	Add .17 hrs./day	6.75 hrs./day	Staffing needs
Mcmullen, Vickie L	Hempstead	7 hrs./day	Less .5 hrs./day	6.5 hrs./day	Staffing needs
Paar, Dan	Transportation	\$24.92	Add \$.35	\$25.27	Assigned Lead Trucker
Peebles, Lindsay	Irving	6.58 hrs./day	Add .25 hrs./day	6.83 hrs./day	Staffing needs
Powers, Molly	Forum	N/A	Add \$10,727.00	N/A	Extended Days/Curriculum Consultant - Transfer
Reisen, Steve	Jefferson	\$22.92	Add \$.80	\$23.72	Transfer
Verhagen, Emily	Eisenhower	\$16.65	Less \$.15	\$16.50	Transfer

**ITEM IV - PROJECTS – Recommended for Approval****A. Hourly Project**

- Registration Assistance (School Charge) Project #4705  
Roosevelt  
8/1/2025 - 8/20/2025  
10.0225.2411.000.0000.000159 - \$671.40
- IEP Meetings (School Charge) Project #4706  
Lincoln  
8/1/2025 - 6/30/2026  
10.0499.1200.219.3305.000109 Para 10.0499.1200.219.3305.000129 Teacher 10.0499.2134.219.3305.000139 Nurse  
10.0499.2113.219.3305.000139 Liaison - \$5,300.00

Bechen, Kerry J
Blanchard, Elizabeth J
Bolsinger, Jody M
Brimeyer, Jessica L

Buelow, Kristin L
Buerger, Sean W
Busch, Emily A
Coates, Makenzi L

Cox, Sydney G
Curler, Alexis M
Doyle, Mackenzie L
Eigenberger, Kelly J

Frett, Jennifer L
Herr, Kristina L
Jean Gilles, Gabrielle K
Kizzier, Casey B
Klein, Ellen K
Knabel, Kristina R
Kratz, Amelia M
Lang, Callison M
Loney, Alexis A

Mccaw, Hannah J
Moser, Samantha L
Mueller, Kathryn S
Murray, Kendra E
Roarig, Jenna L
Ryan, Hillary D
Ryan, Lorlie L
Shultz, Anna M
Silvis, Jennilee P

Small, Jessalyn T
Steines, Lindsay J
Stoll, Jennifer L
Vanderheyden, Brittany E
Wallace, Amanda M
Weinschenk, Courtney S
Witt, Lisa M

3. Special Education Training After Contract Hours (School Charge) Project #4707

Lincoln

8/1/2025 - 6/30/2026

10.0499.1208.219.3305.000129 (Teacher); 10.0499.1208.219.3305.000109; 10.0499.2113.219.3305.000139 (Liaison);

10.0499.2134.219.3305.000139 (Nurse) - \$5,300.00

Bechen, Kerry J
Blanchard, Elizabeth J
Bolsinger, Jody M
Brimeyer, Jessica L
Buelow, Kristin L
Buerger, Sean W
Busch, Emily A
Coates, Makenzi L
Cox, Sydney G
Curler, Alexis M
Doyle, Mackenzie L
Eigenberger, Kelly J
Frett, Jennifer L
Herr, Kristina L
Jean Gilles, Gabrielle K
Kizzier, Casey B
Klein, Ellen K
Knabel, Kristina R
Kratz, Amelia M

Lang, Callison M
Loney, Alexis A
Mccaw, Hannah J
Moser, Samantha L
Mueller, Kathryn S
Murray, Kendra E
Roarig, Jenna L
Ryan, Hillary D
Ryan, Lorlie L
Shultz, Anna M
Silvis, Jennilee P
Small, Jessalyn T
Steines, Lindsay J
Stoll, Jennifer L
Vanderheyden, Brittany E
Wallace, Amanda M
Weinschenk, Courtney S
Witt, Lisa M

4. 25-26 Concurrent Teacher Training (District Charge) Project #4710

Secondary Schools

8/12/2025 - 6/1/2026

10.9331.1100.000.0000.000129 - \$9,205.14

Blosch, Sarah
Heiberger, Joe
Miller, Chris

Parkin, Chad
Weiland, Kristin

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

5. 2025-2026 Re-Engagement Graders (District Charge) Project #4711  
Secondary Schools  
8/12/2025 - 6/14/2026  
10.9331.1100.110.0000.000129 - \$5,856.25

Coleman, Kent
Cook, Melissa
Gravel, Jennifer
Mccarthy, Mark
Miller, Adam

Redmond, Tricia
Summerville, Ian
Williams, Maryjo
Watson, Christy

6. Title I Project - All Staff (School Charge) Project #4712  
Audubon  
8/14/2025 - 6/19/2026  
10.0418.1200.432.4501.000129 - \$35,897.20

Ahlbach, Laura R
Bechen, Lilian B
Brayton, Susan M
Breitbach, Jan M
Breitbach, Julie A
Brokus, Michelle T
Bush, Kimber L
Campbell, Connor M
Cavanaugh, Leah D
Clemen, Tara R
Culbertson, Hayleigh J
Dean, Corrinna M
Dirks-Bahl, Jody Lynn
Dyer, Jeffrey D
Edminster, Isabella R
Fiedler, Marianne E
Fox, Karen M
Freiburger, Carla A
Galliart, Rachel E
Galusha, Karlene J

Gobeli, Angela M
Godel, Rosette
Hanson, Cynthia S
Hernandez, Amy K
Kann, Paula L
Kelly, Susan M
Koch, Noel P
Kruse, Samantha M
Leibold, Jaclyn M
Lucas, Lisa M
Martin, Kayla C
Martin, Nikiesha L
Mc Cormick, Kale J
Metz, Christina M
Miller, Alisha D
Murphy, Natalie M
Nuss, Shawn M
Odell, Stacie A
Ostrander, Kristie A
Parcell, Kayla M

Pfaff, Amanda M
Pins, Mia M
Pregler, Lauren S
Rawal, Mandy M
Roschen, Brenda J
Schrader, Emily S
Schute, Tina M
Shaffer, Maryann M
Sigwarth, Meggan A
Speer, Heather L
Tracht, Beth M
Van Vleck, Steven E
Venditti, Grace E
Vermeulen, Beth M
Vogts, Theresa Joann
Williams, Jenaleigh S
Wohlers, Annette L
Wright, Katelin M

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

7. Special Ed Professional Learning Supports (School Charge) Project #4713  
 Audubon  
 8/14/2025 - 6/19/2026  
 10.1002.1208.219.3305.000129 - \$3,589.72

Ahlbach, Laura R
Bechen, Lilian B
Brayton, Susan M
Breitbach, Jan M
Breitbach, Julie A
Brokus, Michelle T
Bush, Kimber L
Campbell, Connor M
Cavanaugh, Leah D
Clemen, Tara R
Culbertson, Hayleigh J
Dean, Corrinna M
Dirks-Bahl, Jody Lynn
Dyer, Jeffrey D
Edminster, Isabella R
Fiedler, Marianne E
Fox, Karen M
Freiburger, Carla A
Gallart, Rachel E
Galusha, Karlene J

Gobeli, Angela M
Godel, Rosette
Hanson, Cynthia S
Hernandez, Amy K
Kann, Paula L
Kelly, Susan M
Koch, Noel P
Kruse, Samantha M
Leibold, Jaclyn M
Lucas, Lisa M
Martin, Kayla C
Martin, Nikiesha L
Mc Cormick, Kale J
Metz, Christina M
Miller, Alisha D
Murphy, Natalie M
Nuss, Shawn M
Odell, Stacie A
Ostrander, Kristie A
Parcell, Kayla M

Pfaff, Amanda M
Pins, Mia M
Pregler, Lauren S
Rawal, Mandy M
Roschen, Brenda J
Schrader, Emily S
Schute, Tina M
Shaffer, Maryann M
Sigwarth, Meggan A
Speer, Heather L
Tracht, Beth M
Van Vleck, Steven E
Venditti, Grace E
Vermeulen, Beth M
Vogts, Theresa Joann
Williams, Jenaleigh S
Wohlers, Annette L
Wright, Katelin M

8. IEP Meetings After Contract Hours (School Charge) Project #4714  
 Audubon  
 8/14/2025 - 6/19/2026  
 10.1002.1208.219.3305.000129 - \$2,987.72

Ahlbach, Laura R
Bechen, Lilian B
Brokus, Michelle T
Cavanaugh, Leah D
Clemen, Tara R
Culbertson, Hayleigh J
Dirks-Bahl, Jody Lynn
Dyer, Jeffrey D
Edminster, Isabella R
Fiedler, Marianne E
Fox, Karen M
Gallart, Rachel E
Galusha, Karlene J

Godel, Rosette
Hernandez, Amy K
Kann, Paula L
Kruse, Samantha M
Leibold, Jaclyn M
Martin, Kayla C
Mc Cormick, Kale J
Miller, Alisha D
Murphy, Natalie M
Odell, Stacie A
Ostrander, Kristie A
Parcell, Kayla M
Pfaff, Amanda M

Pregler, Lauren S
Rawal, Mandy M
Roschen, Brenda J
Schrader, Emily S
Schute, Tina M
Sigwarth, Meggan A
Speer, Heather L
Tracht, Beth M
Van Vleck, Steven E
Venditti, Grace E
Vermeulen, Beth M
Vogts, Theresa Joann
Wohlers, Annette L

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

9. School Improvement Project (School Charge) Project #4715

Audubon

8/15/2025 - 6/19/2026

10.0418.1200.432.4501.000129, 10.0418.2113.432.4501.000139, 10.0418.2134.432.4501.000139,

10.0418.1200.432.4501.000129, 10.0418.2411.432.4501.000159 - \$2,9877.20

Ahlbach, Laura R
Bechen, Lilian B
Brokus, Michelle T
Cavanaugh, Leah D
Clemen, Tara R
Culbertson, Hayleigh J
Dirks-Bahl, Jody Lynn
Dyer, Jeffrey D
Edminster, Isabella R
Fiedler, Marianne E
Fox, Karen M
Gallart, Rachel E
Galusha, Karlene J
Godel, Rosette
Hernandez, Amy K
Kann, Paula L
Koch, Noel P
Kruse, Samantha M
Leibold, Jaclyn M
Martin, Kayla C

Mc Cormick, Kale J
Miller, Alisha D
Murphy, Natalie M
Odell, Stacie A
Ostrander, Kristie A
Parcell, Kayla M
Pfaff, Amanda M
Pregler, Lauren S
Rawal, Mandy M
Roschen, Brenda J
Schrader, Emily S
Schute, Tina M
Sigwarth, Meggan A
Speer, Heather L
Tracht, Beth M
Van Vleck, Steven E
Venditti, Grace E
Vermeulen, Beth M
Vogts, Theresa Joann
Wohlers, Annette L

10. IEP Meeting After Contract Hours (School Charge) Project #4716

Marshall

8/1/2025 - 6/10/2026

10.0508.1208.219.3305.000129 - \$2,363.63

Esser, Bayleigh
Meadows, Elissa
Osterberger, Alli
Hermesen, Erin
Boigenzahn, Kalie
Donovan, Alyssa
Schneider, Hannah
Olberding, Kayla
Perreard, Katy
Lambe, Stephanie
Steil, Emma
Roth, Andrew

Tressel, Lynne
Wiersema, Ashley
Hefel, Ashley
Stork, Damian
Tuthill, Megan
Leick, Leah
Sullivan, Shauna
Stepanek, Lauren
Weber, Kelli
Deutmeyer, Christy
Splinter, Kelli
Gabriel, Megan

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

11. Kindergarten Welcome Event (School Charge) Project #4717

Marshall

8/1/2025 - 6/1/2026

10.0508.1100.110.0000.000129 - \$534.08

Deutmeyer, Christy
Splinter, Kelli
Miller, M'Lis
Felderman, Heather
Esser, Bayleigh
Meadows, Elissa

12. BLT (School Charge) Project #4718

Marshall

8/1/2025 - 6/10/2026

10.0508.1200.431.4501.000129, 10.0508.2113.431.4501.000139 - \$5,747.04

Hefel, Ashley
Stork, Damian
Markham, Molly
Felderman, Heather
Wall, Amanda
Peterson, Lee Ann
Donovan, Alyssa
Schneider, Hannah
Perreard, Katy

13. Building PD (School Charge) Project #4719

Marshall

8/1/2025 - 6/10/2026

10.0508.1200.431.4501.000129 - \$24,396.00

Bobis, Elizabeth
Boigenzah, Kalie
Deutmeyer, Christina
Donovan, Alyssa
Esser, Bayleigh
Felderman, Heather
Gabriel, Megan
Gudenkauf, Lana
Haas, Brandon
Hefel, Ashley
Hermesen, Erin
Klinkner, Tracy

Lambe, Stephanie
Leick, Leah
Markham, Molly
Meadows, Elissa
Miller, M'Lis
Northouse, Thressa
Olberding, Kayla
Osterberger, Alli
Perreard, Katherine
Pins, Carrie
Roth, Andrew
Schneider, Hannah

Splinter, Kelli
Steil, Emma
Stork, Damian
Sullivan, Shauna
Tauber, Karen
Tressel, Lynce
Tuthill, Megan
Wall, Amanda
Weber, Kelli
Wiersema, Ashley

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

14. Special Ed Professional Learning & Supports (School Charge) Project #4720  
Marshall  
8/1/2025 - 6/10/2026  
10.0508.1200.219.3305.000109, 10.0508.1200.219.3305.000129 - \$2,426.19

Deutmeyer, Christina
Haas, Brandon
Hefel, Ashley
Leick, Leah
Stork, Damian
Sullivan, Shauna
Tuthill, Megan
Weber, Kelli
Stepanek, Lauren

15. BLT (School Charge) Project #4721  
Irving  
8/12/2025 - 5/29/2026  
10.0481.1100.110.8200.000129 - \$8,800.00

Ligeralde, Krista
Malott, Angie
Tuthill, Michelle
Burke, Elissa
Murphy, Megan
Pfaff, Nick

Lammer, Scott
Schmechel, Meredith
Siegert, Patricia
Lech, Kayla
Hamilton, Bridget

16. Book Barcoding (School Charge) Project #4722  
Senior  
8/12/2025 - 8/21/2025  
10.0109.1100.110.0000.000109 - \$84.50

17. 25-26 VERTEX College and Career Readiness yr long (District Charge) Project #4723  
Secondary Schools  
8/15/2025 - 6/15/2026  
10.9331.1300.380.0000.000129 - \$3,200.40

Burgess, Christa
Gravel, Jennifer
Keleher, Aziza
Morgan, Rochelle

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

18. 25-26 MS Exploratory Curriculum Development (District Charge) Project #4724  
Middle Schools  
8/15/2025 - 6/1/2026  
10.9332.1100.110.0000.000129 - \$5,071.60

Breitbach, Karen
Burns, Christopher
Hoefler, Andy
Kim, Andrew
Lenz, Laura
McCarthy, Mark
Preston, Scott
Putman, Ryan
Reel, David
Ries, Alicia
Rush, Ryan
Smith, Jennifer
Soer, Zachary
Steepleton, Scott
Watson, Christy

19. CTE/Perkins Curriculum Development (Grant Charge) Project #4725  
Secondary Schools  
8/15/2025 - 6/1/2026  
10.9331.1100.380.4531.000129 - \$12,781.60

Connolly, Joseph
Eimers, Wendell
Goedken, Chelsy
Grap, Kaiser
Gravel, Jennifer
Hitzler, Tim
Jensen, Michael
Johnson, Adam
Keleher, Aziza
Kress, Todd
Rheingans, Jacob
Routley, Mariah
Westmark, Jennifer
Johns, Alexis
Bode, Victoria

20. 25-26 Financial Literacy Curriculum Development (District Charge) Project #4726  
Secondary Schools  
8/12/2025 - 6/1/2026  
10.9331.1100.110.0000.000126, 10.9331.2113.000.8300.000139 - \$1,736.20

Drahozal, Allison
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# **ITEM IV - PROJECTS – Recommended for Approval (Continued)**

## 21. IEP Meeting Outside School Hours (School Charge) Project #4727

Senior

8/15/2025 - 6/12/2026

10.0109.1208.219.3305.000129, 10.0109.1208.219.6605.000129, 10.0109.2134.219.3305.000139,

10.0109.2113.219.3305.000139, 10.0109.2115.219.3305.000139 - \$4,559.13

Acierno, Ellen E
Allee, Cassie D
Anderson, Molly D
Arendsdorff, Stephanie M
Auderer, Jill M
Barton, Kyle R
Basten, Andrew J
Benson, Amanda R
Berna, Nicole M
Black, Heather L
Bontemps, Jean M
Bowman, Kerry S
Breitfelder, Scott T
Capesius, Megan M
Chesher, Nathaniel B
Coffman, Kristie A
Cogan, Patricia L
Comentino, Kelli R
Comentino, Parker Jon
Conley, Sarah D
Connolly, Joseph V
Crom, Sarah C
Daughetee, Danielle C
Dean, Aaron D
Demerath, Tracy L
Doerr, Kendall G
Eimers, Wendell J
Ernzen, Gregory J
Fautsch, Bradley H
Felderman, Tim A
Finn, Andrew R
Firzlaff, Tricia J
Fischer, Carolyn E
Fischer, Louis A Iv
Fitzsimmons, Sarah M
Foht, Kelly M
Forbes, Benjamin K

Friedman, Billie Jo S
Garde, Johnathan S
Giesemann, Kelly L
Giesemann, Ryan J
Gille, Brock T
Goedken, Chelsy J
Gravel, Jennifer M
Halkowski, Darin J
Hansen, Amanda L
Hansen, Jessica L
Heacock, Jolene A
Healey, Richard T
Hefel, Erin L
Hefel, Jolynn A
Herrig, Scott M
Hickerson, Ryan B
Hoeger, Nicholas J
Huff, Jesse J
Hughes, Robert E
Jackman, Sarah P
Jensen, Michael P
Johnson, Adam D
Kelchen, Anthony L
Keller, Dan M
Kilgore, Paul Jared
Kilgore, Scott A
King, Mickey A
King, Steffany Lynn
Kluck, Jessica Z
Koerperich, Catherine M
Kress, Todd M
Lammer-Heindel, Haley A
Laufenberg, Amber R
Leavell, Erica C
Lieurance, Lauren M
Lukens, Allyson A
Macfarlane, Aimee L

McCarthy, Cory J
Mcdonald, Cassandra S
Miller, Christopher D
Mills, Brent A
Morgan, Rochelle M
Naber, Laura E
Oberbroeckling, Carly
Olivera Gomez-Llambi, Maria Trinidad
Ostrander, Jamie A
Ovsak, Crista L
Palm, Maurice J
Price-Brenner, Paul A
Reeg, Lisa A
Reuter, Elizabeth L
Reuter, Zachary M
Rupp, Jaclyn R
Saeugling, Tyler A
Sartori, Melanie M
Scaffidi, Anastacia J
Schultz, Megan E
Silver, Tammy J
Specht, Joseph R
Stoffel, Karen M
Sullivan, Christopher M
Tevebaugh, Alicia A
Ward, Laura L
Weber, Crystal A
Weber, Keith M
Weiland, Kristin L
Westmark, Jennifer A
Whitney, Melissa J
Wiley, Tony M
Williams, Amanda M
Williams, Christy L
Winter, Lauren A
Zepeski, Kelsie N

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

22. Print Center set up (School Charge) Project #4728

Senior

8/18/2025 - 8/20/2025

10.0109.1100.110.8200.000109 - \$709.80

23. Title I Project (School Charge) Project #4729

Lincoln

8/1/2025 - 6/30/2026

10.0499.1208.219.3305.000129 (Teacher); 10.0499.2113.219.3305.000139 (Liaison); 10.0499.2134.219.3305.000139 (Nurse) 10.0499.2411.431.4501.000159 - \$6,000.00

Bechen, Kerry J
Blanchard, Elizabeth J
Bolsinger, Jody M
Brimeyer, Jessica L
Buelow, Kristin L
Buerger, Sean W
Busch, Emily A
Coates, Makenzi L
Cox, Sydney G
Curler, Alexis M
Doyle, Mackenzie L
Eigenberger, Kelly J
Frett, Jennifer L

Herr, Kristina L
Jean Gilles, Gabrielle K
Kizzier, Casey B
Klein, Ellen K
Knabel, Kristina R
Kratz, Amelia M
Lang, Callison M
Loney, Alexis A
Mccaw, Hannah J
Moser, Samantha L
Mueller, Kathryn S
Murray, Kendra E
Roarig, Jenna L

Ryan, Hillary D
Ryan, Lorie L
Shultz, Anna M
Silvis, Jennilee P
Small, Jessalyn T
Steines, Lindsay J
Stoll, Jennifer L
Vanderheyden, Brittany E
Wallace, Amanda M
Weinschenk, Courtney S
Witt, Lisa M

24. Title I (School Charge) Project #4730

Marshall

8/15/25 – 6/1/26

10.0508.1200.431.4501.000129, 10.0508.2134.431.4501.000139 – \$24,715.40

25. New School Orientation (Grant Charge) Project #4731

Senior

8/11/2025 - 8/22/2025

10.0109.2213.000.4668.000129 - \$2,668.90

Goedken, Chelsy
Hansen, Amanda
Reeg, Lisa

26. Leisure Services 2025-2026 (Grant Charge) Project #4732

Prescott & Lincoln

8/25/2025 - 6/2/2026

10.9334.1100.110.1925.000109 - \$24,998.00

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

## 27. IEP Project-Eisenhower (School Charge) Project #4733

Eisenhower

8/15/2025 - 6/5/2026

10.0436.1200.217.3303.000612, 10.0436.2143.219.3305.000139 - \$1,881.78

Astgen, Katie J
Backhaus, Lindsey M
Barker, Nicole M
Baumhover, Emma E
Brennan-West, Alison A
Cleland, Brianna R
Cooksley, Amy B
Cox, Kylie N
David, Taresa L
Deardorff, Leigh M
Delaney, Sarah J
Dostal, Janann K
Harbin, Tammie A
Hefel, Mark R
Hess Feldmann, Tammy A
Higgins, Aaron Lf
Hochberger, Sara A
Houselog, Anthony J
Huseman, Rachel L
Kenniker, Ashley C
Kilgore, Beth A
Koch, Teresa A
Krause, Aulanda L
Mc Fadden, Kathryn Lea

Mc Grane, Lisa M
Mccormick, Korine H
Murphy, Anne C
Nadermann, Briehtyn M
Noll-Schueller, Rachel M
Noonan, Amelia K
Ohara-Kremers, Stacey L
Persinger, Jessica L
Petty, Jessica M
Pillard, Lindsey N
Potts, Jennifer L
Rath, Heather L
Rogan, Alyxandra C
Sabers, Cathy A
Saleh, Kathleen L
Saour, Krista N
Schrobilgen, Sierra R
Steines, Tacy A
Stribling, Victor D
Summer, Molly A
Van Hoe, Elizabeth G
Vondal, Stephanie D
Wroblewski, Shannon C

## 28. Para/Teacher PD and Meetings (School Charge) Project #4734

Eisenhower

8/15/2025 - 6/5/2026

10.0436.1100.110.8200.000129, 10.0436.2411.000.8200.000159, 10.0436.1100.110.8200.000109,  
10.0436.2143.000.8200.000139, 10.0436.2153.000.8200.000139 - \$1,882.12

Astgen, Katie
Cleland, Brianna R
Delaney, Sarah
Hess Feldmann, Tammy A
Huseman, Rachel
Kenniker, Ashley C
Krause, Aulanda L
Persinger, Jessica L
Rath, Heather L
Sabers, Cathy A
Summer, Molly

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

29. Student Collaboration Project (School Charge) Project #4735

Carver

8/15/2025 - 6/15/2025

10.0436.1100.110.8200.000129, 10.0436.2411.000.8200.000159, 10.0436.1100.110.8200.000109,  
10.0436.2143.000.8200.000139, 10.0436.2153.000.8200.000139 - \$4,450.18

Maddock, Jodi L
Martel, Jenifer S
Martin, Mary K
Millius, Patricia J
Moeggenberg, Brandi L
Mueller, Kathryn S
Murray, Sarah L
Neumann, Becky E
Nicholson, Haley A
Noel, Angela M
Noonan, Robin A
Pollock, Stacy M
Potter, Kathleen E
Potts, Tracy A
Roen, Kelly J

Runde, Sara M
Schemmel, Rebecca L
Schmitt, Donna J
Schoenfeld, Jodi M
Skemp, Kristi L
Small, Jessalyn T
Smith, Abby L
Streets, Dawn M
Tomkins, Deanna L
Valentine, Joyce A
Vandermillen, Michelle L
Vermeulen, Beth M
Walsh, Staci A
Weber, Sean A
Lange, Kate

30. Kindergarten Event (School Charge) Project #4736

Carver

1/1/2026 - 6/1/2026

10.0409.1100.110.8200.000129, 10.0409.1100.110.8200.000109, 10.0409.2411.000.8200.000159,  
10.0409.2134.000.8200.000139- \$1,686.87

Ellerbach, Kathlyn A
Fitzpatrick, Megan L
Kirman, Amy L
Korman, Emily R
Lammer, Julie A
Millius, Patricia J
Moeggenberg, Brandi L
Neumann, Becky E
Roen, Kelly J
Noonan, Robin A
Schemmel, Rebecca L
Schmitt, Donna J
Schoenfeld, Jodi M
Vermeulen, Beth M
Lange, Kate
Bell, Kimberly Ann
Berg, Mary E

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

31. Secretary support Beyond Work Hours (School Charge) Project #4737  
Carver  
8/15/2025 - 6/15/2026  
10.0409.1100.110.8200.000109 - \$308.84

32. BLT (School Charge) Project #4738  
Carver  
8/15/2025 - 6/15/2026  
10.0409.1100.110.8200.000129 - \$14,000.00

Fitzpatrick, Megan L
Korman, Emily R
Schmitt, Donna J
Lange, Kate
Lammer, Julie A
Streets, Dawn M
Cluff, Donna L
Dirks, Nichole I

Valentine, Joyce A
Kruse, Kathy A
Murray, Sarah L
Donath, Jennifer L
Erner, Abigail M
Skemp, Kristi L
Walsh, Staci A
Ellerbach, Kathlyn A

33. IEP Outside School Hours (School Charge) Project #4739  
Carver  
8/15/2025 - 6/15/2025  
10.0409.1208.219.3305.000129, 10.0406.2134.219.3305.000139 - \$9,167.68

Bell, Kimberly Ann
Bergfeld, Alicia M
Buerger, Sean W
Cluff, Donna L
Dirks, Nichole I
Donath, Jennifer L
Ellerbach, Kathlyn A
Erner, Abigail M
Farni, Julie A
Fitzpatrick, Megan L
Goerdts, Peggy Sue
Heiar, Amanda E
Herman, Laura D
Jochum, Andrea R
Jokiel, Karla Ann
Kirman, Amy L
Korman, Emily R
Kruse, Kathy A
Kueter, Katherine M
Lammer, Julie A
Lex, Tanya D
Maddock, Jodi L
Martel, Jenifer S

Millius, Patricia J
Moeggenberg, Brandi L
Mueller, Kathryn S
Murray, Sarah L
Nicholson, Haley A
Noel, Angela M
Pollock, Stacy M
Potter, Kathleen E
Potts, Tracy A
Runde, Sara M
Schmitt, Donna J
Skemp, Kristi L
Small, Jessalyn T
Smith, Abby L
Streets, Dawn M
Valentine, Joyce A
Vandermillen, Michelle L
Vermeulen, Beth M
Walsh, Staci A
Lange, Kate
Auderer, Shawna L
Kleiner, Kristi M

#### ITEM IV - PROJECTS – Recommended for Approval (Continued)

34. KUD Vault 2025-2026 (District Charge) Project #4740  
Elementary Schools  
8/25/2025 - 6/2/2026  
10.9334.1100.110.0000.000129 - \$23,321.88

Cleland, Brianna
Donovan, Alyssa
Freiburger, Amy
Frett, Jennifer
Gaul, Peggy
Hermesen, Erin
Hoffmann, Lindsey
Horchak, Alexandra
Hull, Deborah
Jean Gilles, Gabby
Knabel, Kristina

Kramer, Allisan
Leicht, Michelle
LoBianco, Natalie
May, Sara
Moeggenberg, Brandi
Moser, Samantha
Murphy, Megan
Olberding, Kayla
Pillard, Lindsey
Riegler, Lindsey
Roarig, Jenna

Ryan, Lorie
Schrobilgen, Sierra
Steffens, Kelly
VanCleve, Calli
VanHoe, Elizabeth
Vogts, Theresa
Wallace, Amanda
Weinschenk, Courtney
Wiersema, Ashley
Zenner, Chelsey

35. School Improvement (School Charge) Project #4741  
Lincoln  
8/1/2025 - 6/30/2026  
10.0499.1208.219.3305.000129 (Teacher); 10.0499.2113.219.3305.000139 (Liaison); 10.0499.2134.219.3305.000139 (Nurse) - \$6,000.00

Bechen, Kerry J
Blanchard, Elizabeth J
Bolsinger, Jody M
Brimeyer, Jessica L
Buelow, Kristin L
Buerger, Sean W
Busch, Emily A
Coates, Makenzi L
Cox, Sydney G
Curler, Alexis M
Doyle, Mackenzie L
Eigenberger, Kelly J
Frett, Jennifer L

Herr, Kristina L
Jean Gilles, Gabrielle K
Kizzier, Casey B
Klein, Ellen K
Knabel, Kristina R
Kratz, Amelia M
Lang, Callison M
Loney, Alexis A
Mccaw, Hannah J
Moser, Samantha L
Mueller, Kathryn S
Murray, Kendra E
Roarig, Jenna L

Ryan, Hillary D
Ryan, Lorie L
Shultz, Anna M
Silvis, Jennilee P
Small, Jessalyn T
Steines, Lindsay J
Stoll, Jennifer L
Vanderheyden, Brittany E
Wallace, Amanda M
Weinschenk, Courtney S
Witt, Lisa M

#### B. Hourly Project Updates

1. Summer Academy - Elementary Project #4617  
Add Rachael Kilburg
2. PBIS PD - Washington Project #4621  
Add Kimberly Maro

**ITEM IV - PROJECTS – Recommended for Approval (Continued)**

3. Vertex/ College and Career Readiness PD – High Schools Project #4622  
Add Jean Bontemps, Amy Mozena, Eddie Santiago and Anna Wille  
Increase total amount by \$1,097.14
4. SHS Department Chair Meeting Project #4693  
Add Alicia Tevebaugh. Increase total amount by \$332.99

C. Stipends

1. AVC GARDEN (School Charge)  
AVC  
8/15/2024 - 6/30/2025  
10.0195.1100.110.1925.000129 - \$2,135.10

Evanoff, Rachel
Monahan, Stephanie

2. Boys Basketball Skills (Activities Charge)  
Senior  
7/1/2025 - 7/15/2025  
21.0109.1400.920.6710.000129 - \$1,281.07

Eimers, Wendell
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3. Summer Officiating Girls Basketball (Activities Charge)  
Hempstead  
7/8/2025 - 7/8/2025  
21.0118.1400.920.6810.000320 - \$100.00

4. Strength and Speed camp (Activities Charge)  
Senior  
8/21/2025 - 8/21/2025  
21.0109.1400.920.6740.000129 - \$768.64

Giesemann, Ryan
Meyer, David
Soer, Zachary

5. Summer League Basketball workers (Activities Charge)  
Senior  
8/18/2025 - 8/18/2025  
21.0109.1400.920.6710.000188 - \$408.73

6. Strength and Conditioning camp (Activities Charge)  
 Senior  
 8/21/2025 - 8/21/2025  
 21.0109.1400.920.6600.000129 - \$3,074.55

Giesemann, Ryan
Healey, Richard
Soer, Zachery

7. Pit Conductor (School Charge)  
 Senior  
 8/11/2025 - 11/9/2025  
 10.0109.1100.110.0000.000129 - \$1,200.00

Garde, Johnathan
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8. Language Arts (District Charge)  
 Middle Schools  
 9/1/2025 - 6/30/2026  
 10.9332.1100.110.0000.000129 - \$10,539.00

Duve, Jessica
Schuster-Davis, Amanda
Weber, Michelle

9. Industrial Tech Extra Classes (District Charge)  
 Senior  
 8/22/2025 - 1/16/2026  
 10.1109.1300.380.0000..000121 - \$5,536.80

Connolly, Joe
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#### ITEM V - TRANSFERS – For Information Only

##### A. Teachers

Name	From	To
Becker, Brittany M	Prescott/Grade 3	Table Mound / Teacher Grade 4
Breitbach, Angela D	Forum/Sp Ed TOSA	Forum / Teacher Special Education
Delaney, Aimee M	Prescott/ Title I	Prescott / Grade 3
Kruk, Kristina L	Prescott/Grade 3	Prescott / Prescott Title I
Lambe, Emma T	Prescott/Title I	Prescott/ Grade 1
Persinger, Jessica	Eisenhower/ Sp Education	Eisenhower/Sp Education Coach
Powers, Molly K	Eisenhower/Sp Education Coach	Forum / Teacher Tosa
Widmeier, Rita M	Forum/ Home School	Marshall & Forum / Teacher Title I & Home School

B. Classified

Althaus, Brett M	Roosevelt/Paraprofessional	Prescott / Paraprofessional
Beard, Martha E	Hoover/Paraprofessional	Irving / Paraprofessional
Bennett, Tina M	Irving/Paraprofessional	Kennedy / Paraprofessional
Bormann, Jeni F	Hoover/Paraprofessional Health	Irving / Paraprofessional Health
Brimeyer, Catherine A	Prescott/ MC Paraprofessional	Prescott / Paraprofessional Clerical & Health
Cochran, Christine C	Irving/MC Paraprofessional	Irving / Paraprofessional ECSE
Gibson, Cheri L	Prescott/MC Paraprofessional	Seedlings / Paraprofessional ECSE
Kramer, Linda K	Hoover/Paraprofessional	Irving / Paraprofessional
Kuhle, Elizabeth M	Hoover/Paraprofessional Clerical	Irving / Paraprofessional Clerical
Puccio, Majidah M	Prescott/ Paraprofessional Clerical/Health	Prescott / Paraprofessional Special Educa
Reisen, Steve	Jefferson/ Custodian	Jefferson/Asst Head Custodian
Roach, Trisha R	Prescott/ Grade 1	Prescott / Title I
Schenker, Paula M	Hoover/ Paraprofessional	Irving / Paraprofessional
Spicer, Mandy J	Bryant/ Paraprofessional Health	Bryant / Secretary Clerical 10
Verhagen, Emily A	Hoover/ Paraprofessional ECSE	Eisenhower / Paraprofessional
Wild, Emily S	Irving/ Paraprofessional ECSE	Prescott / Paraprofessional
Zeimet, Jacquelyn	Hoover/ Paraprofessional	Irving/Paraprofessional

C. Coaching

Janes, Ross M	Senior/Sophomore Football	Senior / Varsity Asst Football
Lamley, Marcus	Washington/Football	Senior/Football
Lockett, Edward W	Senior/ Freshman Football	Senior / Sophomore Asst Football
Martin, Patricia	Senior/ Women's Asst Wrestling	Senior/ Women's Head Wrestling
McGinnis, Kevin	Jefferson/ Cross Country	Jefferson/ Football
Soer, Zach	Senior/ Asst Varsity Football	Senior/ Head Varsity
Valentine, Mark	Roosevelt/ Football	Senior/Freshman Football

**Dubuque Community School District**  
**Board Meeting**  
**August 11, 2025**

If any board member wishes to see the full contract document prior to approval at the meeting, please let the board secretary know in advance and a copy of the actual contract will be brought to the meeting for review prior to approval.

<b>Provider</b>	<b>Description</b>	<b>Estimated Cost</b>	<b>Funding</b>	<b>Purchase or Professional Service Contract</b>
Aveena Healthcare	School Provider Agreement	TBD	Fund 10	Professional
Buena Vista University	Felid Experience, Student Teaching, Practicum & Internship Agreement	---	---	Professional
Church of the Nativity	Parking Lot Lease	\$4,000.00	Fund 36	Professional
Clarke University	Cooperative Student Teaching Agreement	---	---	Professional
Courtyard by Marriott	Group Sales Agreement for Senior High School State Speech	\$4,535.00	Fund 21	Professional
Northeast Iowa Community College	Concurrent Enrollment Contract for 2025-26 School Year	TBD	Fund 10	Professional
Dubuque Community Schools Statewide Preschool Program	2025-2028 Contracts for the State-Wide Voluntary Preschool Program: ABC Learning Early Childhood Center Dubuque Childcare Center Frog Hollow Kid Campus Grandview Child Development Center Holy Ghost Early Childhood Center Key West Early Childhood Center Mercy Child Development Center & Preschool New Horizon Academy Noah's Ark Child Development Center Our Lady Guadalupe Early Childhood Center Our Redeemer Lutheran Preschool Resurrection Early Childhood Center St. Columbkille Early Childhood Center St. Joseph the Worker Early Childhood Center University of Dubuque Child Care Center Young-Uns Preschool and Child Care Center	TBD	Fund 10	Professional
River Bend Food Bank	Backpack Agreement	---	---	Professional
	School Pantry Agreement	---	---	Professional
St. Mark Youth Enrichment	Before & After School Programming Memorandum of Understanding	---	---	Professional
Teach to Heal	Life Space Crisis Intervention Training Contract	\$10,000.00	Fund 10	Professional
	Workshop Consultation Contract	\$52,000.00	Fund 10	Professional

DUBUQUE COMMUNITY SCHOOL DISTRICT  
Educational Programs/Policy Committee

BOARD COMMITTEE MINUTES

This form is used by all multimember committees established by the Board of Education. Before any meeting is held, be sure you have met the requirements of Chapter 1037 Laws of the 67<sup>th</sup> G.A., 1978 Session, Official Meetings Open to Public.

- I. Complete the Following Before Starting the Meeting
- A. Date agenda was posted for meeting: August 1, 2025
  - B. Date media was emailed agenda: July 11, 2025
  - C. Board Committee: **Educational Programs/Policy Committee**
  - D. Date and Time of Meeting: **August 4:30 p.m. or immediately following, 2025, at 4:00 p.m.**
  - E. Place of Meeting: **The Forum**
  - F. Attach the agenda to this form. Verify that a copy of the agenda has been filed with the Secretary of the Board and the Administrator holding the Committee meeting. If any of the above data does not comply with the open meeting law, do not begin the meeting.

Board members present: Dirk Hamel, Katie Jones, Sarah Jacobitz-Kizzier, Nancy Bradley, Kate Parks, Anderson Sainci and Lisa Wittman. District representatives present: Amy Hawkins, Brian Kuhle, Mark Burns, and Mike Cyze.

Katie Jones called the meeting to order at 4:30 p.m.

STRATEGIC PLAN

**IASB Legislative Priorities**

Superintendent Hawkins shared eight IASB Legislative Priorities with the committee. These include student achievement, preschool, teacher recruitment and licensure, supplemental state aid, unfunded mandates, school funding policy, bond issues and private school choice. Board 08.11.25

Superintendent Hawkins presented five priority initiatives around the four pillars of the Strategic Plan for the 2025-2026 school year.

The district executive staff met and developed the following initiatives:

- Priority 1- Strengthen the district's efforts to engage families, students and staff in various areas in student-success-focused initiatives.
- Priority 2- Deepen support for educators in systematizing collaboration to analyze, plan and implement best-practice instructional methods.
- Priority 3- Provide an optimal learning environment through honing instructional knowledge of educators to engage students in their learning of skills and content.
- Priority 4- Study and implement strategies to streamline operations in ways focused on student success
- Priority 5- Enhance staff development that bolsters leadership opportunities and supports staff retention, and longevity.

The committee was informed that they will continue to be updated on these priorities with data and action steps at the quarterly Strategic Plan meetings.

Policy 4304 – Leaves of Absence-Definition

Reviewed – Board 08.11.25

Policy #4313 – Family Medical Leave Act

Reviewed – Board 08.11.25

Policy #4500 – Student Teacher/Nurse

Revised – Board 08.11.25

Policy #4604 – Employee Safety and Health

Reviewed – Board 08.11.25

Policy #4605 – Assault on Staff Members

Revised – Board 08.11.25

Policy #4610 – Employee Use of Electronic Communication Tools (New)  
NEW – Board 08.11.25

Policy #4613 – Employee Responsible Use of Technology  
Revised – Board 08.11.25

Policy #5504 – Student Responsible Use of Technology  
Revised – Board 08.11.25

Policy #5702 – Emergency Plans and Drills  
Revised – Board 08.11.25

Next meeting will be held on Tuesday, September 3, 2025.

The meeting adjourned at 6:04 p.m.

Carolyn Mauss  
Board Secretary

### **Leave of Absence - Definition**

A leave of absence is defined as permitted absence from active employment with the intent to return.

Adopted: August 12, 1968  
Reviewed: March 26, 2013  
Reviewed: February 11, 2019

### **Family Medical Leave Act**

Unpaid family and medical leave will be granted up to 12 weeks in a 12-month period to assist employees in balancing family and work life. Requests for family and medical leave shall be made to the superintendent or designee.

Employees may be allowed to substitute paid leave for unpaid family and medical leave by meeting the requirements set out in the family and medical leave administrative rules. Employees eligible for family and medical leave must comply with the family and medical leave administrative rules prior to starting family and medical leave.

Adopted: November 10, 1997  
Reviewed: November 29, 2007  
Reviewed: March 26, 2013  
Revised: September 9, 2019

**Student Teacher/Nurse/*Counselor***

The Board accepts its responsibility for the training of replacements for the teaching profession, but also recognizes its first duty to the education of the pupils within its district.

The Dubuque Community School Board agrees, therefore, to place student teachers/nurses with selected staff members from its certified staff. Those colleges and universities with which the Board cooperates in this endeavor are:

1. Loras College
2. Clarke University
3. University of Dubuque
4. University of Wisconsin-Platteville
5. Emmaus College
6. University of Northern Iowa
7. Northeast Iowa Community College
8. University of Iowa
9. ~~Consider other schools~~ ***Other Institutions Approved by the Board***

The Board expects student teachers/nurses/*counselors* to follow the Dubuque Community School District calendar while they are practice teaching in its schools. The colleges and universities will be expected to provide supervision of student teachers/nurses/*counselors* and to cooperate with district administrators in implementing the program.

It is expected that the colleges and universities will reimburse the cooperating teacher for services rendered through the student teacher program on the basis of the number of semester hours credit a student teacher earns while in the Dubuque Community School system. The rate will be determined by the university or college.

College student observations of classroom teaching must be arranged in advance with the district administration.

Adopted: August 12, 1968  
Revised: December 10, 2007  
Revised: May 13, 2013  
Reviewed: October 14, 2019

### **Employee Safety and Health**

The Dubuque Community School District is committed to providing an environment conducive to employee safety and health in keeping with the requirements of the Occupational Safety and Health Act of 1970.

It is the policy of this school district to assure, so far as possible, that every employee has a safe and healthful place in which to work. It is also the policy of this school district to help each employee recognize his/her responsibilities to safe employment and require that he/she adhere to those responsibilities.

Adopted: April 8, 1974  
Reviewed: November 29, 2007  
Reviewed: March 26, 2013  
Reviewed: October 14, 2019

### **Assault on Staff Members**

In the event that an assault against school district personnel happens in a school building, on school grounds, or at a school-sponsored function should be immediately reported to the building principal or immediate supervisor. A detailed incident report form should be promptly submitted by the assaulted party to the immediate supervisor. The principal or supervisor will investigate the incident and recommend the action that should be pursued within 72 hours. If the incident results in a suspension, notice of the suspension shall be submitted to the school board for review and determination of further action.

~~The filing of any legal complaint will be the responsibility of the assaulted staff member.~~  
Legal assistance for the assaulted staff member will be determined by the superintendent following consideration of the investigative findings. *A staff member who has been assaulted has the option to file a legal complaint related to the assault. Based on the situation, the district may choose to file a legal complaint independent of whether or not the staff member involved chooses to do so individually.*

Adopted: June 8, 1987  
Reviewed: July 2, 2008  
Revised: March 10, 2014  
Revised: December 9, 2019

### **Employee Use of Electronic Communication Tools**

The Board of Education of the Dubuque Community School District recognizes the importance of employees, students, and parents engaging in learning, collaborating, and sharing in digital environments, fostering a community of continuous growth and innovation. The Board of Education strives to ensure that electronic communication tools are used responsibly and safely.

The Board of Education recognizes that school employees have First Amendment rights to free speech and may use social media, during their personal time, to express these rights. However, these rights are not absolute and can be limited under certain circumstances. All school employees, including student teachers, must comply with this policy when using social media for professional or personal purposes. Employees are responsible for their public behavior, even when not acting in their official capacities as school employees. Employees must remain aware that they are accountable for their public behavior, even when not acting in their official roles as school system employees. All school employees, student teachers, and independent contractors whose roles involve direct interaction with students or may reasonably be perceived as acting in an official capacity on behalf of the school district, shall adhere to this policy when using social media for personal purposes. All existing policies and behavior guidelines that cover employee conduct on the school premises and at school-related activities similarly may, depending on the circumstances, apply to an online environment.

For purposes of this policy, 'electronic communications' include, but are not limited to: social media platforms, personal websites, web logs (blogs), wikis, social network sites, online forums, virtual worlds, video-sharing websites, as well as SMS/text messaging, and email. This also encompasses any communication tools generally available to the public or consumers that do not fall within the district's technologies network (e.g., Web 2.0 tools, Facebook, X (formerly Twitter), LinkedIn, Instagram, TikTok, Snapchat, YouTube, WhatsApp, and collaboration platforms like Apple FaceTime, Google Meet, Microsoft Teams, and Zoom).

#### **A. Employee Speech Rights**

Employees retain the rights to speak as private citizens on matters of public concern subject to limitations necessary to maintain the effective operation of the District and its educational mission.

The District may generally discipline employees for personal social media when:

1. The speech is made pursuant to official job duties (e.g., where the speech is directly related to the employee's job functions or duties or the employee is otherwise speaking in their official capacity); or
2. The speech substantially disrupts school operations and/or the school climate, impairs working relationships, or undermines trust in the employee's professional capacity. There must be a clear and documented connection between the speech and an actual disruption or impairment within the educational setting.

#### **B. Electronic Communications Involving Students**

All electronic communications with students who are currently enrolled in the District must be school-related, conducted using District-controlled technological resources, and fall within the scope of the employees' professional responsibilities. Employees should document and retain any and all communication with students. The following are recommended when communicating with students:

- 1) *School-Related Communication* - Must be conducted using District-controlled technological resources and within professional responsibilities that are monitored and archived. Personal electronic communication tools are prohibited for communicating with students for school-related matters.
  - *Examples:* Using the school's email system to send homework assignments or updates about class projects.
- 2) *Private Communication* - Must be open, transparent, and conducted using District resources. Parent/guardian must be copied on the communication, and it should occur between 5:00 AM and 10:00 PM. Personal electronic communication tools are prohibited.
  - Example: Sending a Microsoft Teams link for a virtual teaching session and copying the student's parent/guardian on the email.
- 3) *Group Communication* - Can occur without copying parents/guardians if at least two or more District staff members are included in the communication. If only one staff member is included in the communication, a parent/guardian must be copied. Communication should occur between 5:00 AM and 10:00 PM. Personal electronic communication tools are prohibited.
  - Example: A group chat on Microsoft Teams for a class project, including two teachers and all students.
- 4) *Private Social Media* - Employees must discontinue any existing personal social media connections with District students. However, an employee may communicate with a student using personal social media networks to the extent the employee and student have a family relationship or other type of relationship that originated outside of the school setting and is known by the student's parent/guardian.
  - Example: An employee may have a relationship with a niece or nephew, a student who is the child of an adult friend, or a student who is a friend of the employee's child.
- 5) *Group Social Media* - Teams/groups/classes may have dedicated pages on social media platforms (e.g., Instagram, Facebook, etc.) if all members and their parents/guardians are invited to join or if the page is "public." Private messages on these platforms must follow the Private Communication guidelines stated herein.
  - Example: Creating a Facebook group for the school's drama club where all members and their parents are invited to join.
- 6) *Prohibited Personal Communication:* **Employees are prohibited from communicating directly with current District students through personal electronic communication tools.**

- Example: Using personal phone numbers to text students.
- Example: Using personal Snapchat, Tik Tok, Instagram, Facebook, or WhatsApp accounts to communicate with students.

### **C. Posting Content on Social Media**

Employees are responsible for the content they post or allow to be posted on their personal social media accounts and other electronic communication platforms. This includes not only posts made by the employee but also content shared by family members, friends, or others with access to the employee's accounts.

To help protect students and maintain professional boundaries, employees are strongly encouraged to use privacy settings on their social media accounts to limit student access to personal content that may not be appropriate for a school setting. Employees should be mindful that social media posts can be seen by a wide audience, including students, parents, and community members, and therefore should exercise caution when sharing personal information or opinions.

Additionally, employees must be aware of the potential long-term impact of their online presence. Posts and comments, even if deleted, may still be accessible or viewed by others and could affect their professional reputation and relationships within the school community.

Employees who use social media for personal purposes should adhere to the following principles:

- 1) Employees must not post confidential information about students, families, employees, or District business.
- 2) Employees should not list current students as “friends” on social networking sites or “follow” students on social networking sites unless covered by an exception.
- 3) Employees shall not engage in inappropriate contact with students through social networking sites, email, text messaging, direct messaging, or phone calls. All communication should be professional, utilizing District electronic communication tools, and within the scope of their duties as District employees.
- 4) Employees must not allow students access to their personal social networking sites that discuss or portray:
  - a. Depicts alcohol, drug use, nudity, sexual content, or other material inappropriate for minors; or
  - b. Would reasonably undermine the employee’s professional role if seen by students.
- 5) Employees shall not use profane, pornographic, obscene, indecent, lewd, vulgar, or sexually offensive language, pictures, memes, or graphics, or any other communication that could reasonably be anticipated to cause a substantial disruption to the District’s learning environment.
- 6) Employees must not use the District’s logo or other copyrighted material affiliated with the District without express consent from the District’s chief communications officer.
- 7) Employees must not post identifiable images of a student or the student’s family without written permission from the student’s parent or legal guardian.

- 8) Employees must not use internet postings to libel or defame the Board, individual Board members, superintendent, students, families, or other District employees.
- 9) Employees must not use internet postings to harass, bully, or intimidate other students or employees, in violation of board policy 1001 Anti-Bullying/Anti-Harassment, or state and federal laws.
- 10) Employees must not use personal social media to conduct political activity during working hours or using District resources, in accordance with Iowa law.
- 11) Employees must not post content that substantially impacts their ability to effectively perform their official job duties or substantially disrupts the school environment as stated in Section A.
- 12) Employees must not use internet postings to engage in any conduct that violates board policy, administrative procedures, or state and federal laws.

This policy does not restrict personal political advocacy, religious expression, or other forms of constitutionally protected speech, provided it does not substantially interfere with the employee's job duties, occur during instructional time, or use District resources.

#### **D. Consequences**

When inappropriate use of electronic tools is suspected, District personnel will investigate. Employees will be afforded due process, including the opportunity to respond to allegations. This will include a written notice of the nature of the disruption or impact and an opportunity to address the issue in a timely manner. If an employee's use of social media is found to be in violation of this policy, the employee may be subject to disciplinary action specific to the nature of each violation. Examples of progressive disciplinary actions that may be taken against the employee include:

- *Verbal Warning* - A discussion with the employee about the inappropriate use of electronic tools and expectations for future conduct.
- *Written Warning* - A formal written notice outlining the violation and the consequences of further infractions.
- *Mandatory Training* - Requiring the employee to attend training sessions on appropriate social media use and professional conduct.
- *Probation* - Placing the employee on a probationary period during which their conduct and performance are closely monitored.
- *Suspension* - Temporary removal from job duties with or without pay for a specified period.
- *Termination* - Ending the employee's contracted employment with the District.

Nothing in this policy is intended to:

1. Limit the First Amendment rights of employees;
2. Prevent employees from communicating about matters of public concern; or
3. Interfere with rights under the Iowa Public Employment Relations Act, including discussion of working conditions.

The District will ensure all enforcement of this policy is consistent with constitutional, statutory, and contractual protections.

DRAFT

Adopted:

### Employee Responsible Use of Technology

#### Purpose

The purpose of the District's Responsible Use policy is to educate employees about digital citizenship in the Dubuque Community School District.

Employees shall ensure technology is used in a responsible, efficient, ethical, safe, and legal manner, and that such use is in support of the district's education and business objectives. As used in this policy, "employee(s)" include all employees, coaches, directors, managers, officers, supervisors, and volunteers of the District.

The policy is meant to educate employees on how to prevent unauthorized access and other unlawful activities by users online, prevent unauthorized disclosure of or access to sensitive information, and to comply with legislation including, but not limited to, the Children's Internet Protection Act (CIPA), Children's Online Privacy Protection Act (COPPA) and Family Educational Rights and Privacy Act (FERPA). Furthermore, the policy clarifies the educational purpose of District technology.

As used in this policy, "user(s)" ~~includes anyone using computers, Internet, email, and all other forms of electronic communication or equipment provided by the District (the "network") regardless of the physical location of the user. The policy applies even when District provided equipment (laptops, tablets, etc.) is used off District property. Additionally, the policy applies when non-District devices access the District network or their own private network on District property.~~

- ***"User(s)" includes anyone using District-provided or non-District provided computers, tablets, smartphones, networks, email, and all other electronic communication equipment or services, regardless of location.***
- ***"Electronic communications" include, but are not limited to, social media platforms, personal websites, blogs, wikis, online forums, virtual worlds, video-sharing websites, SMS/text messaging, email, and collaboration tools (e.g., Microsoft Teams, Zoom).***

**Network Monitoring & Content Filtering** - The District uses technology protection measures to block or filter access over the network, as much as reasonably possible, to visual and written depictions that are obscene, pornographic, or harmful to minors. The District can and will monitor users' online activities and access, review, copy, and store or delete any communications or files and disclose them to others as it deems necessary. Users should have no expectation of privacy regarding their use of District equipment, network, and/or Internet access or files, including email in accordance with Freedom of Information Act (FOIA) and Federal Rules of Civil Procedure (FRCP). All information on the District's computer system is considered a public record. Whether there is an exception to keep some narrow, specific content within the information confidential is determined on a case by case basis.

**Social Media** - As social media use continues to grow, social media awareness and education is crucial to effectively navigating and productively participating in such online spaces. Participating online with an audience beyond the classroom provides an opportunity to engage with others and experience diverse perspectives. Teaching students to be critical consumers and creators of online material will help them be better positioned for college and career success. Students need guidance on how to responsibly and productively participate online to begin establishing a positive digital footprint. Social media is comprised of online platforms where users engage one another and share information and ideas through text, video, or pictures. To be responsible social media users, students and ~~staff~~ **Employees** will understand the different types of social media available and ways to engage in safe and productive ways online.

Staff **Employees** are encouraged to use professional and ethical judgement ~~when friending or following students on social media. If staff require the need to communicate with students via social media, it is recommended that they use professional accounts or universal platforms.~~

Online Learning Platforms - It is important to embrace technology that can foster a creative, interactive learning environment for students, and facilitate employee professional learning and collaboration. The use of online platforms to host remote interaction between students and employees and to facilitate learning is encouraged in the district.

While student and employee instruction and communication using virtual and online platforms provides a wide array of learning opportunities, it is imperative that employees and students recognize that the use of such platforms is a privilege. Training related to the use of online learning platforms will be provided to employees and students.

The district shall carefully safeguard the right of students and employees to learn and teach in a respectful environment, regardless of the method. All instruction and communication through online learning platforms should be appropriate to the age and ability of the participants. Students and employees should be aware that online platforms may be monitored by the district. Verbal and written communication occurring on these platforms may be recorded and stored by the district in accordance with applicable laws.

Any verbal or written communication that is deemed to be inappropriate on these platforms will subject the student and/or employee to the same disciplinary measures that would exist if the interaction took place through traditional in-person learning. Students and employees who have concerns about the proper use of these platforms are encouraged to speak with their teachers or school principal.

The District will take all necessary measures to secure the network against potential cyber security threats. This may include blocking access to District applications, including, but not limited to, email, data management and reporting tools, and other web applications.

### **Employee Responsibility to Adhere and Promote Positive Digital Citizenship**

Employees who are supervising students using technology should be vigilant in order to ensure students are meeting the provisions outlined in ~~the Student Responsible Use Policy (5504):~~ ***Student Responsible Use of Technology.*** All staff **Employees** are required to report known violations to the site administrator or other authority.

### **Digital Citizenship & Employee Speech Rights**

- Employees are responsible for modeling and actively practicing positive digital citizenship.
- Employees using classroom technology are explicitly required to teach students about positive digital citizenship.
- ~~What employees do and post online must not disrupt school activities or compromise school safety and security.~~
- ~~Accepting invitations to non-school related social networking sites from currently enrolled students is discouraged. Employees should use professional judgement when communicating with students outside of the school environment and should immediately notify a supervisor if communication with a student demonstrates illegal, unethical or unsafe behaviors.~~
- ***Employees retain First Amendment rights to speak as private citizens on matters of public concern. These rights may be limited if speech:***
  - Occurs pursuant to official job duties; or

- *Substantially disrupts District operations, impairs working relationships, or undermines trust in the employee's professional capacity.*
- *All online content must adhere to these standards:*
  - *No posting of confidential student, family, or District business information.*
  - *No profane, obscene, harassing, bullying, or threatening language, images, memes, or graphics.*
  - *No depiction of alcohol/drug use, nudity, sexual content, or other material inappropriate for minors.*
  - *No use of the District logo or representations that when personal accounts speak on behalf of the District without prior written consent.*
  - *No libel, defamation, or political activity during work hours or using District resources.*

*To uphold professional standards and promote responsible digital communication, employees posting online are expected to follow the provisions outlined in Policy 4610: Employee Use of Electronic Communication Tools.*

#### *Electronic Communications Involving Students*

- *School-Related Communication*
  - *Must be conducted exclusively using District-controlled resources (e.g., District email, Teams, LMS) that are monitored and archived.*
  - *Use of personal electronic communication tools for school-related purposes is prohibited.*
- *Private Communication*
  - *Must occur through District systems, copy the student's parent/guardian, and occur only between 5:00 AM and 10:00 PM.*
- *Group Communication*
  - *If two or more District staff members are included, copying a parent/guardian is not required.*
  - *If only one staff member is included, the parent/guardian must be copied.*
  - *All such communications must occur via District systems between 5:00 AM and 10:00 PM.*
- *Prohibited Personal Communication*
  - *Direct personal messages to current District students via personal phone numbers (SMS texting), social media, or third-party apps are not allowed.*
- *Exceptions*
  - *Pre-existing family or non-school relationships known to the student's parent/guardian may continue via personal channels.*

*To maintain appropriate boundaries and safeguard student well-being, employees interacting with students via technology are expected to follow the provisions outlined in Policy 4610: Employee Use of Electronic Communication Tools.*

#### **Privacy**

- Employees ~~should~~ **must** not share personal information about students and employees including, but not limited to, names, home addresses, birth dates, telephone numbers, student ID numbers, employee numbers, and visuals without consent obtained from the other party.
- Employees ~~should~~ **must** not share protected student information outside of District systems that are secure and password protected.
- Employees ~~should~~ **must** be aware of privacy settings on websites they visit.
- Employees are expected to abide by all laws, this Responsible Use Policy, and all District policies.

### Account User Credentials (i.e., Username and Password)

- Under no circumstances should employee account user credentials be shared with others, including other District staff ~~Employees~~ and students.
- Employees should **must** log out of unattended equipment and accounts in order to maintain privacy and security.

**IMPORTANT: NOTE:** Account user credentials are ~~personal~~ **unique** to each employee. The District has no need for employee credentials, and the District will NEVER ask employees to provide credentials or other personal information through any electronic message, notice or solicitation; therefore, any such request will almost certainly be fraudulent.

Equally, ~~Employees~~ should NEVER provide account user credentials in response to any internal or external communication, such as electronic messaging (email) with included attachments or hyperlinks (URLs) redirecting you to websites or unsolicited phone calls and/or text messages.

~~Credentials give employees access as part of employment to various DCSD systems and to data stored within those systems. If employees divulge credentials to others, they will have the same access that employees have, and personal information, including personal identity and payroll and bank account information, will be at risk. District systems and information will be at risk. The person or persons to whom employees have given credentials will probably use them very quickly. The potential for serious damage to employee personal interests and the interests of the District is great, and employees may be responsible for resulting damage.~~

If ~~Employees~~ share or divulge credentials, the District and the School Board will not be responsible for any resulting loss or expense (financial or non-financial) employees may suffer, and the District may seek to recover from the employee any loss or expense it sustains.

### Professional Conduct

~~Employees must:~~

- ~~Employees must~~ **Employees must** Use professional language in all work-related communications including email, social media posts, audio recordings, conferencing, and artistic works.
- ~~Employees must~~ **Employees must** Keep personal social network accounts separate from work-related accounts.
- ~~Employees must~~ **Employees must** Never share confidential or privileged information about students or personnel (e.g., grades, attendance records, or other pupil/personnel record information).
- ~~Employees must~~ **Employees must** Be responsible for the information they post, share, or respond to online.
- ~~Employees must~~ **Employees must** Identify themselves as school employees; steps should be taken to ensure that the user's profile and related content are consistent with how professionals should present themselves to colleagues, parents, and students.
- ~~Employees must~~ **Employees must** Not use the District's logo or make representations that their personal social media sites speak in an official District capacity.

### Cyberbullying

- Bullying in any form, including cyberbullying, is unacceptable both on and off the District's premises. Posting inappropriate threatening, harassing, racist, biased, derogatory, disparaging and/or bullying comments toward or about any student, employee, or associated person on any website is prohibited and may be subject to discipline.
- Employees must report all cases of bullying to the site administrator or other authority.

## Inappropriate Material

~~Employees must:~~

- **Employees must** ~~N~~not seek out, display, or circulate material that is hate speech, sexually explicit, or violent while at school or while identified as a District employee. Exceptions may be made in an appropriate educational context.
- **Employees must** ~~N~~not use the District network for illegal, political, or commercial purposes.
- **Employees must** ~~N~~not transmit electronic content that is unrelated to District business and disruptive to the District network.

## Security

~~Employees must:~~

- **Employees must** ~~B~~be responsible for respecting and maintaining the security of District electronic resources and networks.
- **Employees must** ~~N~~not use the District network or equipment to obtain unauthorized information, attempt to access information protected by privacy laws, or impersonate other users.
- **Employees must** ~~N~~not try to bypass security settings and filters, including through the use of proxy servers.
- **Employees must** ~~N~~not install or use illegal software or files, including unauthorized software or apps, on any District computers, tablets, smartphones, or new technologies
- **Employees must** ~~N~~not engage in acts of vandalism, mischief, tampering, theft and other criminal acts through the use of Network/Internet or other electronic communication services and/or the data infrastructure hardware and wiring used to access these services.

## Equipment and Network Safety

~~Employees must:~~

- **Employees must** ~~T~~take all reasonable precautions when handling District equipment.
- **Employees must** ~~U~~use caution when downloading files or opening emails as attachments. ~~Without Doing~~ so could contain viruses or malware.
- **Employees must** ~~R~~report vandalism in any form to the appropriate administrator and/or technical personnel.

## Copyright

~~Employees must:~~

- **Employees must** ~~R~~respect intellectual property. (<http://www.copyright.gov/fls/fl102.html>)
- **Employees must** ~~F~~follow all copyright guidelines (<http://copyright.gov/title17/>) when using the work of others.
- **Employees must** ~~N~~not download illegally obtained music, software, apps, and other works.

Employees must abide by all laws, this Responsible Use policy and all other District policies.

## Consequences for Irresponsible Use

Misuse of District devices and networks may result in restricted access or account cancellation. Failure to uphold the responsibilities listed above is misuse. Such misuse may also lead to disciplinary and/or legal action against employees, including personnel action (suspension or termination) and/or criminal prosecution by government authorities. The District will attempt to tailor any disciplinary action to the specific issues related to each violation.

## Disclaimer

The District makes no guarantees about the quality of the services provided and is not liable for any claims, losses, damages, costs, or other obligations arising from use of the network or District accounts. Users are responsible for any charges incurred while using District devices and/or the network. The District also denies any liability for the accuracy or quality of the information obtained through user access. Any statement accessible online is understood to be the author's individual point of view and not that of the District, its affiliates, or employees.

## Summary

All users are responsible for practicing positive digital citizenship. Positive digital citizenship includes appropriate behavior and contributions on websites, social media, discussion boards, media sharing sites and all other electronic communications, including new technology. It is important to be honest in all digital communications without disclosing sensitive personal information. What ~~District community members~~ **Employees** do and post online, both in school and out of school time, must not disrupt school activities or otherwise compromise individual and school community safety and security.

This Responsible Use policy applies to all employees in the employment of the Dubuque Community School District. Additionally, all existing policies and behavior guidelines that cover employee conduct on the school premises and at school-related activities similarly apply to an online environment.

Adopted: April 19, 1999  
Revised: August 14, 2017/September 18, 2017  
Revised: January 13, 2020  
Revised: October 12, 2020

### Student Responsible Use of Technology

#### Purpose

The purpose of the District's Responsible Use policy is to educate students about digital citizenship.

Students shall ensure technology is used in a responsible, efficient, ethical, safe, and legal manner, and that such use is in support of the district's education and business objectives.

The policy is meant to educate students on how to prevent unauthorized access and other unlawful activities by users online, prevent unauthorized disclosure of or access to sensitive information, and to comply with legislation including, but not limited to, the Children's Internet Protection Act (CIPA), Children's Online Privacy Protection Act (COPPA) and Family Educational Rights and Privacy Act (FERPA). Furthermore, the policy clarifies the educational purpose of District technology. Students' Internet activities will be monitored by the District to assist in restricting students from accessing inappropriate sites that have visual depictions that include obscenity, pornography or are otherwise harmful to minors.

As used in this policy, ~~"user(s)" includes anyone using computers, Internet, email, and all other forms of electronic communication or equipment provided by the District (the "network") regardless of the physical location of the user. The policy applies even when District provided equipment (laptops, tablets, etc.) is used off District property. Additionally, the policy applies when non-District devices access the District network or their own private network on District property.~~ ***"User(s)" includes anyone using District-provided or non-District provided computers, tablets, smartphones, networks, email, and all other electronic communication equipment or services, regardless of location.***

***Additionally, student use of personal electronic devices is governed by Policy 5507 – Student Use of Personal Electronic Devices. During Instructional Time (as defined in Policy 5507), personal electronic devices must remain powered off and stored, except where an explicit exemption or exception has been granted under that policy.***

***Network Monitoring & Content Filtering*** - The District uses technology protection measures to block or filter access, as much as reasonably possible, to visual and written depictions that are obscene, pornographic, or harmful to minors over the network. The District can and will monitor users' online activities and access, review, copy, and store or delete any communications or files and share them with adults as necessary. Users should have no expectation of privacy regarding their use of District equipment, network, and/or Internet access or files, including email in accordance with Freedom of Information Act (FOIA) and Federal Rules of Civil Procedure (FRCP). All information on the District's computer system is considered a public record. Whether there is an exception to keep some narrow, specific content within the information confidential is determined on a case by case basis.

***Social Media*** - As social media use continues to grow, social media awareness and education is crucial to effectively navigating and productively participating in such online spaces. Participating online with an audience beyond the classroom provides an opportunity to engage with others and experience diverse perspectives. Teaching students to be critical consumers and creators of online material will help them be better positioned for college and career success. Students need guidance on how to responsibly and productively participate online to begin establishing a positive digital footprint. Social media is comprised of online platforms where users engage one another and share information and ideas through text, video, or pictures. To be responsible social media users, students and ~~staff~~ ***Employees*** will understand the different types of social media available and ways to engage in safe and productive ways online. ~~Staff are encouraged to use professional and ethical judgement when friending or following students on social media. If staff require the need to communicate with students via social media, it is recommended that they use professional accounts or universal platforms.~~

Online Learning Platforms - It is important to embrace technology that can foster a creative, interactive learning environment for students, and facilitate employee professional development and collaboration. The use of online platforms to host remote interaction between students and employees and to facilitate learning is encouraged in the district.

While student and employee instruction and communication using virtual and online platforms provides a wide array of learning opportunities, it is imperative that employees and students recognize that the use of such platforms is a privilege. Training related to the use of online learning platforms will be provided to employees and students.

The district shall carefully safeguard the right of students and employees to learn and teach in a respectful environment regardless of the method. All instruction and communication through online learning platforms should be appropriate to the age and ability of the participants. Students and employees should be aware that online platforms may be monitored by the district. Verbal and written communication occurring on these platforms may be recorded and stored by the district in accordance with applicable laws.

Any verbal or written communication that is deemed to be inappropriate on these platforms will subject the student and/or employee to the same disciplinary measures that would exist if the interaction took place through traditional in-person learning. Students and employees who have concerns about the proper use of these platforms are encouraged to speak with their teachers or school principal.

The District will take all necessary measures to secure the network against potential cyber security threats. This may include blocking access to District applications, including, but not limited to, email, data management and reporting tools, and other web applications.

### **Student Responsibility for Positive Digital Citizenship**

#### **I am responsible for practicing positive digital citizenship.**

- I will practice positive digital citizenship, including appropriate behavior and contributions on websites, social media, discussion boards, media sharing sites, and all other electronic communications, including new technology.
- I will be honest in all digital communication.
- I understand that what I do and post online must not disrupt school activities or compromise school safety and security.
- ***I will comply with Policy 5507 regarding personal electronic devices, including refraining from use during Instructional Time, following the approved storage protocols, and observing any approved exemptions.***

#### **I am responsible for keeping personal information private.**

- I will not share personal information about myself or others including, but not limited to, names, home addresses, telephone numbers, birth dates, or visuals such as pictures, videos, and drawings unless used for appropriate/applicable school-related function (e.g. student publication, sporting events, and other activities).
- I will not meet anyone in person that I have met only on the Internet without prior consent of my parent or legal guardian.
- I will be aware of privacy settings on websites that I visit.

#### **I am responsible for my passwords and my actions on District accounts.**

- I will not share any school or District usernames and passwords with anyone.
- I will not access the account information of others.
- I will log out of unattended equipment and accounts in order to maintain privacy and security.

#### **I am responsible for my verbal, written, and artistic expression.**

- I will use school appropriate language in all electronic communications, including email, social media posts, audio recordings, video conferencing, and artistic works.
- I am responsible for treating others with respect and dignity.

- I will not send and/or distribute hateful, discriminatory, or harassing digital communications, or engage in sexting.
- I understand that bullying in any form, including cyberbullying, is unacceptable, as outlined in District policy 1001.

**I am responsible for accessing only educational content when using District technology.**

- I will not seek out, display, or circulate material that is hate speech, sexually explicit, or violent.
- I understand that any exceptions must be approved by a teacher or administrator as part of a school assignment.
- I understand that the use of the District network for illegal, political, or commercial purposes is strictly forbidden.

**I am responsible for respecting and maintaining the security of District electronic resources and networks.**

- I will not try to get around security settings and filters, including through the use of proxy servers to access websites blocked by the District.
- I will not install or use illegal software or files, including copyright protected materials, unauthorized software, or apps on any District computers, tablets, smartphones, or other new technologies.
- I know that I am not to use the Internet using a personal data plan at school, including personal mobile hotspots that enable access on District equipment.
- I will not use the District network or equipment to obtain unauthorized information, attempt to access information protected by privacy laws, or impersonate other users.
- I will not engage in acts of vandalism, mischief, tampering, theft and other criminal acts through the use of Network/Internet or other electronic communication services and/or the data infrastructure hardware and wiring used to access these services.

**I am responsible for taking all reasonable care when handling District equipment.**

- I understand that vandalism in any form is prohibited.
- I will report any known or suspected acts of vandalism to the appropriate authority.
- I will respect my and others' use and access to District equipment.

**I am responsible for respecting the works of others.**

- I will follow all copyright (<http://copyright.gov/title17/>) guidelines.
- I will not copy the work of another person and represent it as my own and I will properly cite all sources.
- I will not download illegally obtained music, software, apps, and other works.

**I will abide by all laws, this Responsible Use policy and all other District policies.**

**Consequences for Irresponsible Use**

Misuse of District devices and/or networks may result in restricted access. Failure to uphold the responsibilities listed above is misuse. Such misuse may also lead to disciplinary and/or legal action against students, including suspension, expulsion, or criminal prosecution by government authorities. The District will attempt to tailor any disciplinary action to the specific issues related to each violation.

*Misuse of personal electronic devices during Instructional Time in violation of Policy 5507 will invoke the specific disciplinary procedures outlined in that policy, including device collection, notification of parent/guardian, and potential escalation to administrative meetings or further discipline.*

**Disclaimer**

The District makes no guarantees about the quality of the services provided and is not liable for any claims, losses, damages, costs, or other obligations arising from use of the network or District accounts. Users are responsible for any charges incurred while using District devices and/or networks. The District also denies any liability for the accuracy or quality of the information

obtained through user access. Any statement accessible online is understood to be the author's individual point of view and not that of the District, its affiliates, or employees.

### **Summary**

All users are responsible for practicing positive digital citizenship. Positive digital citizenship includes appropriate behavior and contributions on websites, social media, discussion boards, media sharing sites and all other electronic communications, including new technology. It is important to be honest in all digital communications without disclosing sensitive personal information. What District community members do and post online must not disrupt school activities or otherwise compromise individual and school community safety and security. At all times, in and out of school, social media use on district devices is covered by this policy.

This Responsible Use policy applies to all students enrolled in the Dubuque Community School District. Additionally, all existing policies and behavior guidelines that cover student conduct on the school premises and at school-related activities similarly apply to an online environment.

### **Emergency Operations Plans and Drills**

It is the policy of the Dubuque Community School District to maintain emergency plans and conduct regular training on emergency protocols. Each school will develop and maintain a written plan containing emergency and disaster procedures. Staff and students will be informed of the appropriate action to take in an emergency.

The District shall work in conjunction with community stakeholders, including local emergency management coordinators and local law enforcement agencies, to create emergency operations plans for all District buildings and school buildings where students are educated. The Superintendent, or designee, shall be responsible for the development, review and implementation of District emergency operations plans. Plans shall include procedures for transmitting alerts regarding emergency situations to school personnel, students, and employers for non-school employees whose presence is regularly required in the school building. *The plan will also identify methods that a parent/guardian of a student may use to communicate with the student during an emergency situation.* Emergency operations plans shall be updated and reviewed annually by the Board and shall address responses to natural disasters, active shooter scenarios and other emergencies as determined by the District. Emergency operations plans are confidential and shall not be subject to disclosure under Iowa Code Chapter 22.

Emergency drills for fire, weather, bus evacuation, and active-intruder situations are conducted each school year for staff and students. Fire and tornado drills must be conducted regularly during the academic school year with a minimum of two of each before December 31 and two of each after January 1. Bus evacuation drills must be conducted regularly during the academic school year with a minimum of one before December 31 and one after January 1.

Active-intruder training with students and staff must be held at each school at least once within 30 days after the first day of the school year and again within 30 days after the first day following winter break. Superintendent, or designee, has the authority to grant an extension of the 30-day timeframe for active-intruder training due to extenuating circumstances.

Adopted: April 9, 2018  
Revised: March 9, 2020  
Revised: May 11, 2020

## Facilities/Support Services

### **Recommendations:**

✓ I move that the Board of Education approve the donation from the Lincoln Elementary Parent Group and Lowes Home Improvement of a cabinet, sink and countertop for the staff lounge at Lincoln Elementary School

✓ I move that the Board of Education approve the donation from Eagle Scout, Micah Fern, of labor for the construction of a ticket booth at Hempstead High School, Timmerman Field

✓ I move that the Board of Education approve the donation of used bicycles, that are no longer of use to the district, to People Associated with Lincoln School (PALS)

✓ I move that the Board of Education approve Change Order #3 to Valentine Construction Co. on the Eleanor Roosevelt Middle School Repave Project in the increased amount of \$12,880.00

✓ I move that the Board of Education approve final acceptance of the Eleanor Roosevelt Middle School Repave Project and authorize payment of final project costs to Valentine Construction Co. in the amount of \$90,604.63 in accordance with the requirements of Iowa law and as more fully outlined in the submitted authorizing resolution

✓ I move that the Board of Education tentatively approve the plans, specifications, form of contract and estimate of total cost for the Hempstead High School Football Field Storage Building Project and set the date, time, and location as September 2, 2025, at 4:00 p.m., or immediately following the conclusion of the Facilities/Support Services Committee Meeting, at the Dubuque Community School District, 2300 Chaney Road, Dubuque, Iowa, for a hearing thereon and further authorize the advertisement for competitive bids

***Consideration of Acceptance of a Gift  
to the  
Dubuque Community School District  
for  
Board of Education Action on August 11, 2025\_\_\_\_\_***

***Request From:*** Lincoln Elementary Parent Group and  
Lowe's Home Improvement

***Subject:*** Cabinets, sink, and counter top

***Project:*** To replace an elementary height cabinet, sink, and counter top  
with a standard adult height cabinet and counter top in a  
classroom that was converted to a teacher's lounge

***Purpose:*** This will make the sink and counter top more usable for the staff

***Equipment Donated:*** Cabinets, sink, counter top, and etc

***Estimated Costs:*** \$1,215.52

***District Involvement:*** Demoed old materials, installed new materials, relocated  
electrical to fit new area

***Time Schedule:*** Materials donated and installed in July.

***Recommendation:*** Approval of the project as reviewed by the Facilities/Support Services  
Committee on August 4, 2025.

***Consideration of Acceptance of a Gift  
to the  
Dubuque Community School District  
for  
Board of Education Action on August 11, 2025\_\_\_\_\_***

***Request From:*** Micah Fern, Eagle Scout & Senior at Hempstead

***Subject:*** Labor donation

***Project:*** Hempstead Timmerman Field Ticket Booth

***Purpose:*** The ticket booth will provide protection for the ticket sellers during events that happen in inclement weather

***Equipment Donated:*** Time and labor to build ticket booth

***Estimated Costs:*** \$0

***District Involvement:*** Hempstead athletic department has purchased the materials for the ticket booth.  
Hempstead Booster Club will be paying for the concrete slab that the ticket booth sits on

***Time Schedule:*** Concrete was poured at the end of July and the building will be constructed at the beginning of August

***Recommendation:*** Approval of the project as reviewed by the Facilities/Support Services Committee on August 4, 2025.

**Dubuque Community School Board**

50. W. 13th Street  
Dubuque, IA 52001  
(563) 589-4270

**Change Order Form**

To: Valentine Construction Company, LLC  
15153 Lore Oaks Ct  
Dubuque, IA 52002

CHANGE ORDER NO: 3  
ISSUE DATE: 7/29/2025

**PROJECT NAME:** Eleanor Roosevelt Middle School Repave / Storm Water Project  
**PROJECT No:** 10211

**Jurisdictional Representative:**

(Name and Address)

Rob Powers  
Manager of Buildings and Grounds  
Dubuque Community School District  
2300 Channey  
Dubuque, IA. 52001

**Contractor Representative:**

(Name and Address)

Sam Valentine  
Valentine Construction Company, LLC  
15153 Lore Oaks Ct  
Dubuque, IA 52002

**Initiated By:**

Owner  
Contractor  
Engineer

X

Change Order No: 3  
Change Order Date: 7/29/2025

Original Contract Amount:	\$	213,510.00
Previous Change Orders:	\$	56,677.99
Current Change Order:	\$	12,880.00
<b>New Contract Amount:</b>	<b>\$</b>	<b>283,067.99</b>

**The Contract is changed as follows:**

Due to delamination of existing HMA surface layer to base layer while milling, actual depth of HMA overlay is increased from 2" to 3". 92 addition tons of material was delevered to the site at a cost of \$140.00/ton.

**Total Dollar Amount of this Change Order:** \$ 12,880.00

**This Change Order is not Valid Until Signed by Owner and Contractor**

**Recommended**

Engineer - Kevin M. Podstawa, P.E.

7/29/2025

Date

**Approved**

Contractor Representative - Sam Valentine, Owner

7/29/2025

Date

**Approved**

Jurisdictional Representative - Dr. Kate Parks, Board President

Date



Dubuque Community Schools  
Buildings and Grounds  
2300 Chaney Rd  
Dubuque, IA 52001  
(563) 552-3175

## Statement of Final Completion

To: Sam Valentine  
Valentine Construction Co. LLC  
15153 Lore Oaks Ct  
Dubuque, IA 52002

ISSUE DATE: 7/30/2025

**PROJECT NAME:** Eleanor Roosevelt Middle School Repaving / Storm Water Project

**PROJECT No:** 10211.00

<u>Owner</u> (Name and Address)
Kate Parks Board President Dubuque Community Schools 2300 Chaney Rd Dubuque, IA. 52001

<u>Engineer</u> (Name and Address)
Kevin Podstawa Project Manager WHKS & Co. 801 Bluff St, Suite 2C Dubuque, IA. 52001

<u>Contractor Representative:</u> (Name and Address)
Sam Valentine Owner Valentine Construction Co. LLC 15153 Lore Oaks Ct Dubuque, IA 52002

Original Contract Amount:	\$	213,510.00
Change Orders:	\$	69,557.99
<b>Final Contract Amount:</b>	<b>\$</b>	<b>283,067.99</b>

I, the undersigned Engineer of the above designated project, do hereby state that:

1. The construction provided pursuant to Contract Documents including all approved amendments and Change Orders, hereafter called the Work between the Owner and Contractor has been completed in compliance with the provisions of the Contract Documents.
2. The final payment authorized hereto and made a part hereof is a complete and accurate summary of the Work performed in accordance with the Contract Documents.
3. The total cost of the Work as completed is \$283,067.99.

These statements are made to the best of my knowledge, information and belief. I recommend, under the provisions of the Contract Documents, that the Work be accepted and that the final payment be made.

### Recommended

  
\_\_\_\_\_  
Engineer - Kevin Podstawa, Project Manager

7/30/2025  
\_\_\_\_\_  
Date

**Approved**  
  
\_\_\_\_\_  
Contractor Representative - Sam Valentine, Owner

7/30/2025  
\_\_\_\_\_  
Date

**Approved**  
\_\_\_\_\_  
Owner - Dr. Kate Parks, Board President

\_\_\_\_\_  
Date

# **DUBUQUE COMMUNITY SCHOOL DISTRICT**

## **RESOLUTION FOR FINAL ACCEPTANCE AND CLOSING FINAL PROJECT COSTS FOR THE PUBLIC IMPROVEMENT CONTRACT WITH Valentine Construction Co.**

WHEREAS, on February 10, 2025, Dubuque Community School District entered into a construction contract with Valentine Construction Co. of Dubuque, Iowa, “Contractor” for the construction of certain public improvements generally described as the Eleanor Roosevelt Middle School Repaving/ Storm Water (“Project”); and

WHEREAS, on November 11, 2024, Dubuque Community School District entered into a contract with WHKS & Co (“Architect”) for architectural/engineering design services associated with the above Project; and

WHEREAS, on July 30, 2025, Architect filed a certificate with Dubuque Community School District certifying that the contractor had substantially completed the construction of said public improvements in accordance with the terms and conditions of the contract and plans and specifications.

WHEREAS, the Architect has now submitted subsequent report, change order, bonds and pay application to Dubuque Community School District recommending that the project be accepted by the District as finally complete.

NOW, THEREFORE, BE IT RESOLVED by the Board of Education of the Dubuque Community School District:

Section 1: That said reports and documents of the Architect are hereby approved and adopted.

Section 2: That said public improvement is hereby approved and accepted as having been fully completed in accordance with said plans, specifications, and form of contract.

Section 3: That the total contract cost of the improvement yet payable under said contract with Valentine Construction Co. is hereby determined to be \$90,604.63.

Section 4: That \$90,604.63 of the total contract cost yet paid shall be retained for a period of thirty (30) days following this board’s action to finally accept this public improvement project, pursuant to the requirements of Iowa Code § 573.14. If at the end of the thirty-day period, claims are on file as provided, the Dubuque Community School District shall continue to retain from the unpaid funds a sum equal to double the total amount of all claims on file. The remaining balance of the unpaid fund, or if no claims are on file, the entire

unpaid fund, shall be released and paid to the contractor in accordance with Iowa law.

PASSED AND APPROVED this 11<sup>th</sup> day of August, 2025.

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Kathrin A Parks  
President, Board of Education  
Dubuque Community School District

ATTEST:

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Carolyn B Mauss  
Secretary, Board of Education  
Dubuque Community School District

00911516-1\17950-000 from Danielle Haindfield, Ahlers Law Firm, 12/11/2012

Dubuque Community School District  
Hempstead Football Field Storage  
Building

**SECTION 001113**

**NOTICE TO BIDDERS FOR PUBLIC IMPROVEMENT PROJECT  
HEMPSTEAD FOOTBALL FIELD STORAGE BUILDING  
DUBUQUE COMMUNITY SCHOOL DISTRICT  
DUBUQUE, IOWA**

**NOTICE IS HEREBY GIVEN:** BIDS FOR THE DUBUQUE COMMUNITY SCHOOL DISTRICT HEMPSTEAD FOOTBALL FIELD STORAGE BUILDING PROJECT WILL BE ACCEPTED FOR REVIEW AND CONSIDERATION.

Sealed bids for the Hempstead Football Field Storage Building Project will be received on August 25, 2025 at the Dubuque Community School District Administration Building (The Forum), 2300 Chaney Road, Dubuque, Iowa 52001, before 10:00 a.m., CST, according to the designated clock at the Reception Desk in the Forum Building. Bids will be stamped with the time they were received. The Bids will be publicly opened and read aloud shortly after 10:00 a.m., August 25, 2025, in the Board Room of the Dubuque Community School District Administration Building (The Forum), located at 2300 Chaney Road, Dubuque, Iowa. Neither the District nor its agents will assume liability for the inability of a bidder to submit a bid in a timely manner. Bidders bear full and complete responsibility for the timely submission of such bid. Bids received after the deadline will not be considered and will be returned to the bidder unopened.

**The scope of work for the project located at 3715 Pennsylvania Ave, Dubuque, IA 52002, includes, but is not limited to the following:**

The project consists of a 40ft by 50ft storage building located near the football field at Hempstead High School. The proposed building construction consists of wood framed exterior walls with vertical metal siding and gable roof trusses with metal roof panels on shallow and deep concrete foundations with a reinforced concrete slab. Building access will be provided by two overhead doors and a walk door. Site work consists of concrete aprons along East and South sides with retaining walls on West side of building due to existing slopes. Electrical work consists of providing power to the building from Hempstead High School and general power within the storage building.

**CONTRACTS:**

Bids will be received, and project constructed under a single prime contract. Bids must be on a lump sum basis. Work to commence on or about September 10, 2025, with completion of work as follows:

Substantial Completion of the Hempstead Football Field Storage Building Project shall be no later than November 14, 2025. Additional time restrictions/timelines may also be in place for this project and those restrictions are covered in the construction documents.

**DOCUMENT AVAILABILITY:**

Bid documents will be available for viewing on or after August 12, 2025 at the Dubuque Community School District Buildings and Grounds Department, 2300 Chaney Road, Dubuque, Iowa 52001-3095; Origin Design Co. office, 137 Main Street Suite 100, Dubuque, Iowa 52001, and at plan room locations as listed below:

Origin Design Project No.  
2400704

NOTICE TO BIDDERS  
001113 - 1

Dubuque Community School District  
Hempstead Football Field Storage  
Building

Master Builders/Construction Update/iSqFt Plan Room: [www.mbionline.com](http://www.mbionline.com)  
Dodge Data & Analytics: <http://construction.com>  
Origin Design: [www.origindesign.com](http://www.origindesign.com)

Bidders may obtain copies of the Bidding Documents prepared by Origin Design at no cost. To obtain electronic copies click on the 'Bids' tab on the Origin website at <https://origindesign.com/>. To obtain paper copies contact Tri-State Blue Print/Rapids Reproductions at <https://www.origindesignplanroom.com/> or phone at 563-556-3030. A deposit of One Hundred dollars (\$100.00) is required per set or receipt of AGC, AMC, AMEC, MBI, or NECA card. Deposit checks shall be made out to Dubuque Community School District. Deposits will be refunded upon return of the Construction Bidding Documents, to unsuccessful bidders, if returned documents are in good condition and returned within fourteen (14) days after award of the project.

When requesting Bidding Documents, please register your name, company name and complete address, telephone number (with area code), fax number, and email address. This information will be used to transmit addenda to all who are known to have received Bidding Documents.

#### **BIDDING REQUIREMENTS:**

Each Bid shall be submitted on the Bid Form provided with the Bidding Documents. No oral, facsimile or telephonic bids or modifications will be considered. Bids shall be addressed and delivered to the Dubuque Community School District, Forum Building, 2300 Chaney Road, Dubuque, Iowa 52001—Attention Chief Financial Officer, in sealed envelopes marked with the Project Name and name and address of Bidder. All bids shall be sealed and plainly marked. Any alteration of the bid form may be cause for rejection of the bid.

Each Bid shall be accompanied by Bid Security in the amount of ten percent (10%) of the total bid submitted. Bid Security must be in the form set forth in the Instructions to Bidders. Bid Security must be in one of the following forms: Certified Check, Cashier's Check, Credit Union Certified Share Draft or an approved Bond Form.

The successful Bidder will be required to furnish a Certificate of Insurance and Performance and Labor and Material Payment Bonds both in an amount equal to 100% of the Contract Price and in accordance with other requirements outlined in the Bid Documents.

Should the successful bidder fail or neglect to furnish satisfactory performance/payment bonds, refuse to enter into a Contract on the basis of the bid, or fail to meet the requirements of this Notice and the specifications regulating the award, the bidder's security may be retained as liquidated damages. No bidder may withdraw its bid for a period of forty-five (45) calendar days after the date and hour set for opening of bids.

**IOWA STATE SALES TAX:** This project is tax exempt. **Do Not** include Iowa State Sales Tax in any calculation of Bid totals. Contractors and Suppliers will be provided an Iowa sales tax exemption certificate for this project.

#### **BASIS OF BIDS:**

The Bidder shall include all requested Forms and attachments with their submission of the Bid Form; failure to comply may be cause for rejection.

Origin Design Project No.  
2400704

NOTICE TO BIDDERS  
001113 - 2

Dubuque Community School District  
Hempstead Football Field Storage  
Building

Consideration of bids and the award of contract may be made by the Board of Education of the Dubuque Community School District to the lowest responsive, responsible bidder determined on the basis of a combination of the base bid and any selected alternates at its meeting on September 8, 2025, in the Dubuque Community School District Board Room, Forum Building, 2300 Chaney Road, Dubuque, Iowa. The right is reserved to reject any and all bids, or any part thereof, and to waive informalities or irregularities and to enter into such Contract or Contracts as shall be deemed in the best interests of the Dubuque Community School District.

By virtue of statutory authority, a preference will be given to products and provisions grown and coal produced within the State of Iowa to the extent lawfully required under Iowa statutes.

All bids will be governed by applicable provisions in the Iowa Code and Dubuque Community School District Board Policies, including its Non-Discrimination Equal Employment Opportunity and Affirmative Action Policy.

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Carolyn Mauss  
Board Secretary  
Dubuque Community School District

Published: August 12, 2025

**NOTICE OF PUBLIC HEARING**  
**DUBUQUE COMMUNITY SCHOOL DISTRICT**

Notice is hereby given that the Board of Education of the Dubuque Community School District will hold a public hearing in accordance with the *Code of Iowa, Chapter 26*, on Tuesday, September 2, 2025, at 4:00 o'clock p.m., Central Standard Time, (or immediately following the conclusion of the Facilities/Support Services Committee meeting) at the Administration Office of the School District (Forum Building), 2300 Chaney Road, Dubuque, Iowa 52001-3095 for the purpose of hearing or receiving any objections to the adoption of the proposed drawings, specifications and form of contract (the "Documents") and estimated cost for a public improvement project at the Dubuque Community School District Hempstead Football Field Storage Building, at 3715 Pennsylvania Ave, in the City of Dubuque, Iowa.

**HEMPSTEAD FOOTBALL FIELD STORAGE BUILDING**  
**DUBUQUE COMMUNITY SCHOOL DISTRICT**

The proposed Documents are available for examination, prior to the public hearing, at the Dubuque Community School District Buildings and Grounds Building, 2300 Chaney Road, Dubuque, Iowa 52001. Written objections concerning the Documents, or the estimated cost of the Project are to be filed with the Secretary of the Board of Education at the Forum Building at or prior to the public hearing. At the public hearing, any person interested may appear and file objections to the Documents or the estimated cost of the Project or comment in favor thereof. The Board shall hear said objections and any evidence for or against the Documents or estimated cost of the Project. At the conclusion of the public hearing, the Board shall render its decision with respect to said objections.

Published upon order of the Dubuque Community School District

By: Carolyn Mauss, Board Secretary

Publish: August 27, 2025, in the *Dubuque Telegraph Herald*

## Educational Programs

### **Recommendations:**

✓ I move that the Board of Education approve the 2025-2026 IASB legislative priorities as presented

# 2025 IASB/UEN Legislative Action Priorities

## Dubuque Community School District

### Recommendations

#### **1. STUDENT ACHIEVEMENT**

Iowa students benefit from rigorous content standards and benchmarks that reflect the real-world knowledge and skills students need to graduate from high school prepared for college, trade school, military service, or to enter the workforce. We support state policies to: Provide technical assistance for school districts to fully implement the Iowa Content Standards which define what students should know and be able to do in math, science, literacy, social studies, and 21st century skills. Ensure research-based professional development that provides educators with training, support and time to work together. Support intensive, high-quality tutoring to improve student literacy and math proficiency. Continue evidenced-based literacy materials to help improve student achievement. Expand programming for career and technical education and apprenticeships. Ensure assessments are aligned to high expectations, improve and align instruction, and quality professional development. Support curriculum decisions that are made by locally elected school boards. Allow a consideration process that engages stakeholders, the Department of Education, and the state board of education in new graduation requirements. Provide full access to technology and online learning through Infrastructure investments, including incentives to expand service with a priority on those areas with access to the slowest speeds and guarantee minimum download and upload speeds as a condition to receive grant funding or other financial incentives.

#### **2. PRESCHOOL**

Research demonstrates that children who take part in early childhood education are more likely to succeed in school. We support state policies to: Ensure all school districts have the capacity to serve all 4- and 5-year-olds and allow districts to provide services such as full-day programming, transportation and wraparound care as well as additional support and resources to provide the necessary behavioral and educational services for preschool-aged students.

#### **3. TEACHER RECRUITMENT AND LICENSURE**

A highly skilled teacher workforce is essential to student achievement and can be supported by state policies that: Ensure high-quality teacher preparation programs, including alternative licensure programs that include in-classroom experiences, pedagogy training, content knowledge in curricular area and mentoring for individuals with non-traditional or international education backgrounds. Encourage initiatives and programs that diversify Iowa's teaching profession to better match our student demographic makeup. Expand programs such as Teach Iowa Scholar, Teacher Intern Program, and others as approved by the Board of Educational Examiners. Create programs for student teaching grants and stipends and expand teacher apprenticeship programs to make education careers a more attractive and affordable option. Create a program to provide beginning teacher incentives and recruitment incentives to attract high-quality teachers. Create reciprocity agreements with other states that have high-quality teacher preparation programs to increase diversity among certified teachers and administrators.

#### **4. SUPPLEMENTAL STATE AID**

The school aid formula is the biggest driver in providing resources for a high-quality education that translates to a successful future for our students and economic growth in our state. A school's general fund supports a high-quality teacher workforce, critical for student achievement. We support state policies on supplemental state aid rate that: sufficiently supports the ability of local districts to meet parent and community expectations and provide a world-class education for all students, provide the resources to recruit and retain a high-quality teacher and staff workforce, and incorporate inflation and cost-of-living increases to minimize the negative impact on a district's general fund from these increased costs.

#### **5. UNFUNDED MANDATES**

Mandates on school districts that are imposed without funding put pressure on the school's general fund budget and can negatively impact efforts to provide a high-quality education for all students. We oppose any mandate that does not provide adequate and direct funding for successful implementation.

#### **6. SCHOOL FUNDING POLICY**

Schools and school boards have a longstanding commitment to provide students with the programs and services they need to be successful. We support state policies on public school funding that: Sufficiently supports the ability of local districts to meet parent and community expectations and provides a world class education to all students. Equalize per-pupil funding for all program areas. Equitably funds all Area Education Agencies (AEAs). Maintain the funding mechanism for transportation costs that reduces the pressure on the general fund and addresses inequities between school districts. Include factors based on changes in demographics, including socio-economic status, remedial programming, and enrollment challenges. Reflect actual costs for special education services. Support flexibility in the use of voter and board-approved special levy funds. Incorporate categorical funding in the formula within three years. Include a mix of state aid and property taxes. Increase the budget guarantee to 103% to provide additional stability to support student achievement for districts with declining enrollment

#### **7. BOND ISSUES**

Local community investment in world-class education facilities is an important part of providing the best opportunities for student achievement. We support state policies to: Allow school bond issues to be passed by a simple majority vote. Provide the authority to levy a combination of property taxes and income surtaxes to pay the indebtedness. Clarify that revenue bonds do not count toward a 5% statutory debt limit. Allow bond issues to be on the ballot during any special election date

## **8. PRIVATE SCHOOL CHOICE**

Accredited private schools who accept education savings account funds should be required to accept all students regardless of race, religion, gender, gender identity, sexual orientation, socio-economic status, and disability. Accredited private schools who accept education savings account funds should be held to the same standard as public schools with respect to accountability and transparency. This includes but is not limited to the following: Make public the annual audit of the accredited private school. Adhere to the same reporting requirements on student achievement as is required of public schools. Reimburse the pro-rated amount of educational savings account funds for a student who is expelled or voluntarily withdraws before the conclusion of the semester.