

**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION ANNUAL MEETING**

<https://www.youtube.com/EngageCRschools/>

Once in YouTube, click the appropriate LIVE video for audio access to the meeting.

Monday, November 9, 2020 @ 5:30 PM

A G E N D A

CALL TO ORDER (Laurel Day)

APPROVAL OF AGENDA (Laurel Day)2

BOARD GOVERNANCE

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ADJOURNMENT - (President)

A G E N D A
Annual Meeting
Monday, November 9, 2020

CALL TO ORDER – Board Secretary Laurel Day

APPROVAL OF AGENDA – Board Secretary Laurel Day

“I move that the agenda of Monday, November 9, 2020 Board of Education Annual Meeting be approved as set forth, and that each item is considered ready for discussion and/or action.”

MOTION/2ND/ROLL CALL

BOARD GOVERNANCE

BA-21-000/07 Minutes – Regular Meeting/Work Session on October 26, 2020 (Laurel Day)

Exhibit: <http://www.cr.k12.ia.us/our-district/board-of-education/>

Action Item

Pertinent Fact(s):

It is the responsibility of the Board Secretary to keep the minutes of Board of Directors meetings as required by Iowa Code §§ 21.3 and Board Regulation 202.10. The minutes will be available for public inspection within two weeks of the Board meeting and forwarded to the appropriate newspaper for publication.

Recommendation:

It is recommended that the Board of Education approve the Minutes from the Regular Meeting/Work Session held on October 26, 2020.

Annual Board Meeting: Monday, November 9, 2020

BOARD GOVERNANCE

BA-21-136 Election of President (Laurel Day)

Action Item Roll Call or Text Ballot

Pertinent Fact(s):

1. The annual meeting will be called to order for the purpose of selecting a presiding officer of the Board of Directors.
2. Per Procedure, 202.1a, the Board Secretary shall call for nominations for the Office of President of the Board of Directors. Nominations do not require a second. The Board Secretary may determine "nominations closed" after sufficient time has been given for all who wish to make nominations to do so.
3. After nominations have been declared closed, the Board Secretary will call for a roll call vote. Due to virtual meetings, if more than one Director is nominated for the Office of the President, voting shall be taken via text messaging in place of paper ballots. Each Board member shall submit their vote to the Board Secretary by texting the name of the individual for whom they are voting. The Board Secretary shall collect the text message and read the name of the director on each submission and the name of the nominee shall marked on a paper ballot by the Board Secretary for official recordkeeping. If one nominee receives a majority vote of the members present, that member shall be elected President. If a majority vote for any nominee is not achieved on the first ballot, the procedure is repeated until a nominee receives a majority of votes cast.
4. The Board Secretary will administer the Oath of Office to the elected President.

Recommendation:

It is recommended that the Board of Education select a presiding officer of the Board of Directors and the Oath of Office be administered by Board Secretary Day.

BOARD GOVERNANCE

BA-21-137 Oath of Office – President of Board of Directors (Laurel Day)

Information Item

Pertinent Fact(s):

The Board Secretary will administer the Oath of Office to the elected President:

“Do you, _____, solemnly swear that you will support the Constitution of the United States and the Constitution of the State of Iowa, and that you will faithfully and impartially to the best of your ability discharge the duties of the Office of President of the Board of Directors of the Cedar Rapids Community School District, in the County of Linn, State of Iowa, as now or hereafter required by Law?”

Respond by saying, “I will.”

BOARD GOVERNANCE

BA-21-138 Election of Vice President (President)

Action Item Roll Call or Ballot

Pertinent Fact(s):

1. Per Procedure, 202.1a, after the President has taken the Oath of Office, he/she will conduct the election for Vice President and shall call for nominations for the Office of Vice President of the Board of Directors. Nominations do not require a second. The President may determine "nominations closed" after sufficient time has been given for all who wish to make nominations to do so.
2. After nominations have been declared closed, the President will call for a roll call vote, unless there is more than one Director nominated. Due to virtual meetings, if more than one Director is nominated for the Office of the Vice President, voting shall be taken via text messaging in place of paper ballots. Each Board member shall submit their vote to the Board Secretary by texting the name of the individual for whom they are voting. The Board Secretary shall collect the text message and read the name of the director on each submission and the name of the nominee shall be marked on a paper ballot by the Board Secretary for official recordkeeping. If one nominee receives a majority vote of the members present, that member shall be elected Vice President. If a majority vote for any nominee is not achieved on the first ballot, the procedure is repeated until a nominee receives a majority of votes cast.
3. The Board Secretary will administer the Oath of Office to the elected Vice President.

Recommendation:

It is recommended that the Board of Education select a Vice President of the Board of Directors and the Oath of Office be administered by Board Secretary Day.

BOARD GOVERNANCE

BA-21-139 Oath of Office - Vice President of Board of Directors (Laurel Day)

Information Item

Pertinent Fact(s):

The Board Secretary will administer the Oath of Office to the elected Vice President:

“Do you, _____, solemnly swear that you will support the Constitution of the United States and the Constitution of the State of Iowa, and that you will faithfully and impartially to the best of your ability discharge the duties of the Office of Vice President of the Board of Directors of the Cedar Rapids Community School District, in the County of Linn, State of Iowa, as now or hereafter required by Law?”

Respond by saying, “I will.”

BOARD GOVERNANCE

BA-21-140 Conflict of Interest Statements (Laurel Day)

Information Item

Pertinent Fact(s):

1. Per Board Regulation 201.6, it is the responsibility of each Board member to be aware of an actual or potential conflict of interest. It is also the responsibility of each Board member to take the action necessary to eliminate such a conflict of interest. Should a conflict of interest arise, a Board member should not participate in any action relating to the issue from which the conflict arose. A Board member shall disclose and abstain from voting on any item that may be a potential conflict of interest.
2. Each Board member shall sign a "Conflict of Interest Disclosure" form at the Annual or Organizational Board Meeting and a record of said form will be noted in the School Board minutes. The disclosure form will be maintained by the Board Secretary.

ADJOURNMENT - (President)

**CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
BOARD OF EDUCATION REGULAR MEETING**

<https://www.youtube.com/EngageCRschools/>

Once in YouTube, click the appropriate LIVE video for audio access to the meeting.

Public Participation is available by preregistering @ [BOE 11.09.2020](mailto:BOE.11.09.2020)

by 12:00 PM on November 9, 2020.

The public may also submit their comments prior to and up until 12:00 PM of the scheduled meeting start time to: Lday@crschools.us

Monday, November 9, 2020 @ 5:40 PM

A G E N D A

CALL TO ORDER (President)

APPROVAL OF AGENDA (President).....3

SUPERINTENDENT’S REPORT / BOARD REPORTS (Superintendent Bush/Board of Directors)

COMMUNICATIONS, DELEGATIONS, AND PETITIONS (President)

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ADMINISTRATION - con't

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BOARD GOVERNANCE

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ADJOURNMENT - (President)

A G E N D A
Regular Meeting
Monday, November 9, 2020

CALL TO ORDER - President

APPROVAL OF AGENDA - President

“I move that the agenda of Monday, November 9, 2020 Board of Education Meeting be approved as set forth, and that each item is considered ready for discussion and/or action.”

MOTION/2ND/ROLL CALL

SUPERINTENDENT’S REPORT / BOARD REPORTS (Superintendent Bush/ Board of Directors)

COMMUNICATIONS, DELEGATIONS, AND PETITIONS (President)

CONSENT AGENDA

BA-21-008/06 Open Enrollment - Denial 2020-2021 School Year (John Rice)

Exhibit: BA-21-008/06.1

Action Item

Pertinent Fact(s):

1. Section 256.7(5), Chapter 17, of the Iowa Code "Open Enrollment," allows parents/guardian to enroll their children/child in a school district other than the resident district of the custodial parent/guardian. In order for parents/guardians to exercise this option, their request must be submitted by March 1 of the year preceding open enrollment. For kindergarten children the deadline for submitting an application for open enrollment is September 1 of the current school year.
2. Applications filed after the deadline will not be approved unless the reason for late filing qualifies for "good cause"; "good cause" means a change in the status of a child's resident district for any of the following reasons:
 - A. Family moved to a new district of residence
 - B. Change in the marital status of the student's parents resulting in new resident district
 - C. Placement of the student into foster care resulting in new resident district
 - D. Adoption resulting in new resident district
 - E. Participation in a foreign exchange program
 - F. Participation in a substance abuse or mental health treatment program resulting in new resident district
 - G. Failure of negotiations for reorganization or rejection of proposed reorganization plan*
 - H. Failure of negotiations for whole grade sharing or rejection of whole grade sharing agreement*
 - I. Loss of accreditation or revocation of a charter school contract*

*If "good cause" is related to change in status of child's resident district, the open enrollment request must be filed within **45** days of last board action or within **30** days of certification of an election, whichever is applicable.

3. Request may be denied if:
 - A. The student has been suspended or expelled by a district and has not been reinstated as a student in that district
 - B. Insufficient classroom space exists
 - C. Minority/non-minority pupil ratios would be adversely affected
 - D. An appropriate instructional program is not available
 - E. The applicant missed the prescribed deadline and the request does not qualify for "good cause"
4. If the denial is based on a desegregation plan and/or any other reasons, it may be appealed to the Linn County District Court and cannot be appealed to the State Board of Education. An appeal must be postmarked within 30 days of the Board decision.

Recommendation:

It is recommended that the Board of Education approve the Open Enrollment-Denial of the student(s) commencing with the 2020-2021 School Year.

Board Meeting: Monday, November 9, 2020

**OPEN ENROLLMENT DENIALS
2020-2021 SCHOOL YEAR**

EXIT Denial

<u>Parent</u>	<u>Student</u>	<u>Grade</u>	<u>Resident District</u>	<u>Requested District</u>
J. Gifford	A. Gifford	2	Cedar Rapids Community School District	Linn Mar Community School District
Reason: Application filed late				
J. Gifford	P. Gifford	2	Cedar Rapids Community School District	Linn Mar Community School District
Reason: Application filed late				
J. Gifford	S. Gifford	4	Cedar Rapids Community School District	Linn Mar Community School District
Reason: Application filed late				

TOTALS: 3 Linn Mar

CONSENT AGENDA

BA-21-009/07 Personnel Report (Linda Noggle)

Exhibit: BA-21-009/07.1-3

Action Item Roll Call

Recommendation:

It is recommended that the Board of Education approve the Personnel Report.

BA-21-009/07 Personnel Report (Linda Noggle)

APPOINTMENTS - SALARIED STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Anderson, Jacob	\$2,797.00	MN Basketball Asst. Washington	10/13/2020
Blood, Kyle	\$2,700.50	Wrestling Asst. Kennedy	11/2/2020
Dixon, Derek	\$5,594.00	MN Basketball Asst. Jefferson	10/21/2020
Seely, Erin	\$45,850.00 (pro-rated)	Multicategorical Taft	10/22/2020

APPOINTMENTS - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Bell, Bobbie	\$14.18	Bus Attendant ELSC	10/26/2020
Creager, Yvette	\$15.12	Health Secretary Wilson	11/2/2020
Crow, Cheyanne	\$11.74	Childcare Professional 5 Season's/Coolidge	11/2/2020
Dalton, William	\$12.45	Paraprofessional Roosevelt	11/6/2020
Franck, Anna	\$13.30	Paraprofessional Garfield	10/26/2020
Gordon, Rachel	\$12.20	Paraprofessional Jefferson	11/2/2020
Hobson, Rochunda	\$14.18	Bus Attendant ELSC	11/2/2020
Kull, Bailey	\$14.14	Paraprofessional Franklin	11/2/2020

Priest, Ashlee	\$15.12	Health Secretary Franklin	11/2/2020
Satkamp, Barbara	\$13.30	Paraprofessional Grant Wood	10/26/2020
Stewart, Taylor	\$16.75	Custodian II ELSC	11/16/2020
Wolfe, Joe	\$14.18	Bus Attendant ELSC	11/2/2020

GRANTING LEAVES OF ABSENCE - HOURLY STAFF

<u>Name</u>	<u>Type of Leave</u>	<u>Assignment</u>	<u>Effective Date</u>
Chigorogo, Richard	General	Bus Driver ELSC	10/9/2020

CHANGE OF GRADE / POSITION - HOURLY STAFF

<u>Name</u>	<u>Salary Placement</u>	<u>Assignment</u>	<u>Effective Date</u>
Cliff, Sarah (correction from 10/26)	\$15.03	Elem. Asst. Manager Taylor	10/19/2020
Cobb, Ashley	\$16.50	Elementary Manager Polk	10/22/2020
Noonan, Brinn	\$12.38	Paraprofessional Washington	11/16/2020

RESIGNATIONS - HOURLY STAFF

<u>Name</u>	<u>Reason</u>	<u>Assignment</u>	<u>Effective Date</u>
Bascom, Mindy	Personal	Cashier Kennedy	10/19/2020
Baty, Bobbi	Personal	Paraprofessional Hiawatha	10/23/2020
Jeck, Jennifer	Personal	Bus Attendant ELSC	11/4/2020
O'Connor, Tara	Personal	Paraprofessional Coolidge	11/2/2020

Rasmussen, Emmett	Personal	Bus Attendant ELSC	10/29/2020
Sarduy, Betty	Personal	Food Service Asst. Arthur	10/23/2020
Snyder, Emily	Personal	Custodian II Floater ELSC	10/20/2020
Tolbert, Shekita	Personal	Bus Attendant ELSC	9/14/2020
Young, Betty	Personal	Paraprofessional Hiawatha	10/23/2020

CONSENT AGENDA

BA-21-141 Board Meeting Schedule - 2020-2021 School Year (Laurel Day)

Exhibit: BA-21-141.1

Information Item

Pertinent Fact(s):

The Board Meeting schedule for the remainder of the 2020-2021 School Year is provided as an information item.

BOARD MEETING SCHEDULE*

CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT BOARD OF EDUCATION

The Board of Education generally meets in the Board Room - Educational Leadership and Support Center.

Regular Meetings and Work Sessions generally begin at 5:30 P.M.

*Schedule is subject to change. Please contact the Board Secretary @ 319/558-2216
for additional information and to confirm the meeting schedule.

November 9, 2020 – Annual Board Meeting/Regular Board Meeting

December 14, 2020 –Board Meeting

January 11, 2021 – Board Meeting

January 25, 2021 – Board Meeting/Work Session

February 8, 2021 – Board Meeting

February 22, 2021 – Board Meeting/Work Session

March 8, 2021 – Board Meeting

April 12, 2021 – Board Meeting

April 26, 2021 – Board Meeting/Work Session

May 10, 2021 – Board Meeting

June 14, 2021 – Board Meeting

July 12, 2021 – Board Meeting

August 9, 2021 – Board Meeting

August 23, 2021 – Board Meeting/Work Session

September 13, 2021 –Board Meeting

September 27, 2021 –Board Meeting/Work Session

October 11, 2021 – Board Meeting

October 25, 2021 – Board Meeting/Work Session

November 11, 2021 – Annual & Organizational Board Meetings



CONSENT AGENDA

BA-21-142 Approval – New Elementary School at Coolidge Elementary School Site Project - Change Order Number Three (Jon Galbraith)

Exhibit: BA-21-142.1

Action Item

Pertinent Fact(s):

1. Garling Construction is the contractor for this project with a contract amount of \$21,213,417.32 and the source of funding is the Secure an Advanced Vision for Education Fund (SAVE).
2. Garling Construction is requesting a Change Order in the amount of \$4,072.39, for a new contract amount of \$21,217,489.71.
 - CO 011.1 results from an owner's request resulting in adding fire alarm and BAS elevator connections.
 - CO 013 results from an unforeseen condition resulting in changing panelboard AIC ratings.
 - CO 0155 results from an error or omission in the plans or specs resulting in adding a door closure at door 1414A.

Recommendation:

It is recommended that the Board of Education approve Change Order Number Three to Garling Construction for the New Elementary School at Coolidge Elementary School Site Project.



AIA Document G701™ – 2017

Change Order

PROJECT: *(Name and address)*
19213000

6225 1st Ave NW
Cedar Rapids, IA 52405

OWNER: *(Name and address)*
Cedar Rapids Community School District
2500 Edgewood Road NW
Cedar Rapids, IA 52405

CONTRACT INFORMATION:
Contract For: New Elementary at the
Coolidge Site
Date: April 13, 2020

ARCHITECT: *(Name and address)*
OPN Architects
200 5th Ave. SE, Suite 201
Cedar Rapids, Iowa 52401

CHANGE ORDER INFORMATION:
Change Order Number: 003
Date: October 26, 2020

CONTRACTOR: *(Name and address)*
Garling Construction
5210 20th Ave SW
Cedar Rapids, IA 52404

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)


CO 011.1 Fire Alarm and BAS Elevator Connection	\$5,536.76
CO 013 Change Panelboard AIC Ratings	(\$1,838.00)
CO 015 Door Closer at Door 1414A	\$373.63
Total:	\$4,072.39

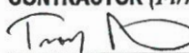
The original Contract Sum was	\$ 21,135,000.00
The net change by previously authorized Change Orders	\$ 78,417.32
The Contract Sum prior to this Change Order was	\$ 21,213,417.32
The Contract Sum will be increased by this Change Order in the amount of	\$ 4,072.39
The new Contract Sum including this Change Order will be	\$ 21,217,489.71

The Contract Time will be unchanged by Zero (0) days.
The new date of Substantial Completion will be

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

OPN Architects
ARCHITECT *(Firm name)*

SIGNATURE
Chad Schumacher
PRINTED NAME AND TITLE
10.26.2020
DATE

Garling Construction
CONTRACTOR *(Firm name)*

SIGNATURE
Troy Pins - President
PRINTED NAME AND TITLE
10-27-20
DATE

Cedar Rapids Community School District
OWNER *(Firm name)*
SIGNATURE
Laurel Day - Board Secretary
PRINTED NAME AND TITLE
November 9, 2020
DATE

CONSENT AGENDA

BA-21-143 Approval – Restroom Upgrade Projects - McKinley, Roosevelt, and Taft Middle Schools - Change Order Number Three (Chris Gates)

Exhibit: BA-21-143.1

Action Item

Pertinent Fact(s):

1. Garling Construction is the contractor for this project with a contract amount of \$518,989.68 and the source of funding is the Physical Plant and Equipment Levy Fund (PPEL).
2. Garling Construction is requesting a Change Order in the amount of \$14,054.20, for a new contract amount of \$533,043.88.
 - COR #5 results from an unforeseen condition requiring an additional exhaust fan.
 - COR #8 results from an unforeseen condition requiring bulkheads to be rebuilt.
 - COR #9 results from an unforeseen condition resulting in the repair of an existing rated wall.
 - COR #10 results from an unforeseen condition requiring the reroute of a waste pipe at Taft MS.
 - COR #11 results from an unforeseen condition requiring the installation of cement board at a damaged wall.

Recommendation:

It is recommended that the Board of Education approve Change Order Number Three to Garling Construction for the Restroom Upgrade Projects - McKinley, Roosevelt, and Taft Middle Schools.



AIA® Document G701™ – 2017

Change Order

PROJECT: *(Name and address)*
CRCSD 2020-21 Restroom Upgrades -
McKinley, Roosevelt, and Taft Middle
Schools
Cedar Rapids

OWNER: *(Name and address)*
Cedar Rapids Community School District
Educational Leadership Support
Center
2500 Edgewood Road NW
Cedar Rapids, Iowa 52405

CONTRACT INFORMATION:
Contract For: General Construction

Date: February 11, 2020

ARCHITECT: *(Name and address)*
Solum Lang Architects, LLC
1101 Old Marion Road NE
Cedar Rapids, Iowa 52402

CHANGE ORDER INFORMATION:
Change Order Number: 003

Date: October 23, 2020

CONTRACTOR: *(Name and address)*
Garling Construction
1120 11th Street
Belle Plaine, Iowa 52208

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

Per COR #5 (Attached)	
Add Exhaust Fan	ADD \$5,080.82
Per COR #8 (Attached)	
Rebuild Bulkheads	ADD \$1,288.07
Per COR #9 (Attached)	
Repair Existing Rated Wall	ADD \$2,238.95
Per COR #10 (Attached)	
Reroute Taft Waste Pipe	ADD \$2,131.53
Per COR #11 (Attached)	
Install cementboard @ damaged wall	ADD \$3,314.83

The original Contract Sum was	\$ 510,900.00
The net change by previously authorized Change Orders	\$ 8,089.68
The Contract Sum prior to this Change Order was	\$ 518,989.68
The Contract Sum will be increased by this Change Order in the amount of	\$ 14,054.20
The new Contract Sum including this Change Order will be	\$ 533,043.88

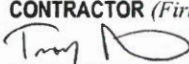
The Contract Time will be increased by Zero (0) days.
The new date of Substantial Completion will be September 16, 2020


NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

Solum Lang Architects, LLC
ARCHITECT *(Firm name)*

SIGNATURE
Jeff Portman, Architect
PRINTED NAME AND TITLE
October 23, 2020
DATE

Garling Construction
CONTRACTOR *(Firm name)*

SIGNATURE
Troy Pins President
PRINTED NAME AND TITLE
October 26, 2020
DATE

Cedar Rapids Community School District
OWNER *(Firm name)*

SIGNATURE
Laurel A. Day
PRINTED NAME AND TITLE
November 9, 2020
DATE

CONSENT AGENDA

BA-21-144 **Approval – Master Facility Oversight Committee Membership – 2020-2021 School Year (Jon Galbraith/David Nicholson)**

Exhibit: BA-21-144.1

Action Item

Pertinent Fact(s):

1. The Board-Appointed Master Facility Plan Oversight Committee oversees investments in facilities related to all infrastructure funding sources. Their oversight work includes both the SAVE and PPEL funding sources.
2. The 2020-2021 membership roster for the Facility Master Planning Oversight Committee is provided for the Board's consideration and approval.

Recommendation:

It is recommended that the Board of Education approve the Master Facility Oversight Committee Membership for the 2020-2021 School Year.

**Master Facility Plan Oversight Committee
Membership Listing 2020.2021**

Name	Organization	Term Length	Term Ends
Steve Shupp	Alliant Energy	3 years	2021
Sue Shanklin	Collins Aerospace	3 years	2022
Frank Rainbolt	United Fire	3 years	2023
Lindsay Schumacher	Aegon USA	3 years	2023
Dave Dvorak	Community member	3 years	2021
Pat Loeffler*	Union Carpenter	3 years	2021
Dain Brunscheen	Business Representative for Laborers Local 43	3 years	2023
Michael Pitcher	District Custodial Representative	Ongoing	

CONSENT AGENDA

BA-21-145 **Agreement - Cedar Rapids Community School District and Accelerate Learning (STEMscopes) - 2021-2022 School Year (John Rice)**

Exhibit: BA-21-145.1-2

Action Item

Pertinent Fact(s):

The Cedar Rapids Community School District is entering into a one-year Agreement for Science Online Content Resources for grades 6-8 with Accelerate Learning for STEMscopes. We will avoid a price increase if we lock in the current cost by December 31, 2020.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Accelerate Learning for the 2021-2022 School Year.

STEMscopes Quote

Quote/Invoice Number: 00054390
 Expiration Date: 12/31/2020
 Account Name: Cedar Rapids Community School District
 Bill To: 2500 Edgewood Rd NW
 Cedar Rapids, Iowa 52405
 United States
 Shipping Address: 2500 Edgewood Rd Nw
 Cedar Rapids, Iowa 52405-1015
 United States
 Created Date: 10/30/2020
 Prepared By: Pat Salstrand

MAIL PO & CHECKS TO:

Division: Accelerate Learning Inc.
 Company Address: PO BOX 732464
 Dallas, 75373-2464
 Fax: (281) 833-4510
 Phone: (800) 531-0864

Description: The licenses in this quote are for the 21-22 school year

This quote is good until 12/31/2020
 Pricing Jan1, 2021 will be \$745 and discounts for Multi-Year Pricing:
 \$7.45/Student/Year (1-3 years)
 \$7.20/Student/Year (4-5 years)
 \$6.95/Student/Year (6-8 years)

The quantity below represents the total number of students for each grade level.

Product	ISBN	Grade	Quantity	Years	Sales Price	Total Price
IA NGSS Grade 6 Online	978-1-946725-01-1	Grade 6	1,200.00	1 Year	\$5.95	\$7,140.00
IA NGSS Grade 7 Online	978-1-946725-02-8	Grade 7	1,200.00	1 Year	\$5.95	\$7,140.00
IA NGSS Grade 8 Online	978-1-946725-03-5	Grade 8	1,200.00	1 Year	\$5.95	\$7,140.00

Subtotal: \$21,420.00
 Shipping: \$0.00
 Order Total: \$21,420.00

November 9, 2020

Laurel A. Day

Date

STEMscopes Quote

CUSTOMER LICENSE TERMS AND CONDITIONS

These Customer License Terms and Conditions (these "Terms") are a legally binding agreement between Accelerate Learning, Inc. d/b/a STEMscopes ("ALI") and the customer ("Customer") entering into an order (the "Order") that references these Terms. In the event of any conflict between these Terms and the terms and conditions elsewhere in the Order, these Terms will supersede and govern as between ALI and Customer.

License and Permitted Use: Subject to Customer's continued compliance with these Terms and the Order, ALI grants Customer a nonexclusive, nontransferable, and nonassignable license during the term of the relevant order to use (and grants Customer's authorized students access to use) the digital, print, and hands-on platforms and materials provided by ALI or its designated distributor (collectively, the "STEMscopes Content") solely for its internal educational purposes. Customer is responsible for its and its employees', contractors', and users' compliance with these Terms. Customer may not directly or indirectly (a) sell, resell, sublicense, disclose, assign, transfer, or otherwise make the STEMscopes Content available to any third party other than its authorized users; (b) access or use the STEMscopes Content for any purpose other than its internal educational purposes; (c) decompile, reverse engineer, reverse assemble, or otherwise attempt to discover any source code of the STEMscopes Content; (d) copy, mirror, frame, modify, or create derivative works based on the STEMscopes Content; or (e) transmit any viruses, malware, or other malicious code using the STEMscopes Content or otherwise interfere with, disrupt the integrity or performance of, or attempt to gain unauthorized access to the STEMscopes Content or any related systems or networks.

Ownership: The STEMscopes Content is licensed, not sold, to Customer. As between Customer and ALI, ALI retains all rights, title, and interest in and to the STEMscopes Content and any translations or other derivative works based thereon, including any corresponding copyrights, trademarks, trade secrets, and other intellectual property rights. Nothing herein will be deemed to convey any rights, title, or interest in any such rights to Customer. Periodically, the STEMscopes program is enhanced, improved, and made current against changes in science, customer feedback, or changes in specific state standards. Additionally, 3rd party content may be replaced to improve and keep current/relevant as needed throughout the term of the agreement.

Product Returns/Exchanges: There are no refunds or cancellations for online products. Print or kit materials damaged upon delivery may be returned for replacement by ALI's distributor.

User Information: ALI reserves the right to collect and store all user information for district reporting. ALI may aggregate or otherwise de-identify user information such that it cannot be used to identify any individual ("Aggregated Data"). ALI may retain, use, and disclose such Aggregated Data for any reason and to any third parties whatsoever.

Liability and Disclaimer: ALI PROVIDES THE STEMSCOPES CONTENT ON AN "AS IS" AND "AS AVAILABLE" BASIS WITHOUT ANY WARRANTIES (EXPRESS, IMPLIED, OR STATUTORY), INCLUDING WITHOUT LIMITATION, ANY WARRANTIES OF FITNESS FOR A PARTICULAR PURPOSE, MERCHANTABILITY, TITLE, OR NON-INFRINGEMENT. ALI DOES NOT GUARANTEE THAT THE STEMSCOPES CONTENT WILL BE UNINTERRUPTED, CONTINUOUSLY AVAILABLE, ACCURATE, COMPLETE, OR ERROR-FREE. ALI IS NOT RESPONSIBLE FOR THE ACTS OR OMISSIONS OF ANY THIRD PARTIES. IN NO EVENT WILL ALI BE LIABLE FOR (A) ANY CONSEQUENTIAL, INDIRECT, PUNITIVE, EXEMPLARY, SPECIAL, OR INDIRECT DAMAGES, EVEN IF WARNED OF THE POSSIBILITY THEREOF; OR (B) ANY AGGREGATE AMOUNT EXCEEDING THE AMOUNTS PAID BY CUSTOMER TO ALI (DIRECTLY OR INDIRECTLY) FOR THE STEMSCOPES CONTENT IN THE PRIOR SIX (6) MONTHS, IF ANY.

Term: Customer's license under these Terms will terminate upon the expiration of the applicable Order. In addition, ALI may terminate Customer's license or suspend Customer's access to the STEMscopes Content (in whole or in part) if Customer or its employees, contractors, or users materially breach any of these Terms.

Payment Terms: Payment is due net 30 days after receipt of invoice.

Freight Charges: Standard freight charge is 8% of the price of the print or kit product purchased. There are no freight charges for online products.

Sales Tax: All orders are subject to applicable sales tax.

CUSTOMER SERVICE

Phone: 281-833-4500

Fax: 281-833-4510

Email: stemscopes@acceleratelearning.com

MAIL PO's and correspondence to:

Accelerate Learning Inc.

5177 Richmond Ave, Suite 1025

Houston, Texas 77056

CONSENT AGENDA

BA-21-146 **Agreement – Cedar Rapids Community School District and Qualtrics – 2020-2021 School Year (Craig Barnum)**

Exhibit: BA-21-146.1-10

Action Item

Pertinent Fact(s):

1. Qualtrics is a District survey tool, used to administer all District-level surveys including, but not limited to, the High Reliability Schools Surveys, Employee Engagement Surveys, Teacher Leadership Surveys, and Student Engagement Surveys. There are two exhibits, a software license renewal and a quote for managed services to create surveys.
2. The Agreement is for the 2020-2021 School Year with the ability to renew annually and our non-categorical funds will cover the procurement.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Qualtrics for the 2020-2021 School Year.



INVOICE

#250479

Contract
Start Date 11/7/2020
End Date 11/6/2021

Date 10/7/2020
Terms Net 30
Due Date 11/6/2020

BILL TO

Cedar Rapids Community
School District Foundation |
Cedar Rapids District Wide
2500 Edgewood Rd Nw
Cedar Rapids IA 52405

PAYMENT METHODS

BANK INFORMATION

JPMorgan Chase Bank, NA
270 Park Ave.
New York, NY 10010

Account Name: Qualtrics, LLC
Account Number: 207865283
ABA Routing for ACH and Check:
124001545
ABA Routing for Wire: 021000021
SWIFT (International): CHASUS33
Please include the invoice number

PAPER CHECK

VIA USPS
Qualtrics LLC
Dept# 880102
P.O. Box 29650
Phoenix, AZ 85038-9650

VIA OVERNIGHT COURIER
JPMorgan Chase (AZ1-2170)
Attn: Qualtrics, LLC
Dept #880102
1820 E. Sky Harbor Circle South
Phoenix, AZ 85034

QUALTRICS LLC

333 W RIVER PARK DR
PROVO, UT 84604
(801) 709-2160
ar@qualtrics.com
Tax ID: 45-4964116

DESCRIPTIONS

Research Suite Core (Unlimited)

Advanced Distribution Package

Advanced Features Package

Advanced Security Management

ExpertReview - Compliance Assist

RS K12 ExpertReview - Response Quality (Advanced)

SSO

Included Brands

Included Theme

Developer Tools

Vocalize Core : 10000

Closed Loop Followup

Teacher Level Access : 10000

Role Based Dashboards

SSO

Vocalize K12 ExpertReview - Response Quality (Advanced)

Vanity URL

Included Authors

Advanced Security Management

Additional Brands



Additional Theme

Developer Tools

BILL TO

Cedar Rapids Community
School District Foundation |
Cedar Rapids District Wide
2500 Edgewood Rd Nw
Cedar Rapids IA 52405

SUBTOTAL **USD \$51,000.00**

DISCOUNT **USD \$-625.00**

CONTRACT TOTAL **USD \$50,375.00**

AMOUNT DUE USD \$50,375.00

PAYMENT METHODS

BANK INFORMATION

JPMorgan Chase Bank, NA
270 Park Ave.
New York, NY 10010

Account Name: Qualtrics, LLC
Account Number: 207865283
ABA Routing for ACH and Check:
124001545
ABA Routing for Wire: 021000021
SWIFT (International): CHASUS33
Please include the invoice number

November 9, 2020

Laurel A. Day

Date

PAPER CHECK

VIA USPS
Qualtrics LLC
Dept# 880102
P.O. Box 29650
Phoenix, AZ 85038-9650

VIA OVERNIGHT COURIER
JPMorgan Chase (AZ1-2170)
Attn: Qualtrics, LLC
Dept #880102
1820 E. Sky Harbor Circle South
Phoenix, AZ 85034

QUALTRICS LLC

333 W RIVER PARK DR
PROVO, UT 84604
(801) 709-2160
ar@qualtrics.com
Tax ID: 45-4964116



Order Form

Parties:	Qualtrics, LLC 333 W. River Park Dr. Provo, UT 84604 United States ("Qualtrics")	Cedar Rapids Community School District 2500 Edgewood Rd Nw Cedar Rapids, IA 52405 United States ("Customer")
Effective Date:	The date signed by the last party to sign.	
Governing Document:	This Order Form is subject to the Qualtrics Terms of Service at https://www.qualtrics.com/terms-of-service/ (the 'Agreement'). All capitalized terms used but not defined herein have the meanings given to them in the Agreement. If there is a conflict between the terms of the Agreement and this Order Form, this Order Form will control.	
Attachments:	<ul style="list-style-type: none"> Research Services Exhibit 	
Services:	As set forth in the exhibits attached hereto	
Term:	As set forth in the exhibits attached hereto	
Payment Terms:	Net 30 days following invoice. Qualtrics may issue the invoice upon execution of this service order, and payment will be due upon expiration of the agreed upon payment terms.	
Additional Terms:		
To be completed by Customer		
Email Address for Invoice Submission:		Shipping Address:
Invoicing Instructions (if applicable):		Billing Address for Invoice Submission:
		Attn:

Qualtrics	Customer
By (signature):	By (signature):
Name:	Name: Laurel A. Day
Title:	Title: Board Secretary
Date:	Date: November 9, 2020
Qualtrics Primary Contact:	Customer Primary Contact: 319-558-2000
Name: Jason Matson	Name: Angela Billman
Phone:	Phone: 319-558-3480
Email: jmatson@qualtrics.com	Email: abillman@cr.k12.ia.us

Order Form

Research Services Exhibit

Customer agrees that Qualtrics may use partners to deliver any portion(s) of the Services set forth in this Exhibit at Qualtrics' discretion.

1. Project Description. Qualtrics will perform the following research services project (for purposes of this exhibit, the 'Project'):

DESCRIPTION

Research Services: USD 25,500

TOTAL AMOUNT DUE TO QUALTRICS USD \$25,500

Summary:

- 2021 Engagements
- Programming for Staff Engagement Survey
- Reports for Staff Engagement, Teacher Leadership, and Admin 360 surveys

Staff engagement:

- Programming: \$1,000
- Reporting (35 reports): \$24,500 (\$700 per report) Discounted from \$900/Report

Total:

\$25,500

2. Project Responsibilities.

- (a) Unless prior arrangements are made with Qualtrics, Customer must have a current license to Qualtrics' Subscription Services.
- (b) Except as otherwise agreed or for a Project including Front-End Services (defined below), Customer will provide the survey methodology, survey design, and qualifying question syntax to Qualtrics and be responsible for building the survey. Qualtrics will be responsible for hosting the survey.
- (c) Except as otherwise agreed or for a Project including Back-End Services (defined below), Customer will be responsible for all data analysis and other data interpretation/presentation work.
- (d) Except as otherwise agreed, for surveys targeting samples outside of the United States of America, the survey must be designed and programmed by Customer in an official or common language of the countries being targeted.

Order Form

3. Project Administration.

- (a) If Customer purchases a research services retainer, Qualtrics will draw down on such retainer to satisfy future purchases of research services upon written or electronic confirmation by Customer for each purchase of research services. All retainer amounts must be used within 12 months after the retainer purchase.
- (b) Estimated pricing in this quote is based on the original Project scope, and changes to the Project scope may result in additional charges and adjusted estimated timeline and must be approved by both parties.
- (c) Customer hereby permits the Qualtrics project manager, account manager, and partners engaged with these services to access Customer's account for reasons expressly related to the Project itself.
- (d) Data collection may take up to 24 hours to begin after a project manager is assigned and Project specifications have been finalized and confirmed by Customer.
- (e) Customer agrees that Qualtrics may use partners to perform certain portions of the Project and that Qualtrics may share Data with such partners outside of the specified data region in connection with such performance.
- (f) Notwithstanding the pricing set forth herein, all Projects will have a minimum fee of USD 500 (as converted into the currency in which the price set forth herein is given at the established exchange rate on the effective date hereof).

4. Additional Terms Applicable to Specific Services. The terms of the below sections (a) through (e) are only applicable to the portions of the Project involving the type of services specified in such section. If there is a conflict between the terms of the below sections and the general terms of this Research Services Exhibit, the terms of the below section shall apply.

- (a) **Sample Services.** For purposes of clarity only, 'Sample Services' may include survey integration to correctly capture and incentivize qualified respondents, gathering respondents for Customer's survey, and project management to share status updates and answer questions.
 - (i) Customer is not permitted to collect any panel member's personal information, such as name, email address, physical address, or phone number ('**Personal Information**'), without Qualtrics' prior written consent. Where Customer collects Personal Information, Qualtrics is strictly a data processor, not a data controller, for the processing of the data in order to provide the Services. Each Party shall comply with applicable laws, rules, and regulations, including applicable data privacy laws (in Qualtrics' case, as a data processor, and in Customer's case, as a data controller).
 - (ii) Qualtrics is not required to disclose to Customer any Personal Information of respondents related to the Project, except as permitted by law and in accordance with this Research Services Exhibit, in which case Customer shall maintain the confidentiality of any Personal Information disclosed to it. Customer shall comply with all applicable laws related to the data collected from respondents.
 - (iii) Qualtrics will invite respondents to complete the online survey in return for incentives/cash honorarium.
 - (iv) Qualtrics will review quotas and screeners, add redirects, and approve the survey prior to launching to targeted respondents. This does not include reviewing additional skip logic or display logic, unless otherwise agreed.
 - (v) Unless otherwise specified herein, the location of all targeted respondents shall be at Qualtrics' sole discretion.
 - (vi) Any criteria that Customer intends to use to judge the validity of qualifying completes (e.g., minimum time spent in survey and attention filters) must be approved by Qualtrics prior to launch. Any requests or changes to qualified respondent criteria beyond the original scope of this Research Services Exhibit will need to be scoped and may impact costs, feasibility, and timelines.
 - (vii) Unless specified to the Qualtrics project manager before data collection begins, Qualtrics will not record partial completes for this Project in Customer's Qualtrics account. These partial completes will not count against the total good completes (n) requested for the Project. Respondents who do not meet the

Order Form

qualifying criteria outlined in the panel demographics of the Research Services Exhibit will be screened out of the survey and will not count towards the total number of paid responses (n) for the Project.

(viii) Sample pricing is based on certain response volumes. Any Customer-requested changes (including decreases) to the actual response volumes in the original Project scope may result in an increased cost per interview, adjusted feasibility, or extended timelines for the completed responses.

(b) **Front-End Services.** For purposes of clarity only, 'Front-End Services' may include survey design, survey review, and survey build.

(i) Qualtrics will provide the agreed to survey methodology, survey design, and qualifying question syntax to Customer.

(ii) Qualtrics will be responsible for building the survey as agreed to herein.

(iii) **Survey Design.** If the Project includes survey design by the Qualtrics Expert Method team as specified in the Project description, Qualtrics will manage the design and program the survey directly into the Qualtrics platform. Survey design work will not exceed 40 hours unless otherwise agreed. If the work exceeds assigned hours, there may be an additional fee. Customer will provide competitor lists, images, media, or visualizations required for the survey.

(A) Steps for survey design:

- (1) Kick-off call (where required) to discuss research objectives
- (2) Qualtrics will program survey draft in Qualtrics platform and send link to Customer.
- (3) Customer may review the look and feel along with the survey wording.
- (4) Qualtrics will incorporate Customer feedback.
- (5) Customer will provide final sign off.
- (6) Qualtrics will move the survey into the Customer's Qualtrics account.

(B) Deliverables included in survey design:

- (1) Finalized survey uploaded into the Customer's Qualtrics account.
- (2) Review of soft launch data.

(iv) **Survey Review.** If the Project includes survey review by the Qualtrics Expert Method team as specified in the Project description, Qualtrics will review a completed survey instrument provided by the Customer. Survey review work will not exceed 25 hours unless otherwise agreed. If the work exceeds assigned hours, there may be an additional fee. Survey review is a methodological review, not a technical review/review of survey logic or programming.

(A) Steps for survey review

- (1) Customer will provide a complete version of the survey instrument in Qualtrics, Word, Excel, or similar document.
- (2) Kick-off call (if required) to discuss research objectives.
- (3) Qualtrics will conduct a methodological survey review and deliver a 1-2 page document outlining major themes and specific areas of proposed improvements.
- (4) The parties may schedule an additional call if there are outstanding questions.

(B) Deliverables included in survey review:

- (1) A revised version of the survey and a 1-2 page document outlining major themes and specific areas or proposed improvements.

Order Form

- (v) Survey Iterations. If the Project includes survey iterations as specified in the Project description, if the Qualtrics Expert Method team previously managed the design and programming of the survey, a methodologist will review the collected data and discuss any potential required survey updates. The Customer will review the look and feel of the survey in addition to the survey wording. Qualtrics will incorporate any feedback from the Customer into the survey before finalizing and uploading into the Customer's Qualtrics account. Survey iteration work will not exceed 10 hours. If the work exceeds 10 hours, there may be an additional fee.
 - (A) Deliverables included in survey iterations:
 - (1) Updated survey into the Customer's Qualtrics account.
- (vi) Translations – Front End. Any pricing provided for translations before a survey is finalized is only an estimate, and if the final survey word count is significantly higher than estimated, prices may increase. If changes are made to the survey after translations begin, there will be additional fees and timeline will increase. Customer will provide any feedback on the translation to Qualtrics in a standardized feedback template provided by Qualtrics.
- (c) **Back-End Services.** For purposes of clarity only, '**Back-End Services**' may include open-ended coding, cross tabulation, transposing, weighting, data scrubbing, multivariate analysis, creating topline reports, creating executive summaries, creating full reports, creating presentations, or readouts.
 - (i) Qualtrics will be responsible for the agreed to data analysis and other data interpretation/presentation work.
 - (ii) Translations – Back End. Any pricing provided for translations before a survey is finalized is only an estimate, as word count may change, and if the final survey word count is significantly higher than estimated, prices may increase. If changes are made to the survey after translations begin, there will be additional fees and timeline will increase. The final deliverable for back-end translations will be a .csv file. Additional fees will apply to upload back-end translations into the Customer's Qualtrics account.
 - (iii) Data Scrub. If the Project includes data scrub services as specified in the Project description, Qualtrics will review the data gathered and determine if any of the respondents have provided poor data, which may involve flagging respondents who straight-line through the survey, respond in gibberish, or speed through the survey.
 - (iv) Executive Summary. If the Project includes an executive summary as specified in the Project description, Qualtrics will provide a report of 2-7 pages or slides outlining the high-level findings of the data provided. If the scope of the report changes after work has been started, pricing may be adjusted.
- (d) **List Send Services.** For purposes of clarity only, '**List Send Services**' may include distributing invites/reminders to Customer's list of targeted respondents and sending fielding updates.
 - (i) Unless otherwise agreed, Qualtrics will send Customer's survey out via email contacts provided by Customer. Qualtrics is not responsible for the response rate or quality of the list provided and is only responsible for distribution.
 - (ii) Customer is responsible for providing the respondent list (with email addresses), 'From [name]' information, reply-to email addresses, subject line, email text, and reminder text (if applicable).
 - (iii) Qualtrics will review quotas and screeners, add redirects, and approve the survey prior to launching to targeted respondents. This does not include reviewing additional skip logic or display logic, unless otherwise agreed.
 - (iv) All survey list sends must originate from Customer's Qualtrics account unless otherwise agreed.
 - (v) Customer will provide a 'Reply-to' email address for Qualtrics to setup the email distribution. Customer will manage all respondent requests, follow-ups, and queries unless otherwise agreed to by Qualtrics. Where Qualtrics agrees to manage any respondent requests, follow-ups and queries, this shall be done solely based on Customer's instructions as detailed in the Project description, and Qualtrics will notify

Order Form

Customer of any Data Subject Requests received from respondents, and Customer will be responsible for responding to the Data Subject Request in relation to all other aspects of the Qualtrics services. **'Data Subject Request'** means a request from a data subject relating to access to, or rectification, erasure, or data portability in respect of, that data subject's Personal Information, or an objection from or on behalf of a data subject to the processing of its Personal Information.

- (vi) Unless specified to the Qualtrics project manager before data collection begins, Qualtrics will not record partial completes for this Project in Customer's Qualtrics account. These partial completes will not count against the total good completes (n) requested for the Project.
- (e) **Incentive Management.** For purposes of clarity only, **'Incentive Management Services'** may include gift-card distribution and drawings.
 - (i) Qualtrics will manage incentive distribution to Customer's survey via e-gift cards. Qualtrics is not responsible for the response rate or quality of the list provided and is only responsible for distribution. Such e-gift cards are subject to the terms and conditions specified by the third-party provider (**'Distributor'**) of the e-gift card. By purchasing an incentive distribution, Customer will acquire the right to send e-gift cards (**'Gift Cards'**) to recipients to redeem a Gift Card from Distributor. Any service fee retained by Qualtrics from the distribution of Gift Cards is compensation to Qualtrics for administering the Gift Cards on behalf of Customer. As the distributor of the Gift Cards, Distributor shall be fully responsible for any and all liabilities, caused in whole or in part by Distributor, as well as for any liabilities arising from any regulatory action. Qualtrics does not make any warranty in relation to the Gift Cards, including their validity or value. Qualtrics is not a party to any transaction that the Distributor (or Gift Card merchant) and Customer (or recipients of the Gift Cards) may enter into as a result of Customer purchasing this service.
- (f) **Dashboard Configuration Services.** For purposes of clarity only, **'Dashboard Configuration Services'** may include dashboard widget creation, embedded data variable creation and mapping, programming of filters, custom metric creation, and configuration of Customer access to the dashboards.
 - (i) Customer will provide the survey(s) Qualtrics will use for the dashboard build unless Qualtrics is responsible for the survey design and survey build of the project.
 - (ii) Customer will provide competitor lists, images, media, visualizations, color scheme, and other details required for the dashboard build.
 - (iii) Qualtrics will be responsible for building the dashboard as agreed to herein.
 - (iv) **Dashboard Design.** Qualtrics will create either a 'wireframe' or a light version of the dashboard along with a proposed 'RX dashboard plan template'. These documents will be the central source of truth for the dashboard design.
 - (A) Once approved by Customer, Qualtrics will begin the dashboard build.
 - (B) Any dashboard updates outside of the agreed plan will go through a re-scope process, which may entail the payment of additional fees. Only after this process has been completed will Qualtrics resume work on the dashboard.
- (v) Steps for dashboard build:
 - (A) Customer will provide Qualtrics with the surveys (via survey IDs) to use in building the dashboard.
 - (B) Qualtrics will create either a draft wireframe or a light version of the dashboard along with a proposed RX dashboard plan template prior to a kick-off meeting.
 - (C) Qualtrics and Customer will conduct a kick-off meeting to discuss the design of the dashboard, including graphs, colors, widgets, filters and layout for the dashboard.
 - (D) Qualtrics will update the draft wireframe (if applicable), the light version of the dashboard (if applicable), and the RX dashboard plan template based on the kick-off meeting.

Order Form

- (E) Qualtrics and Customer will conduct an initial dashboard meeting to present the updated wireframe (if applicable) or the updated light version of the dashboard (if applicable), and the updated RX dashboard plan template.
 - (F) Customer will sign off on the updated wireframe (if applicable), the updated light version of the dashboard (if applicable) and the updated RX dashboard plan template. Customer may make changes during up to two rounds of feedback at this stage as long as it is within the scope constraints. However, the dashboard build will not commence until Customer signs off on the updated wireframe (if applicable), the updated light version of the dashboard (if applicable), and the updated RX dashboard plan template. After Customer sign off, any changes greater than the percentage allowed based on Customer's selected package will need to be re-scoped and additional fees may apply.
 - (1) The percentage change is calculated based on the addition or removal of widgets, embedded data, and custom metrics, and any additional analysis (e.g. bucketing of choices, mapping of new surveys, and adding new field types). Any additional tasks resulting (cascading changes) from any change request (e.g. updating question types) will also be included in the percentage calculation.
 - (G) Qualtrics will begin dashboard build.
 - (H) Feedback Session 1 - Customer may make changes up to the allowed percentage (20% - Basic; 20% - Basic Plus; 25% - Comprehensive; 30% - Comprehensive Plus). Qualtrics will update the dashboard based on Customer's changes.
 - (I) Feedback Session 2 (Comprehensive and Comprehensive Plus packages only) – Customer may make changes up to the allowed percentage (15% - Comprehensive; 20% - Comprehensive Plus). Qualtrics will update the dashboard based on Customer's changes from Feedback Session 2.
 - (J) Feedback Session 3 (Comprehensive Plus package only) – Customer may make changes up to the allowed percentage (10%). Qualtrics will update the dashboard based on Customer's changes from Feedback Session 3.
 - (K) Qualtrics will conduct final quality control of the dashboard.
 - (L) Qualtrics to officially hand-off of the completed dashboard to Customer via an email or a meeting. Qualtrics will also make a cloned version of the finalized version of the dashboard in the client's account as a backup.
- (vi) After the official hand-off, Qualtrics is not responsible for any fixes from client errors, and any additional changes will require a separate work order and fee.

CONSENT AGENDA

BA-21-147 **28E Agreement – Cedar Rapids Community School District and YMCA – Before and After School Care & Summer Care – 2020-2021 School Year (Eric Christenson)**

Exhibit: BA-21-147.1-5

Action Item

Pertinent Fact(s):

1. The Purpose of the Agreement is to provide Before and After School Care as well as Summer Care through the coordination of resources and other joint and cooperative action between the District and YMCA at Truman and Van Buren Elementary Schools.
2. The term of the Agreement shall be from June 1, 2020 to May 31, 2021. The parties hereto agree the Agreement shall be effective upon its execution by all parties including subsequent filing with the Iowa Secretary of State.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and the YMCA/Waypoint Services for Before and After Day Care and Summer Care at Truman and Van Buren Elementary Schools during the 2020-2021 School Year.

28E AGREEMENT BETWEEN THE CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT AND YMCA FOR COMMUNITY SERVICES AT TRUMAN AND VAN BUREN ELEMENTARY SCHOOLS.

THIS 28E AGREEMENT is made and entered into on the 1st day of June 2020, by and between the Cedar Rapids Community School District (the "District"), and YMCA pursuant to Iowa Code Chapter 28E. The parties agree as follows:

1. **PURPOSE:** The purpose of this Agreement is to provide Before and After School Care and Summer Care through the coordination of resources and other joint and cooperative action between the District and YMCA at the sites listed above.
2. **TERM:** The term of this Agreement shall be from the 1st day of June 2020 to May 31, 2021. The parties hereto agree this Agreement shall be effective upon its execution by all parties including subsequent filing with the Iowa Secretary of State.
3. **RESPONSIBILITIES OF THE PARTIES:**

The DISTRICT agrees to provide the following:

1. Upon prior approval of the District, access to interior designated spaces defined as classrooms, IMC, computer lab, cafeteria and/or gym space as well as outdoor play areas, as agreed upon by YMCA and the Building Administrator.
 - a. On days school is in session, space shall be available Monday through Friday from 6:30 AM to the start of the school day and from 3:45 PM to 6:00 PM.
 - b. On days designated as full in-service days, holidays and vacation days on the school calendar, the space shall be available from 6:30 AM to 6:00 PM, (including summer programming).
 - c. On days designated as early dismissal in-service days on the school calendar, the space shall be available from 6:30 AM to the beginning of the school day and from 1:30 PM to 6:00 PM.
2. Summer programming will rotate between buildings each summer and be agreed on by all parties by March 1st of the contract year. A Facilities Use Form will be completed by YMCA prior to summer use, located at <http://www.cr.k12.ia.us/departments-services/school-use-facilities/>
3. All custodial services provided within the schedule defined in paragraph 1 above will be standard District services provided free of charge to include all trash, garbage and snow removal, consumable supplies in restrooms, and all utilities and heating for designated schools as appropriate. Any services provided beyond the schedule defined in paragraph 1 will be billed based upon actual costs to YMCA.

YMCA agrees to provide the following:

1. Daily youth development programs for children ages 5-11 years of age. Services provided within District space as defined within this Agreement shall be as follows:
 - a. On days school is in session, space shall be available Monday through Friday from 6:30 AM to the start of the school day and from 3:45 PM to 6:00 PM.

- b. On days designated as full in-service days, holidays and vacation days on the school calendar, the space shall be available from 6:30 AM to 6:00 P, (including summer programming).
 - c. On days designated as early dismissal in-service days on the school calendar, the space shall be available from 6:30 AM to the start of the school day and from 1:300 PM to 6:00 PM.
2. Maintain a safe and mission friendly environment. This included behavioral or discipline concerns that may occur during the YMCA Program are handled by YMCA staff during operating hours. Illnesses and injuries will be handled by YMCA staff unless emergency requires District support.
 3. To provide any and all clean up as necessary to return the District facilities into the same condition that existed prior to use by YMCA.
 4. To promptly reimburse the District for any damages or destruction to building and property resulting from use by YMCA.
 5. To reimburse the District for any costs as identified by the District, for services beyond those identified as standard services within this Agreement.
 6. To provide staff for coordination of before and after school activities.

The parties agree that all real and/or personal property purchased by or otherwise belonging to a party shall be and remain the property of that party.

4. INSURANCE AND INDEMNIFICATION

- A. During the duration of this Agreement, YMCA will provide a certificate of insurance-as defined in the three-page attachment included at the end of this agreement
- B. To the extent permitted by law, the District will indemnify and hold harmless YMCA from and against any and all losses, costs, damages and expenses, including reasonable attorneys' fees and expenses, occasioned by, or arising out of, the District's negligence or willful misconduct in the performance of its duties under this Agreement.
- C. YMCA will indemnify and hold harmless the District from and against any and all losses, costs, damages and expenses, including reasonable attorneys' fees and expenses, occasioned by, or arising out of the YMCA negligence or willful misconduct in the performance of its duties under this Agreement.

5. ADMINISTRATION

- A. No separate legal or administrative entity shall be created by this Agreement. The Executive Director for the District shall be designated as the administrator of the Agreement for purposes of Iowa Code Chapter 28E.
- B. The site advisory group shall exist in the spirit of cooperation whose purpose is to meet on an as needed basis to proactively address any issues or concerns that may exist from time to time. The

site advisory group shall consist of a representative from the parties defined within this Agreement and other parties as mutually agreed.

- C. No separate budget shall be established in connection with this Agreement.
- D. It is not contemplated that there will be any acquiring, holding or disposing of real or personal property in connection with the joint undertaking outlined in this Agreement.

6. TERMINATION

A. **Termination for Cause:** The occurrence of any one or more of the following events shall constitute cause for any of the parties included within this Agreement to declare another party in default of its obligations under the Agreement:

- 1. Failure to make substantial and timely progress toward performance of the Agreement.
- 2. Failure of another party's work product and services to conform to any specifications noted herein.
- 3. Any other breach of the terms of this Agreement.

B. **Notice of Default:** If there occurs a default event under Section 6A, the non-defaulting party or parties shall provide written notice to the defaulting party or parties, requesting that the breach or noncompliance be immediately remedied. In the event that the breach or noncompliance continues to be evidenced ten (10) days beyond the date specified in the written notice, the non-defaulting party or parties may either:

- 1. Immediately terminate the Agreement without additional written notice; or,
- 2. Enforce the terms and conditions of the Agreement and seek any available legal or equitable remedies.

In either event, the non-defaulting party or parties may seek damages as a result of the breach or failure to comply with the terms of the Agreement including reasonable attorneys' fees.

C. **Disposition of Property:** Upon the expiration or earlier termination of this Agreement, each party shall have sole custody and use of its respective property.

7. **CONTACT PERSON:** The Contact Person(s) shall serve until the expiration of the Agreement or the designation of a substitute Contact Person(s). During the term of this Agreement, each Contact Person shall be available to meet, as otherwise mutually agreed, to plan the services being provided under the Agreement. The Contact Persons are as follows:

Eric Christenson, Executive Director
Cedar Rapids Community School District
2500 Edgewood Rd. NW
Cedar Rapids, IA 52405

Tanisha Phelps, Director of Child Care Services
YMCA
207 7th Ave. SE
Cedar Rapids, IA 52401

Cedar Rapids Community School District

By: _____ Date: November 9, 2020
Board President

By: _____ Date: November 9, 2020
Board Secretary

YMCA

By: _____ Date: _____
Board President

By: _____ Date: _____
Executive Director

ACKNOWLEDGMENT AND CERTIFICATION

_____ (“Company”) is providing services to
[name of contractor/sub-contractor]
the Cedar Rapids Community School District (“District”) as a contractor or is operating or managing the operations of a contractor. The services provided by the Company may involve the presence of the Company’s employees upon the real property of the schools of the District.

The Company acknowledges that the law prohibits a sex offender who has been convicted of a sex offense against a minor from being present upon the real property of the schools of the District. The Company further acknowledges that, pursuant to law, a sex offender who has been convicted of a sex offense against a minor may not operate, manage, be employed by, or act as a contractor or volunteer at the schools of the District.

The Company hereby certifies that no one who is an owner, operator or manager of the Company has been convicted of a sex offense against a minor. The Company further agrees that it shall not permit any person who is a sex offender convicted of a sex offense against a minor to provide any services to the District in accordance with the prohibitions set forth above.

This Acknowledgment and Certification is to be construed under the laws of the State of Iowa. If any portion hereof is held invalid, the balance of the document shall, notwithstanding, continue in full legal force and effect.

In signing this Acknowledgment and Certification, the person signing on behalf of the Company hereby acknowledges that he/she has read this entire document that he/she understands its terms, and that he/she has signed it knowingly and voluntarily.

Dated: _____
[Name of contractor/sub-contractor]

By: _____

Printed Name: _____

Title: _____

Non-Discrimination Policy

It is the policy of the Cedar Rapids Community School District not to illegally discriminate on the basis of race, color, national origin, sex, disability, religion, creed, age (employment only), marital status, sexual orientation, gender identity, and socioeconomic status (students/program only) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. District employees with questions or a grievance related to this policy should contact the Executive Director of Human Resources, 319-558-2421. Students and others should contact the Deputy Superintendent. The District mailing address is 2500 Edgewood Rd NW, Cedar Rapids, IA 52405-1015.

CONSENT AGENDA

**BA-21-148 Approval – New Elementary at the Coolidge Elementary School Site –
Food Service Equipment - Change Order Number One (Jon Galbraith)**

Exhibit: BA-21-148.1

Action Item

Pertinent Fact(s):

1. Rapids Foodservice is the contractor for this project with a contract amount of \$401,021.00 and the source of funding is the Secure and Advanced Vision for Education Fund (SAVE).
2. Rapids Foodservice is requesting a change order in the amount of \$585.00, for a new contract amount of \$401,606.00.
 - Change Order #1 results from an owner's request resulting in adding material to connect hood to BAS.

Recommendation:

It is recommended that the Board of Education approve Change Order Number One to Rapids Foodservice for the New Elementary at the Coolidge Elementary Schools Site-Food Service Equipment.



AIA[®]

Document G701™ – 2017

Change Order

PROJECT: <i>(Name and address)</i> 19213000 6225 1 st Ave NW Cedar Rapids, IA 52405	CONTRACT INFORMATION: Contract For: New Elementary at the Coolidge Site Date: April 13, 2020	CHANGE ORDER INFORMATION: Change Order Number: 001 Date: October 26, 2020
OWNER: <i>(Name and address)</i> Cedar Rapids Community School District 2500 Edgewood Road NW Cedar Rapids, IA 52405	ARCHITECT: <i>(Name and address)</i> OPN Architects 200 5 th Ave. SE, Suite 201 Cedar Rapids, Iowa 52401	CONTRACTOR: <i>(Name and address)</i> Rapids Foodservice 6201 S Gateway Dr Marion, IA 52302

THE CONTRACT IS CHANGED AS FOLLOWS:

(Insert a detailed description of the change and, if applicable, attach or reference specific exhibits. Also include agreed upon adjustments attributable to executed Construction Change Directives.)

CO 001 Add BMS-BACnet MSTP to Hood \$585.00
 Total: \$585.00

The original Contract Sum was	\$ 401,021.00
The net change by previously authorized Change Orders	\$ 0.00
The Contract Sum prior to this Change Order was	\$ 401,021.00
The Contract Sum will be increased by this Change Order in the amount of	\$ 585.00
The new Contract Sum including this Change Order will be	\$ 401,606.00

The Contract Time will be unchanged by Zero (0) days.
 The new date of Substantial Completion will be

NOTE: This Change Order does not include adjustments to the Contract Sum or Guaranteed Maximum Price, or the Contract Time, that have been authorized by Construction Change Directive until the cost and time have been agreed upon by both the Owner and Contractor, in which case a Change Order is executed to supersede the Construction Change Directive.

NOT VALID UNTIL SIGNED BY THE ARCHITECT, CONTRACTOR AND OWNER.

OPN Architects
ARCHITECT *(Firm name)*

SIGNATURE

 Chad Schumacher
PRINTED NAME AND TITLE
 10.26.2020
DATE

Rapids Foodservice
CONTRACTOR *(Firm name)*

SIGNATURE

 Joe Schmitt, President
PRINTED NAME AND TITLE
 10/30/2020
DATE

Cedar Rapids Community School District
OWNER *(Firm name)*

SIGNATURE

 Laurel Day - Board Secretary
PRINTED NAME AND TITLE
 November 9, 2020
DATE

CONSENT AGENDA

**BA-21-149 Preliminary Approval – Roof Improvements - Bid Package 1 - Harding Middle School
(Chris Gates)**

Exhibit: BA-21-149.1

Action Item

Pertinent Fact(s):

1. The Administration herewith submit specification, and form of contract for Cedar Rapids Community School District 2020-21 Roof Improvements-Bid Package 1-Harding Middle School.
2. Schedule leading to award of contract:

Notice to Bidders	Publish	December 1, 2020
Receive Bids	2:30pm	December 17, 2020
Notice of Public Hearing	Publish	January 6, 2021
Hold Public Hearing	5:30pm	January 11, 2021
Award Contract	5:30pm	January 11, 2021
3. The project consists of installation of new roofing over the existing dome roof at Harding Middle School.
4. The Architect’s estimate for construction is \$750,000 and the funding source for this project is PPEL.

Recommendation:

It is recommended that the Board of Education approve the Preliminary Documents and Schedule for the Roof Improvements - Bid Package 1 at Harding Middle School.



November 3, 2020

Mr. Jon Galbraith
Construction Projects Supervisor, Building and Grounds
Cedar Rapids Community School District
2500 Edgewood Road NW
Cedar Rapids, IA 52405

RE: Probable Cost of CRCSD 2021-22 Roof Improvements – Bid Package 1 –
Harding Middle School

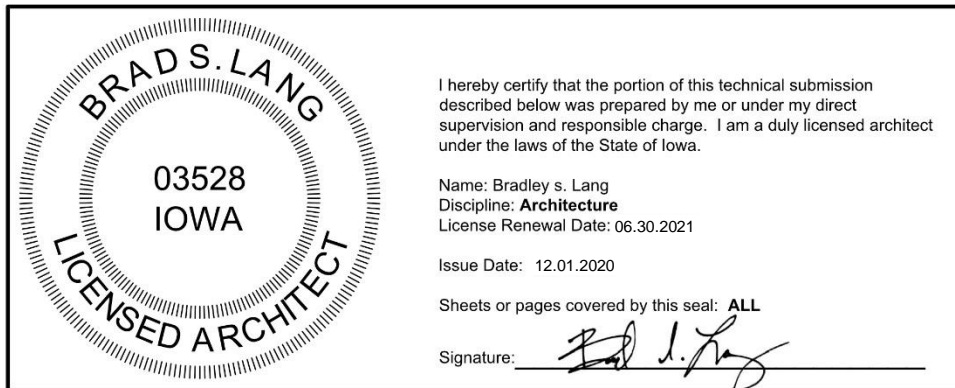
Dear Jon:

In accordance with Iowa Code 38.3(2), the total probable cost of labor, materials, equipment, and supplies (excluding architectural & engineering design and construction services) for the above-mentioned project is as follows:

Total Estimated Cost of Construction: \$750,000.00

Respectfully,

Bradley s. Lang, AIA
Solum Lang Architects



Copy: Chris Gates, CRCSD
Jeff Portman, SLA

*The Architect, as a design professional familiar with the construction industry, has prepared the Opinion of Probable Construction Costs. It is recognized, however, that neither the Architect nor the Owner has control over the cost of labor, materials, or equipment, over the Contractor's method of determining bid prices, or over competitive bidding, market, or negotiation conditions. Accordingly, the Architect cannot and does not warrant or represent that bids or negotiated prices will not vary from the Opinion of Probable Construction Costs.

CONSENT AGENDA

**BA-21-150 Tabulation – District Vehicles & Mowers - 2020-2021 School Year
(Tom Day/Scott Wing)**

Exhibit: BA-21-150.1-3

Action Item

Pertinent Fact(s):

1. Vehicles being replaced are:

1 – 2007 Ford Cargo Van	#4071
1 – 2009 Ford F350 Dually Truck	#3093
1 – 2008 Ford F250 Service Truck	#3081
1 – 2008 Ford Expedition SUV	#2081
1 – 2010 John Deere Gator	#6081
11 – 2009 John Deere X320 Series Mower	
3 – 2007 John Deere X748 Series Mower	

2. Physical Plant & Equipment Levy (PEEL) and Special Education funds are available in the 2012-2021 Fiscal Year for the following procurements: One F350 Dually Stadium Truck, One F250 Service Truck, One Ford Transit 150 XL Cargo Van, One Ford Transit XL 8 Passenger Van One Kabota utility vehicle, Eleven John Deere X350 Riding Lawn Mowers, Three John Deere X758 Riding Lawn Mowers.

Recommendation:

It is recommended that the Board of Education approve the Tabulation – District Vehicles and Mowers for the 2020-2021 School Year.

CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT
Purchasing Department
2500 Edgewood Road NW
Cedar Rapids, Iowa 52405

November 2020

Tabulation - One (1) Ford F350 Dually Reg. cab with snowplow, One (1) Ford Transit Cargo Van, One (1) Ford Transit Eight (8) Passenger Van, One (1) F250 Crew Cab 4x4 with service box, Eleven (11) Elementary Riding Lawnmowers, Three (3) Middle School Riding Lawnmowers, and One (1) Kubota V series Utility Vehicle

ITEM 1: One (1) Ford F350 Dually Reg Cab 4x4 w/ snowplow

<u>VENDOR</u>	<u>MODEL</u>	<u>TOTAL</u>
McGrath Ford	Ford F350 Dually <i>Additional equipment</i>	\$43,436.00 \$10,542.14 \$53,978.14
Lynch Ford	Ford F350 Dually <i>Additional equipment</i>	\$43,158.00 \$10,542.14 \$53,700.14
Junge Ford	Ford F350 Dually <i>Additional equipment</i>	\$39,269.00 \$10,542.14 \$49,811.14

Additional Equipment needed:
Future Line

Snowplow/ backrack lighting/ toolbox \$ 10,542.14

ITEM 2: One (1) Ford Transit 150 XL 8 Passenger Van

McGrath Ford	Ford Transit 150 XL passenger Van	\$30,920.00
Lynch Ford	Ford Transit 150 XL Passenger Van	\$ NO BID
Junge Ford	Ford Transit 150 XL Passenger Van	\$ NO BID

ITEM 3: One (1) Ford Transit 150 XL Cargo Van

McGrath Ford	Ford Transit 150 XL Cargo Van	\$28,017.00
Lynch Ford	Ford Transit 150 XL Cargo Van	\$ NO BID
Junge Ford	Ford Transit 150 XL Cargo Van	\$ NO BID

ITEM 4: Ford F250 Crew Cab 4x4, with Service Box

McGrath Ford	Ford F250 Crew Cab 4x4	\$37,712.50
Lynch Ford	Ford F250 Crew Cab 4x4	\$39,891.00
Junge Ford	Ford F250 Crew Cab 4x4	\$42,647.00

ITEM 5: Eleven (11) John Deere X350 Riding Mowers

<u>VENDOR</u>	<u>MODEL</u>	<u>PRICE EA</u>	<u>TOTAL</u>
P&K Midwest	John Deere X350	\$2,681.72	\$29,498.92

**State Contract # MA17288C*

ITEM 6: Three (3) John Deere X758 Riding Mowers

<u>VENDOR</u>	<u>MODEL</u>	<u>PRICE EA</u>	<u>TOTAL</u>
P&K Midwest	John Deere X758	\$18,561.44	\$55,684.32

**State Contract # MA17288B*

ITEM 7: One(1) Kubota Utility Vehicle

<u>VENDOR</u>	<u>MODEL</u>	<u>TOTAL</u>
J.P. Scherman Inc	Kubota V Series	\$24,410.32

RECOMMENDATION

The Manager of Purchasing and the Manager of Transportation concur in recommending the purchase for the following

One (1) Ford F350 4x4 Dually Truck from Junge Ford Center Point.

One (1) Ford Transit 150 XL Eight (8) Passenger Van, One (1) Ford Transit 150 XL Cargo Van, One (1) Ford F250 Crew Cab 4x4 with Service box from McGrath Ford, Cedar Rapids.

With additional equipment needed for the Ford F350 Dually Truck:

One (1) Snowplow, toolbox, and backrack lighting from Future Line Cedar Rapids.

Eleven (11) John Deere X350 Riding Lawnmowers from P&K Midwest Hiawatha, IA

Three (3) John Deere X758 Riding Lawnmowers from P&K Midwest Hiawatha, IA

One (1) Kubota Utility Vehicle V series from J.P. Scherman Inc Farley, IA

CONSENT AGENDA

BA-21-151 **Agreement - Cedar Rapids Community School District and Ron Mirr Consulting-
2020-2021 School Year (Justin Blietz/Nicole Koiker)**

Exhibit: BA-21-151.1-5

Action Item

Pertinent Fact(s):

The Agreement provides professional development with District and Building Leadership Teams on family engagement as an instructional practice/strategy, building effective home-school partnership practices, integrating family engagement into school improvement plans, and clarifying roles and responsibilities that lead to improved student learning and development.

Recommendation:

It is recommended that the Board of Education approve the Agreement between the Cedar Rapids Community School District and Ron Mirr Consulting for the 2020-2021 School Year.



Proposal for the Cedar Rapids Community School District

7/21/20

To help the Cedar Rapids Community School District (CRCS) ensure teachers in all 31 schools successful conduct weekly check-ins with families, the team from RM Consulting is proposing to develop all necessary tools and processes to support the first 10 weeks of school. RM Consulting will provide training and coaching so that district administrators, building administrators, and instructional staff are able to use the tools and processes successfully. We will also support the district's collection of data from administrators, teachers, and families. The goal of this effort is to help all families in the CRCS build positive relationships with their child's teachers, know how their child is performing academically, and take action at home to support their child's learning. In partnership with Justin Blietz and CRCS District administrators, RM Consulting will provide the following:

- (1) **Tools & Processes** to guide the weekly school-home check-ins conducted by teachers in all 31 schools.
 - a. Teacher conversation guides for the first 10 weeks of school.
 - b. A reflection tool for teacher to complete following the asynchronous training session.
 - c. A reporting tool for teachers to record the virtual visits.
 - d. A reflection tool for teachers to record observations about their weekly check-ins.
 - e. A coaching guide for administrators to support teachers with the weekly check-in process.
 - f. Facilitation guides for administrators to lead 4 PD sessions with their building teams.
 - g. A conversation guide for families.
- (2) **Training** for district administrators, building administrators, and instructional staff members in all 31 schools.
 - a. 1 live virtual session for the HS, MS and Elementary Executive Directors.
 - b. 1 live virtual session for all building administrators.
 - c. 1 recorded session to be watched asynchronously by all instructional staff prior to Aug 24th.
 - d. 4 recorded "success building" sessions to keep teachers on the right path, keep teachers energized, and build teacher confidence. Sessions will be led by building administrators using facilitation guides that provide participants with opportunities to practice and get feedback on new skills.
- (3) **Coaching** support for district administrators, building administrators, and instructional coaches.
 - a. Weekly check-ins with Justin Blietz and other district administrators.
 - b. Bi-weekly coaching calls (30 minutes each) with building administrators to review data from the school-home check-in process and help administrators prepare to facilitate the "success building" sessions.
- (4) **Consultation** related to data collection from administrators, teachers, and families.



Proposal for the Cedar Rapids Community School District
7/21/20

Proposed Timeline	Week of 7-27	Week of 8-3	Week of 8-10	Week of 8-17	Week of 8-24	Week of 8-31	Week of 9-7	Week of 9-14	Week of 9-21	Week of 9-28	Week of 10-5	Week of 10-12	Week of 10-19	Week of 10-26	Week of 11-2
Planning with Justin Blietz	X	X	X	X	X	X	X	X	X	X	X	X	X	X	X
Planning with Executive Directors	X	X													
Develop tools/processes	X	X	X	X											
PD for Building Administrators			X												
Teachers complete asynchronous training session				X											
School-Home check-ins					X	X	X	X	X	X	X	X	X	X	X
Check-ins with principals					X		X		X		X		X		
1 st "success-building" session— <i>led by building administrators</i>					X	X									
2 nd "success-building" session— <i>led by building administrators</i>							X	X							
3 rd "success-building" session— <i>led by building administrators</i>									X	X					
4 th "success-building" session— <i>led by building administrators</i>											X	X			
Data collection from school staff				X				X				X			
Data collection from families								X	X	X	X	X	X	X	
Planning for next steps															X

For the project, the RM consulting team will spend a total of 40 days on project activities for a total cost of \$44,000, which includes all staff time and related expenses.

AGREEMENT BETWEEN THE CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT AND RM CONSULTING FOR FAMILY ENGAGEMENT

THIS AGREEMENT is made and entered into on August 27, 2020 by and between the Cedar Rapids Community School District (the “District”) and RM Consulting. The parties agree as follows:

1. **PURPOSE.** This agreement outlines a consulting engagement with the Cedar Rapids Community School District (CRCS) to develop increased skill and awareness in the arena of family engagement. Student achievement, attendance and behavior are all highly correlated with increased family engagement and efficacy. This relationship will ensure all administrators and teachers understand the components of effective engagement and feel confident in their ability to carry out these efforts
2. **TERM.** The term of this Agreement shall be from August, 2020 to January 18, 2021. The parties hereto agree this Agreement shall be effective upon its execution by both parties and the duration shall be coterminous with the provisions contained herein.

3. RESPONSIBILITIES OF THE PARTIES

RM Consulting shall be responsible for the following:

- Professional learning for administrators and teachers during pre-service SY20-21
- Consultation and coaching for building administrators
- Development of professional development sessions for teachers and administrators
- Outlines, structures and scaffolds for family engagements
- Weekly consultation with CCT department
- Support with data collection and monitoring

The District shall be responsible for the following.

- Funding in the amount of \$44,000 payable upon the receipt of invoice.

4. **CONTACT PERSON.** The Contact Persons shall serve until the expiration of the Agreement or the designation of a substitute Contact Person. During the term of this Agreement, each Contact Person shall be available to meet, as otherwise mutually agreed, to plan the services being provided under the Agreement. The Contact persons are as follows:

Justin Blietz Director of Culture and Climate Transformation Cedar Rapids Community School District 2500 Edgewood Road NW Cedar Rapids, Iowa 52405 (319) 558-4329	Ron Mirr RM Consulting Rmirr@mac.com 319-430-4315
---	--

Cedar Rapids Community School District

Signature: _____

Date: November 9, 2020

RM Consulting

Signature: Ron Murr

Date: 8-27-20

Invoice

Payable to: Ron Mirr
3411 Ireland Drive
Iowa City, IA 52246
319-430-4315
rmirr@mac.com

Billed To:	Invoice #
Cedar Rapids Community School District	4008

Date	Quantity	Description	Cost	Total
10/7/20	1.00	1st payment on Family Engagement Contract	\$16,500.00	\$16,500.00

Invoice Total **\$16,500.00**

ADMINISTRATION

BA-21-152 Approval - Request of School Budget Review Committee (SBRC) for Additional Allowable Growth for the following: Unfunded English Language Learner (ELL) Costs and Open Enrollment Students not Included in Previous Year's Enrollment (David Nicholson)

Exhibit: BA-21-152.1

Action Item

Pertinent Fact(s):

1. The annual requests to the SBRC are submitted for the Board's approval. All requests listed are combined into one Board action. The completed State form is included as an exhibit. Dollar amounts listed for each category below are based upon data from the Iowa Department of Education on 12-02-19 and subject to possible adjustment.
2. Open Enrollment Students: For the 2020-2021 School Year, the District is eligible to request a total of \$2,132,112 in spending authority for open enrollment resident students not included in Previous Year's Enrollment Count.
3. English Language Learner: The State allows an additional factor of .22 to the District cost per pupil of \$6,880 for students in the ELL program. This weighting is only allowed for five years. The maximum modified allowable growth request under SBRC guidelines for English Language Learners served beyond five years is \$210,876.
4. All SBRC approvals of additional allowable growth are funded with cash provided by the District's Cash Reserve Levy.

Recommendation:

It is recommended that the Board of Education Approve the Request to Seek Additional Allowable Growth from the SBRC for Open Enrollment Students not included in Previous Year's Enrollment Count and Unfunded English Language Learner (ELL) Costs.



Cedar Rapids Comm School District (1053)

SBRC Application

Iowa Code section 257.31(5)a, Iowa Code section 282.18(9)(e), Iowa Code section 257.31(5)(j)

SBRC Application

SBRC Application for Increasing Enrollment, Open Enrollment Out, and LEP Instruction Beyond 5 Years

Due 12/2/2020

Send a copy of the board minutes to Carla Schimelfenig or provide the web address to the minutes.

Date of Board Meeting: 11/09/2020 mm/dd/yyyy

Link to Board Minutes:

Save Minutes Info

Save Values Certify

You have entered text on the page. You must Save Values before you can Certify.

(Generated nightly, changes to Certified Enrollment are reflected the following day)

Increasing Enrollment

Actual Enrollment Fall 2019	16851.5
Actual Enrollment Fall 2020	16231.6
Increase	0
Current Year DCPP	7048
Maximum On-Time Funding Modified Supplemental Amount for Increasing Enrollment	0
Request \$	<input type="text" value="0"/> Request Max <input type="text"/>

(Changes to student data are reflected immediately)

Open Enrollment Out not in Fall 2019

Open Enrollment Out Students on Fall 2020 Certified Enrollment but not on the Fall 2019 Certified Enrollment	309.9
Open Enrollment Out Students Minus Increase (previous section)	309.9
Last Year's State Cost Per Pupil for Open Enrollment Out	6880
Maximum Modified Supplemental Amount for Open Enrollment Out	2132112
Request \$	<input type="text" value="2132112"/> Request Max <input type="text"/>

(Changes to student data are reflected immediately)

ELL Beyond 5 Years

Students Served Beyond 5 Years	136
Weighting	0.22
Total Weighting	29.92
Current Year DCPP	7048
Maximum Modified Supplemental Amount for LEP Instruction Beyond 5 Years	210876.16
Request \$	<input type="text" value="210876"/> Request Max <input type="text"/>

Save Contact Information

Name

Title

Phone

Email

SBRC App Contact

Carla Schimelfenig 515-242-5612

ADMINISTRATION

BA-21-153 **Resolution - Authorize and Provide Issuance and Secure the payment of School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A and Authorizing the Execution and Delivery of Documents (David Nicholson)**

Exhibit: BA-21-153.1-28

Action Item **Motion/2nd/Roll Call**

Pertinent Fact(s):

The final Resolution requires Board approval for the issuance of \$9,925,000 of School Infrastructure Sales, Services and Use Tax Revenue Bonds and all required documents related to the sale.

Recommendation:

It is recommended that the Board of Education approve the Resolution Authorizing and Providing for the issuance and Securing the payment of School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A and Authorizing the Execution and delivery of documents.

497698\00008\4845-8390-7788\8

MINUTES OF MEETING TO ISSUE
SCHOOL INFRASTRUCTURE SALES,
SERVICES AND USE TAX REVENUE
BONDS, 2020A

Cedar Rapids, Iowa

November 9, 2020

The Board of Directors of the Cedar Rapids Community School District met on the above date, at _____ o'clock ____m. at the Education Leadership & Support Center, Cedar Rapids, Iowa, pursuant to prior action of the Board and to law, for the purpose of considering bids received for the purchase and passing a resolution providing for the sale and issuance of School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A and for the transaction of such other business as may come before the meeting.

The Board is conducting this meeting in person and by electronic means due to federal and state government recommendations in response to COVID-19 pandemic conditions. Electronic access information was included in the posted agenda of this public meeting.

The meeting was called to order by the Secretary of the Board, and the roll was called showing the following Directors present and absent:

Present: _____

Absent: _____.

ANNOUNCEMENT OF BID RESULTS

The bids were received and canvassed on behalf of the School District on November 2, 2020. The substance of such bids were reviewed and the low bidder was determined and, pursuant to prior authorization, the low bidder was selected and the purchase agreement executed. The results of the bids are now noted in the minutes, as follows:

Name and Address of Bidder

Final Bid (True Interest Cost)

(See attached Bid Tabulation)

MOTION TO APPROVE RESOLUTION

The Board took up for consideration the resolution next hereinafter set out. Board Member _____ moved that the resolution be adopted, seconded by Board Member _____. The President of the Board put the question on the motion, and the roll being called, the following named Directors voted:

497698\00008\4845-8390-7788\8

Ayes: _____

Nays: _____.

Whereupon, the President of the Board declared the motion duly carried and the resolution duly adopted as hereinafter set out.

• • •Other Business • • •

At the conclusion of the meeting, and upon motion and vote, the Board adjourned.

RESOLUTION NO. _____

Resolution authorizing and providing for the issuance and securing the payment of School Infrastructure Sales, Services and Use Tax Revenue Bonds and authorizing the execution and delivery of documents related thereto

WHEREAS, the Cedar Rapids Community School District (the “School District”), in the County of Linn (the “County”), State of Iowa, is entitled to receive proceeds of a statewide sales, services and use tax for school infrastructure (the “School Infrastructure Tax”), the revenue from which is deposited into the State Secure an Advanced Vision for Education Fund and distributed to the School District pursuant to Section 423E.4 of the Iowa Code, as amended, (the “School Infrastructure Tax Revenues”) and which taxes are and will continue to be collected as set forth therein; and

WHEREAS, the School District has adopted a revenue purpose statement setting forth the purposes for which it may use the School Infrastructure Tax Revenues, including but not limited to school infrastructure projects, and such revenue purpose statement was approved by the authorized electors of the School District on November 5, 2019; and

WHEREAS, the School District has previously issued the Outstanding Bonds (as defined herein) in accordance with the Outstanding Bond Resolutions (as defined herein) payable from the School Infrastructure Tax Revenues, and such Outstanding Bond Resolutions provided that additional Parity Bonds (as defined therein) payable from the School Infrastructure Tax Revenues may be issued on a parity with the Outstanding Bonds, provided that there has been procured and placed on file with the Secretary of the Board of Directors, a statement complying with the conditions and limitations therein imposed upon the issuance of said Parity Bonds; and

WHEREAS, the Board of Directors (the “Board”) of the School District is undertaking various school infrastructure projects, including but not limited to furnishing, equipping, constructing, improving, repairing, and renovating school buildings and improving sites, including one or more new elementary school buildings and related parking and site improvements (the “Project”), and the School District has held a hearing thereon on March 9, 2020 and has not received any petition objecting to the issuance of the bonds; and

WHEREAS, pursuant to the provisions of Chapter 423E of the Code of Iowa, the School District deems it advisable and necessary to issue not to exceed \$9,925,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A (the “Series 2020A Bonds” and sometimes referred to herein as the “Bonds”), for the purposes of financing a portion of the Project, funding a debt service reserve fund and paying costs of issuance and related costs of the Series 2020A Bonds, and such Series 2020A Bonds shall be on a parity with the Outstanding Bonds (as defined herein) and any future Parity Bonds; and

WHEREAS, a statement of Piper Sandler & Co. has been placed on file in the office of the Secretary of the Board of Directors, showing that the conditions and limitations of the Outstanding Bond Resolutions with regard to the sufficiency of School Infrastructure Tax Revenues for the issuance of the Series 2020A Bonds on a parity with the Outstanding Bonds have been met and satisfied as required by the Outstanding Bond Resolutions; and

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WHEREAS, a Preliminary Official Statement (the “P.O.S.”) has been prepared to facilitate the sale of the Series 2020A Bonds, and the Board has made provision for the approval of the P.O.S. and has authorized its use; and

WHEREAS, sealed bids for the purchase of the Bonds were received and canvassed on behalf of the School District on November 2, 2020, and the substance of such bids were noted in the minutes of the meeting of the School District on this date;

WHEREAS, pursuant to resolution of the Board adopted on October 12, 2020, the bid of Country Club Bank NA, Prairie Village, Kansas (the “Purchaser”), was determined to be the best bid, such bid proposing the lowest interest cost to the School District, and the bid was accepted pursuant to a certain purchase agreement (the “Bond Purchase Agreement”) executed on November 2, 2020; and

NOW, THEREFORE, Be It Resolved by the Board of Directors of the Cedar Rapids Community School District, as follows:

Section 1. The following terms with or without capitalization shall have the following meanings in this Resolution unless the text expressly or by necessary implication requires otherwise:

“Act” shall mean Iowa Code Chapters 423E and 423F, as from time to time amended and supplemented.

“Additional Bonds” shall mean any school infrastructure sales, services and use tax revenue bonds issued on a parity with the Series 2020A Bonds in accordance with the provisions of this Resolution.

“Bonds” or “Series 2020A Bonds” shall mean the not to exceed \$9,925,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A, authorized to be issued by this Resolution.

“Economic Refunding” shall mean the sale and issuance of refunding bonds issued to discharge and satisfy all or a part of the Series 2020A Bonds, any Outstanding Bonds or Parity Bonds in accordance with Section 11 of this Resolution, and to pay costs of issuance. The refunding effected with the proceeds of such refunding bonds (i) must produce annual debt service on the refunding bonds not greater than the total (remaining) debt service on the Series 2020A Bonds, the Outstanding Bonds or the Parity Bonds being refunded; (ii) shall not have a payment in any Fiscal Year (through maturity of the refunding bonds) that is greater than the payment in such Fiscal Year on the Series 2020A Bonds, Outstanding Bonds or the Parity Bonds being refunded, and (iii) shall have a final maturity no later than the final maturity of the Series 2020A Bonds, Outstanding Bonds or the Parity Bonds being refunded.

“Fiscal Year” shall mean the twelve-month period beginning on July 1 of each year and ending on the last day of June of the following year, or any other consecutive twelve-month period adopted by the Governing Body or by law as the official accounting period of the School District. Requirements of a Fiscal Year as expressed in this Resolution shall exclude any payment of principal or interest falling due on the first day of the Fiscal Year and include any payment of

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principal or interest falling due on the first day of the succeeding Fiscal Year, except to the extent of any conflict with the terms of the Outstanding Bonds while the same remain outstanding.

“Governing Body” shall mean the Board of Directors of the School District.

“Independent Auditor” shall mean an independent firm of certified public accountants, an independent financial advisor, or the Auditor of State.

“Issuer” and “School District” shall mean the Cedar Rapids Community School District.

“Outstanding Bonds” shall mean the Series 2010 QSCB Bonds, the Series 2015 Bonds, the Series 2019 Bonds, and the Series 2019B Bonds which remain outstanding as of the date of this Resolution and are secured by a lien on the School Infrastructure Tax Revenues.

“Outstanding Bond Resolutions” shall mean the Series 2010 QSCB Bond Resolution, the Series 2015 Bond Resolution, the Series 2019 Bond Resolution, and the Series 2019B Bond Resolution, collectively.

“Parity Bonds” shall mean bonds, notes or other obligations payable solely from the School Infrastructure Tax Revenues on an equal basis with the Outstanding Bonds, the Series 2020A Bonds and any Additional Bonds as authorized to be issued under the terms of this Resolution.

“Paying Agent” shall mean UMB Bank, n.a., or other entity as may be approved by the School District.

“Permitted Investments” shall mean any investments permitted in Iowa Code Chapter 12B or section 12C.9. All interim investments must mature before the date on which the moneys are required for payment of principal and interest on the Series 2020A Bonds or costs of the Project.

“Purchaser” shall mean Country Club Bank NA, Prairie Village, Kansas, together with its successors and assigns, as a holder of the Series 2020A Bonds.

“Registrar” shall mean UMB Bank, n.a., or other entity as may be approved by the School District.

“Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement” shall mean the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement among the School District, the Registrar and Paying Agent regarding the Series 2020A Bonds.

“School Infrastructure Tax” shall mean the School District’s portion of the one percent (1%) sales, services and use tax imposed by the State of Iowa for school infrastructure purposes which must be deposited into the State Secure an Advanced Vision for Education Fund and distributed to the School District pursuant to section 423E.4 Code of Iowa, as amended.

“School Infrastructure Tax Revenues” shall mean all of the revenues received by the School District in each Fiscal Year from the imposition of the School Infrastructure Tax (including, without limitation, any revenues received by the School District from interest and penalties on delinquent collections of the School Infrastructure Tax).

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“Secretary” shall mean the Secretary of the Board of Directors of the School District, or such other officer of the successor Governing Body as shall be charged with substantially the same duties and responsibilities.

“Series 2010 QSCB Bond Resolution” means the School District’s resolution adopted on November 8, 2010 authorizing the issuance of the Series 2010 QSCB Bonds.

“Series 2010 QSCB Bonds” shall mean the School District’s Taxable School Infrastructure Sales, Services and Use Tax Revenue Bonds (Qualified School Construction Bonds – Direct Pay), Series 2010 issued in the original principal amount of \$11,842,461 pursuant to the Series 2010 QSCB Bond Resolution.

“Series 2015 Bond Resolution” means the School District’s resolution adopted on May 11, 2015 authorizing the issuance of the Series 2015 Bonds.

“Series 2015 Bonds” shall mean the School District’s School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds, Series 2015 issued in the original principal amount of \$56,603,000 pursuant to the Series 2015 Bond Resolution.

“Series 2019 Bonds” shall mean the School District’s School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2019 issued in the original principal amount of \$25,185,000 pursuant to the Series 2019 Bond Resolution.

“Series 2019 Bond Resolution” means the School District’s resolution adopted on June 24, 2019 authorizing the issuance of the Series 2019 Bonds.

“Series 2019B Bonds” shall mean the School District’s School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds, Series 2019B issued in the original principal amount of \$27,739,000 pursuant to the Series 2019B Bond Resolution.

“Series 2019B Bond Resolution” means the School District’s resolution adopted on October 28, 2019 authorizing the issuance of the Series 2019B Bonds.

“2020A Bond Sinking Fund Subaccount” means the subaccount by that name created pursuant to Section 7 hereof.

“2020A Debt Service Reserve Fund Subaccount” means the subaccount by that name created pursuant to Section 7 hereof.

“2020A Debt Service Reserve Fund Subaccount Amount” means the amount set forth in the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement.

“Treasurer” shall mean the Treasurer of the School District or such other officer as shall succeed to the same duties and responsibilities with respect to the recording and payment of the Bonds issued hereunder.

Section 2. Authorization. For the purposes referred to in the preamble hereof and pursuant to Chapters 423E and 423F of the Code of Iowa, the Series 2020A Bonds are hereby

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authorized to be issued in the amount of \$9,925,000 and sold to the Purchaser at the price specified in the bid and the Bond Purchase Agreement.

Section 3. Registrar and Paying Agent. UMB Bank, n.a. is hereby designated as the Registrar and Paying Agent for the Series 2020A Bonds and may be hereinafter referred to as the “Bond Registrar” or the “Paying Agent”, and the President and the Board Secretary are hereby authorized and directed to execute and deliver the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement.

Section 4. Bond Details; Source of Payment. The Bonds shall be dated the date of delivery, and shall become due and payable on July 1 in each of the respective years, in the principal amounts and shall bear interest at the respective rates, as follows:

<u>Year</u>	<u>Principal Amount</u>	<u>Interest Rate Per Annum</u>
2032	\$925,000	2.00%
2033	\$1,000,000	2.00%
2034	\$1,000,000	2.00%
2035	\$1,000,000	2.00%
2036	\$1,000,000	2.00%
2037	\$1,000,000	2.00%
2038	\$1,000,000	2.05%
2039	\$1,000,000	2.10%
2040	\$1,000,000	2.15%
2041	\$1,000,000	2.20%

All payments shall be applied first to the payment of interest due and next to the reduction of principal.

Payment of both principal of and interest on the Series 2020A Bonds shall be made to the registered owners appearing on the registration books of the School District at the close of business on the fifteenth day of the month next preceding the payment date and shall be paid by electronic means, check or draft mailed to the registered owners at the addresses shown on such registration books. After the final installment of principal and interest on a Series 2020A Bonds the Purchaser shall return the original Series 2020A Bonds to the Paying Agent.

The School District reserves the right to call and redeem part or all of the Series 2020A Bonds maturing on and after July 1, 2032, prior to and in any order of maturity on July 1, 2029, or on any date thereafter upon terms of par and accrued interest. If less than all of the Series 2020A Bonds of any like maturity are to be redeemed, the particular part of those Series 2020A Bonds to be redeemed shall be selected by the Bond Registrar by lot. The Series 2020A Bonds may be called in part in one or more units of \$5,000. If less than the entire principal amount of any Bond in a denomination of more than \$5,000 is to be redeemed, the Bond Registrar will issue and deliver to the registered owner thereof, upon surrender of such original Series 2020A Bond, a new Series 2020A Bond or Series 2020A Bonds, in any authorized denomination, in a total aggregate principal amount equal to the unredeemed balance of the original Series 2020A Bond.

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Notice of such redemption as aforesaid identifying the Series 2020A Bonds (or portion thereof) to be redeemed shall be given by electronic means or mailed by certified mail to the registered owners thereof at the addresses shown on the School District's registration books not less than 30 days prior to such redemption date. All of such Series 2020A Bonds as to which the School District reserves and exercises the right of redemption and as to which notice as aforesaid shall have been given and for the redemption of which funds are duly provided, shall cease to bear interest on the redemption date.

Any notice of redemption may contain a statement that redemption is conditioned upon the receipt by the Paying Agent of funds on or before the date fixed for redemption sufficient to pay the redemption price of the Series 2020A Bonds so called for redemption and that if funds are not available, such redemption shall be cancelled by written notice to the owners of the Series 2020A Bonds called for redemption in the same manner as the original redemption notice was provided, such notice of cancellation to be made at least three days prior to the date fixed for redemption.

All of the interest on the Series 2020A Bonds shall be payable semiannually on the first day of July and January in each year, commencing July 1, 2021. Payment of interest on the Series 2020A Bonds shall be made to the registered owners appearing on the bond registration books of the School District at the close of business on the fifteenth day of the month next preceding the interest payment date and shall be paid by electronic means, check or draft mailed to the registered owners at the addresses shown on such registration books. Principal of the Series 2020A Bonds shall be payable in lawful money of the United States of America to the registered owners or their legal representatives upon presentation and surrender of the Series 2020A Bonds at the office of the Paying Agent.

The Series 2020A Bonds shall be executed on behalf of the School District with the official manual or facsimile signature of the President of the Board and attested by the official manual or facsimile signature of the Board Secretary, and shall be fully registered bonds without interest coupons. In case any officer whose signature or the facsimile of whose signature shall appear on the Series 2020A Bonds shall cease to be such officer before the delivery of such Series 2020A Bonds, such signature or such facsimile signature shall nevertheless be valid and sufficient for all purposes, the same as if such officer had remained in office until delivery.

The Series 2020A Bonds shall not be valid or become obligatory for any purpose until the Certificate of Authentication thereon shall have been signed by the Bond Registrar.

The Series 2020A Bonds, together with the Outstanding Bonds and any future Parity Bonds, and the interest thereon, shall be payable solely from the School Infrastructure Tax Revenues and the Revenue Fund and the Sinking Fund hereinafter referred to, both of which are hereby pledged to the payment thereof. None of the Series 2020A Bonds shall be a general obligation of the School District, and under no circumstances shall the School District be in any manner liable by reason of the failure of the School Infrastructure Tax Revenues to be sufficient for the payment in whole or in part of the Series 2020A Bonds and the interest thereon; but the Series 2020A Bonds shall be payable both as to principal and interest solely and only from the School Infrastructure Tax Revenues pledged therefor as hereinafter provided.

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The Series 2020A Bonds shall be fully registered as to principal and interest in the names of the owners on the registration books of the School District kept by the Bond Registrar, and after such registration, payment of the principal and interest thereof shall be made only to the registered owners, their legal representatives or assigns. The Series 2020A Bonds shall be transferable only upon the registration books of the School District upon presentation to the Bond Registrar, together with either a written instrument of transfer satisfactory to the Bond Registrar or the assignment form thereon completed and duly executed by the registered owner or the duly authorized attorney for such registered owner.

The record and identity of the owners of the Series 2020A Bonds may be kept confidential as provided by Section 22.7 of the Code of Iowa.

Notwithstanding anything above to the contrary, the Bonds shall be issued initially as Depository Bonds, with one fully registered Bond for each maturity date, in principal amounts equal to the amount of principal maturing on each such date, and registered in the name of Cede & Co., as nominee for The Depository Trust Company, New York, New York (“DTC”). On original issue, the Bonds shall be deposited with DTC for the purpose of maintaining a book-entry system for recording the ownership interests of its participants and the transfer of those interests among its participants (the “Participants”). In the event that DTC determines not to continue to act as securities depository for the Bonds or the School District determines not to continue the book-entry system for recording ownership interests in the Bonds with DTC, the School District will discontinue the book-entry system with DTC. If the School District does not select another qualified securities depository to replace DTC (or a successor depository) in order to continue a book-entry system, the School District will register and deliver replacement Bonds in the form of fully registered certificates, in authorized denominations of \$5,000 or integral multiples of \$5,000, in accordance with instructions from Cede & Co., as nominee for DTC. In the event that the School District identifies a qualified securities depository to replace DTC, the School District will register and deliver replacement Bonds, fully registered in the name of such depository, or its nominee, in the denominations as set forth above, as reduced from time to time prior to maturity in connection with redemptions or retirements by call or payment, and in such event, such depository will then maintain the book-entry system for recording ownership interests in the Bonds.

Ownership interest in the Bonds may be purchased by or through Participants. Such Participants and the persons for whom they acquire interests in the Bonds as nominees will not receive certificated Bonds, but each such Participant will receive a credit balance in the records of DTC in the amount of such Participant’s interest in the Bonds, which will be confirmed in accordance with DTC’s standard procedures. Each such person for which a Participant has an interest in the Bonds, as nominee, may desire to make arrangements with such Participant to have all notices of redemption or other communications of the School District to DTC, which may affect such person, forwarded in writing by such Participant and to have notification made of all interest payments.

The School District will have no responsibility or obligation to such Participants or the persons for whom they act as nominees with respect to payment to or providing of notice for such Participants or the persons for whom they act as nominees.

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As used herein, the term “Beneficial Owner” shall hereinafter be deemed to include the person for whom the Participant acquires an interest in the Bonds.

DTC will receive payments from the School District, to be remitted by DTC to the Participants for subsequent disbursement to the Beneficial Owners. The ownership interest of each Beneficial Owner in the Bonds will be recorded on the records of the Participants whose ownership interest will be recorded on a computerized book-entry system kept by DTC.

When reference is made to any action which is required or permitted to be taken by the Beneficial Owners, such reference shall only relate to those permitted to act (by statute, regulation or otherwise) on behalf of such Beneficial Owners for such purposes. When notices are given, they shall be sent by the School District to DTC, and DTC shall forward (or cause to be forwarded) the notices to the Participants so that the Participants can forward the same to the Beneficial Owners.

Beneficial Owners will receive written confirmations of their purchases from the Participants acting on behalf of the Beneficial Owners detailing the terms of the Bonds acquired. Transfers of ownership interests in the Bonds will be accomplished by book entries made by DTC and the Participants who act on behalf of the Beneficial Owners. Beneficial Owners will not receive certificates representing their ownership interest in the Bonds, except as specifically provided herein. Interest and principal will be paid when due by the School District to DTC, then paid by DTC to the Participants and thereafter paid by the Participants to the Beneficial Owners.

Section 5. Form of Series 2020A Bonds. The form of Series 2020A Bonds shall be substantially as follows:

(Form of Series 2020A Bond)

UNITED STATES OF AMERICA
STATE OF IOWA
COUNTY OF LINN
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT

SCHOOL INFRASTRUCTURE SALES, SERVICES AND USE TAX REVENUE BOND,
SERIES 2020A

No. _____ \$ _____

RATE	MATURITY DATE	BOND DATE	CUSIP
	_____, 20__	November 24, 2020	

The Cedar Rapids Community School District (the “School District”), in the County of Linn, State of Iowa, for value received, promises to pay on the Maturity Date of this Bond to:

CEDE & CO.

or registered assigns, the principal sum of

DOLLARS

in lawful money of the United States of America upon presentation and surrender of this Bond at the office of UMB Bank, n.a., West Des Moines, Iowa (hereinafter referred to as the “Bond Registrar” or the “Paying Agent”) with interest on said sum, until paid, at the rate per annum specified above from the date of this Bond, or from the most recent interest payment date on which interest has been paid, on July 1 and January 1 of each year, commencing July 1, 2021, except as the provisions hereinafter set forth with respect to redemption prior to maturity may be or become applicable hereto. Interest on this Bond is payable to the registered owner appearing on the registration books of the School District at the close of business on the fifteenth day of the month next preceding the interest payment date and shall be paid by electronic means, check or draft mailed to the registered owner at the address shown on such registration books.

This Bond shall not be valid or become obligatory for any purpose until the Certificate of Authentication hereon shall have been signed by the Bond Registrar.

This Bond is one of a duly authorized series of bonds (the “Bonds”) issued by the School District pursuant to and in strict compliance with the provisions of Chapter 423E and Chapter 423F of the Code of Iowa, as amended, and all laws amendatory thereof and supplementary thereto, and in conformity with a resolution duly and properly passed by the Board of Directors of the School

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District for the purpose of (i) furnishing, equipping, constructing, improving, repairing, and renovating school buildings and improving sites, including one or more new elementary school buildings and related parking and site improvements, (ii) funding a debt service reserve fund and (iii) paying costs of issuance. Capitalized terms used but undefined herein shall have the respective meanings ascribed to such terms in the Series 2020A Bond Resolution.

The School District reserves the right to call and redeem part or all of the Bonds maturing on or after July 1, 2032, prior to and in any order of maturity on July 1, 2029, or on any date thereafter upon terms of par and accrued interest. If less than all of the Bonds of any like maturity are to be redeemed, the particular part of those Bonds to be redeemed shall be selected by the Bond Registrar by lot. The Bonds may be called in part in one or more units of \$5,000. If less than the entire principal amount of any Bond in a denomination of more than \$5,000 is to be redeemed, the Bond Registrar will issue and deliver to the registered owner thereof, upon surrender of such original Bond, a new Bond or Bonds, in any authorized denomination, in a total aggregate principal amount equal to the unredeemed balance of the original Bond.

Notice of such redemption as aforesaid identifying the Bond or Bonds (or portion thereof) to be redeemed shall be given by electronic means or mailed by certified mail to the registered owners thereof at the addresses shown on the School District's registration books not less than 30 days prior to such redemption date. All of such Bonds as to which the School District reserves and exercises the right of redemption and as to which notice as aforesaid shall have been given and for the redemption of which funds are duly provided, shall cease to bear interest on the redemption date.

Any notice of redemption may contain a statement that redemption is conditioned upon the receipt by the Paying Agent of funds on or before the date fixed for redemption sufficient to pay the redemption price of the Bonds so called for redemption and that if funds are not available, such redemption shall be cancelled by written notice to the owners of the Bonds called for redemption in the same manner as the original redemption notice was provided, such notice of cancellation to be made at least three days prior to the date fixed for redemption.

The Bonds are not general obligations of the School District, but the Bonds, together with the Outstanding Bonds (as defined in the Series 2020A Bond Resolution) and any future Parity Bonds (as defined in the Series 2020A Bond Resolution), are payable from and secured solely and only by a pledge of certain School Infrastructure Tax Revenues as defined and provided in the Series 2020A Bond Resolution. The School District has covenanted that it will allocate such School Infrastructure Tax Revenues to the Sinking Fund created in the Outstanding Bond Resolutions (as defined in the Series 2020A Bond Resolution) to meet the payments of principal of and interest on the Outstanding Bonds, the Bonds and any future Parity Bonds, as the same become due. Under no circumstances shall the School District be in any manner liable by reason of the failure of the said School Infrastructure Tax Revenues to be sufficient for the payment of the principal of or interest on the Bonds.

This Bond is fully negotiable but shall be fully registered as to both principal and interest in the names of the owners on the books of the School District in the office of the Bond Registrar, after which no transfer shall be valid unless made on said books and then only upon presentation of this Bond to the Bond Registrar, together with either a written instrument of transfer satisfactory

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to the Bond Registrar, or the assignment form hereon completed and duly executed by the registered owner or the duly authorized attorney for such registered owner.

The School District, the Bond Registrar and the Paying Agent may deem and treat the registered owner hereof as the absolute owner for the purpose of receiving payment of or on account of principal hereof, premium, if any, and interest due hereon and for all other purposes, and the School District, the Bond Registrar and the Paying Agent shall not be affected by any notice to the contrary.

And It Is Hereby Certified, Recited and Declared that all acts, conditions and things required to exist, happen and be performed precedent to and in the issuance of this Bond have existed, have happened and have been performed in due time, form and manner, as required by law, and that the issuance of this Bond does not exceed or violate any constitutional or statutory limitation or provision.

IN TESTIMONY WHEREOF, the Cedar Rapids Community School District, Iowa, by its Board of Directors, has caused this Bond to be executed by the President of the Board and attested by the Board Secretary, all as of the Bond Date.

CEDAR RAPIDS COMMUNITY SCHOOL
DISTRICT

By (DO NOT SIGN)
President, Board of Directors

Attest:

(DO NOT SIGN)
Board Secretary

Registration Date: (Registration Date)

REGISTRAR'S CERTIFICATE OF AUTHENTICATION

This Bond is one of the Bonds described in the within-mentioned Series 2020A Bond Resolution.

UMB BANK, N.A.

By (Authorized Signature)
Authorized Officer

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ABBREVIATIONS

The following abbreviations, when used in this Bond, shall be construed as though they were written out in full according to applicable laws or regulations:

TEN COM	as tenants in common	UTMA
TEN ENT	as tenants by the entireties	As Custodian for
TEN	as joint tenants with right of survivorship and not as tenants in common	(Minor) under Uniform Transfers to Minors Act (State)

Additional abbreviations may also be used though not in the list above.

ASSIGNMENT

For valuable consideration, receipt of which is hereby acknowledged, the undersigned assigns this Bond to

(please print or type name and address of Assignee)

PLEASE INSERT SOCIAL SECURITY OR OTHER IDENTIFYING NUMBER OF ASSIGNEE

and does hereby irrevocably appoint _____, Attorney, to transfer this Bonds on the books kept for registration thereof with full power of substitution.

Dated: _____

Signature guaranteed:

NOTICE: The signature to this Assignment must correspond with the name of the registered owner as it appears on this Bond in every particular, without alteration or enlargement or any change whatever.

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Section 6. Deposit of Bond Proceeds; Executions of Documents. The Series 2020A Bonds shall be executed as herein provided as soon after the adoption of this Resolution as may be possible and thereupon they shall be delivered to the Bond Registrar for registration, authentication and delivery to the Purchaser, upon receipt of the purchase price thereof, and all action heretofore taken in connection with the issuance of the Series 2020A Bonds is hereby ratified and confirmed in all respects. The proceeds received from the Series 2020A Bonds shall be applied to pay costs of issuance associated with the issuance of the Series 2020A Bonds, fund a 2020A Debt Service Reserve Fund Subaccount, and to pay a portion of the costs of the Project. The foregoing deposits may be modified by the closing certificate delivered at the time of the issuance of the Series 2020A Bonds to conform to the final uses of the proceeds of the Series 2020A Bonds.

The officers of the School District are hereby authorized and directed to do all acts and things as may be necessary in connection with the issuance and delivery of the Series 2020A Bonds and to carry out the intent and purposes of this Resolution.

Section 7. Application of Revenues; Funds and Accounts. The Outstanding Bond Resolutions created the Cedar Rapids Community School District School Infrastructure Sales and Services Tax Revenue Fund (the "Revenue Fund") held by the School District into which the School District is required to deposit 100% of the School Infrastructure Tax Revenues received by the School District until all of the Outstanding Bonds and any Parity Bonds (including the Series 2020A Bonds) have been paid and no longer outstanding. From and after the delivery of the Series 2020A Bonds and as long as any of the Series 2020A Bonds are outstanding and unpaid or until all principal of and interest thereon have been discharged and satisfied or provision therefor has been made, 100% of the School Infrastructure Tax Revenues received by the School District shall continue to be deposited in the Revenue Fund, which shall be used and disbursed in the following priority:

(1) Sinking Fund. The Outstanding Bond Resolutions created a Sinking Fund to be held by the School District into which there shall be set aside from the School Infrastructure Tax Revenues in the Revenue Fund such portion thereof as will be sufficient to pay the interest on and principal of the Outstanding Bonds and any future Parity Bonds (including the Series 2020A Bonds), as the same become due, and the School District shall continue to maintain the Sinking Fund so long as the Series 2020A Bonds and any Parity Bonds are outstanding. The Outstanding Bond Resolutions created within the Sinking Fund various subaccounts with respect to the Outstanding Bonds and authorized the creation of additional subaccounts with respect to Parity Bonds.

The money in the Revenue Fund shall first be disbursed on a parity basis to make deposits into the various subaccounts of the Sinking Fund, hereinbefore created pursuant to the Outstanding Bond Resolutions, created pursuant to this Resolution or created in the future for any Parity Bonds. The amount to be paid into the respective subaccounts of the Sinking Fund during each Fiscal Year shall be sufficient to pay the principal of and interest due during such Fiscal Year on the Outstanding Bonds, the Series 2020A Bonds and any Parity Bonds.

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Pursuant to the Outstanding Bond Resolutions, the School District has created the following subaccounts within the Sinking Fund:

(a) Taxable School Infrastructure Sales, Services, and Use Tax Revenue Bonds, (Qualified School Construction Bond — Direct Pay), Series 2010 Sinking Fund Subaccount (“2010 QSCB Sinking Fund Subaccount”) for the Series 2010 QSCB Bonds held by the trustee for the Series 2010 QSCB Bonds;

(b) School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2015 Sinking Fund Subaccount (“2015 Bond Sinking Fund Subaccount”) for the Series 2015 Bonds held by the School District or the registrar and paying agent for the Series 2015 Bonds;

(c) School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2019 Bond Sinking Fund Subaccount (“2019 Bond Sinking Fund Subaccount”) for the Series 2019 Bonds held by the School District or the registrar and paying agent for the Series 2019 Bonds; and

(d) School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds, Series 2019B Bond Sinking Fund Subaccount (“2019B Bond Sinking Fund Subaccount”) and, together with the 2019 Bond Sinking Fund Subaccount, 2015 Bond Sinking Fund Subaccount and the Series 2010 QSCB Sinking Fund Subaccount, the “Outstanding Bond Sinking Fund Subaccounts”) for the Series 2019B Bonds held by the School District or the registrar and paying agent for the Series 2019B Bonds.

So long as the Outstanding Bonds remain outstanding, the Outstanding Bonds Sinking Fund Subaccounts created pursuant to the Outstanding Bond Resolutions are recognized and confirmed, and shall be maintained for the payment of the principal of and interest on the respective Series of Outstanding Bonds as provided in the Outstanding Bond Resolutions.

In accordance with the Outstanding Bonds Resolutions, there is hereby established a subaccount entitled the School Infrastructure Sales, Services and Use Tax Revenue Bonds, 2020A Bond Sinking Fund Subaccount (the “2020A Bond Sinking Fund Subaccount”) within the Sinking Fund for the purpose of paying principal of and interest on the Series 2020A Bonds. The 2020A Bond Sinking Fund Subaccount shall be held by the School District, the Registrar and Paying Agent or another lending institution approved by the Superintendent of the School District. The required amount to be deposited in the 2020A Bond Sinking Fund Subaccount in any month shall be the equal monthly amount necessary to pay in full the installment of interest coming due on the next interest payment date on the Series 2020A Bonds, plus the equal monthly amount necessary to pay in full the installment of principal coming due on the next succeeding principal payment date until the full amount of such installment is on deposit. The money deposited in the 2020A Bond Sinking Fund Subaccount shall be used solely to pay the principal of, and interest on the Series 2020A Bonds, and is hereby pledged to the payment thereof. If for any reason the amount on deposit in the 2020A Bond Sinking Fund Subaccount exceeds the required amount, the excess shall forthwith be withdrawn and deposited into the Revenue Fund.

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The subaccounts in the Sinking Fund shall be segregated from all other funds, accounts and subaccounts established by this Resolution, the Outstanding Bond Resolutions or any future resolutions authorizing the issuance of Parity Bonds. Upon the issuance of future Parity Bonds, the School District may provide for annual or more or less frequent payments of into subaccount(s) of the Sinking Fund for such Parity Bonds to pay the principal of an interest on such Parity Bonds.

(2) Reserve Fund. The Outstanding Bond Resolutions created a School Infrastructure Sales, Services and Use Tax Revenue Debt Service Reserve Fund (the “Reserve Fund”) to be held by the School District and various subaccounts thereof into which there shall be set aside from the School Infrastructure Tax Revenues in the Revenue Fund such portion thereof as will be sufficient to maintain a debt service reserve for the Outstanding Bonds, and any future Parity Bonds secured by the Reserve Fund.

After making the deposits into the various subaccounts of the Sinking Fund as hereinbefore provided, the money in the Revenue Fund shall next be disbursed on a parity basis to make deposits into the various subaccounts of the Reserve Fund hereinbefore created pursuant to the Outstanding Bond Resolutions and created in the future for any Parity Bonds. The amount to be paid into the respective subaccounts of the Reserve Fund shall be sufficient to maintain the minimum amount required for each respective subaccount of the Reserve Fund pursuant to the respective Outstanding Bond Resolution and any future resolutions authorizing the issuance of Parity Bonds secured by the Reserve Fund.

Pursuant to the Outstanding Bond Resolutions, the School District has created the following subaccounts within the Reserve Fund:

School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2015
Debt Service Reserve Fund Subaccount for the Series 2015 Bonds held for the
Series 2015 Bonds.

So long as the Outstanding Bonds remain outstanding, the subaccounts created in the Reserve Fund pursuant to the Outstanding Bond Resolutions are recognized and confirmed, and shall be maintained for the payment of the principal of and interest on the respective Series of Outstanding Bonds as provided in the Outstanding Bond Resolutions.

As provided in the Outstanding Bonds Resolutions, there is hereby established a subaccount entitled School Infrastructure Sales, Services and Use Tax Revenue Bonds, 2020A Debt Service Reserve Fund Subaccount (the “2020A Debt Service Reserve Fund Subaccount”) within the Reserve Fund for the purpose of maintaining a debt service reserve for the Series 2020A Bonds. The 2020A Debt Service Reserve Fund Subaccount shall be held by the Paying Agent pursuant to the Paying Agent, Escrow Agent and Registrar and Transfer Agent Agreement. On the date of issuance of the Series 2020A Bonds, an amount equal to the 2020A Debt Service Reserve Fund Subaccount Amount shall be deposited into the 2020A Debt Service Reserve Fund Subaccount.

The amounts on deposit in the 2020A Debt Service Reserve Fund Subaccount shall be used solely for the purpose of paying principal of and interest on the Series 2020A Bonds in the event

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insufficient money is available in the Series 2020A Bond Sinking Fund Subaccount to make any such payment.

The 2020A Debt Service Reserve Fund Subaccount is pledged only to the Series 2020A Bonds and shall not secure the Outstanding Bonds or any Parity Bonds. Whenever it shall become necessary to withdraw money from the 2020A Debt Service Reserve Fund Subaccount for the payment of debt service on the Series 2020A Bonds or the amount on deposit in the 2020A Debt Service Reserve Fund Subaccount is less than the 2020A Debt Service Reserve Fund Subaccount Amount, the School District shall cause to be deposited in the 2020A Debt Service Reserve Fund Subaccount in each month an amount equal to 100% of the amount required by this Resolution to be deposited in such month into the Series 2020A Sinking Fund Subaccount; provided, however, that when the amount on deposit in the 2020A Debt Service Reserve Fund Subaccount shall be equal to at least the 2020A Debt Service Reserve Fund Subaccount Amount, no further deposits shall be made into the 2020A Debt Service Reserve Fund Subaccount except to maintain such level. If the amount on deposit in the 2020A Debt Service Reserve Fund Subaccount is greater than the 2020A Debt Service Reserve Fund Subaccount Amount, such excess amounts shall be withdrawn and paid into the Reserve Fund for allocation to other subaccounts in the Reserve Fund or if all Reserve Fund subaccounts are at their required levels, then paid to the Revenue Fund.

The School District may establish other subaccounts within the Reserve Fund upon the issuance of future Parity Bonds which are required to be secured by the Reserve Fund. The money deposited into the Revenue Fund shall be disbursed on a parity basis to make deposits into the various subaccounts of the Reserve Fund for all Parity Bonds secured thereby. The subaccounts in the Reserve Fund shall be segregated from all other funds, accounts and subaccounts established by the Outstanding Bond Resolutions and any future resolution for Parity Bonds secured by the Reserve Fund, and each subaccount shall be segregated and shall not be commingled or pledged to any other Parity Bonds, if issued.

(3) **Subordinate Obligations.** Money in the Revenue Fund may next be used to pay principal of and interest on (including reasonable reserves therefor) any other obligations which by their terms shall be payable from the School Infrastructure Tax Revenues, but subordinate to the Series 2020A Bonds, the Outstanding Bonds and any other Parity Bonds.

(4) **Surplus Revenue.** Any remaining money in the Revenue Fund may be used to pay or redeem any of the Series 2020A Bonds, the Outstanding Bonds and any other Parity Bonds or used for any lawful purpose, subject to the limitations herein. The School District reserves the right to create such additional funds, or subaccounts within funds established herein, as deemed necessary or appropriate, or as required by the issuance of additional obligations, provided the rights of the holders and security for the Series 2020A Bonds, the Outstanding Bonds and any other Parity Bonds are not impaired thereby.

Money in the Revenue Fund shall be allocated, deposited and paid into the various funds and accounts hereinbefore referred to at the times and in the order in which said funds are listed, on a cumulative basis. If in any month the money in the Revenue Fund, the Sinking Fund or its Subaccounts, or the Reserve Fund or its Subaccounts shall be insufficient to deposit in or transfer to or from the required amount in any of said funds or accounts, such deposits or transfers shall be

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made on a pro rata basis (in accordance with the outstanding principal amounts of the Outstanding Bonds, the Series 2020A Bonds and the Parity Bonds) and the deficiencies shall be made up in the following month or months after payments into all funds and accounts enjoying a prior claim to the revenues shall have been met in full. The School District may establish various subaccounts within each fund established by the Outstanding Bond Resolutions or this Resolution.

Failure to make such allocation, deposit and payment without cure within thirty days shall constitute an event of default under this Resolution.

Section 8. Investments. Moneys on hand in any of the funds or accounts established by this Resolution may be invested only in Permitted Investments or deposited in financial institutions which are members of the Federal Deposit Insurance Corporation (the "FDIC"), or its equivalent successor, and the deposits in which are insured thereby and all such deposits exceeding the maximum amount insured from time to time by FDIC or its equivalent successor in any one financial institution shall be continuously secured in compliance with Iowa Code Chapter 12C, or otherwise by a valid pledge of direct obligations of the United States Government having an equivalent market value. All investments shall mature before the date on which the moneys are required for the purposes for which the fund or account was created or otherwise as herein provided. The provisions of this Section shall not be construed to require the School District to maintain separate accounts for the funds created by this Section.

The Sinking Fund and the Reserve Fund, shall be segregated in a separate account but may be invested in the same manner as other funds of the School District but designated as a trust fund on the books and records of the School District. The Sinking Fund and Reserve Fund, shall not be available for any other purposes other than those specified in this Resolution and the Outstanding Bond Resolutions.

All income derived from such investments in the Revenue Fund shall be regarded as School Infrastructure Tax Revenues.

Investments shall at any time necessary be liquidated and the proceeds thereof applied to the purpose for which the respective fund or account was created.

The School District hereby covenants and agrees that no such investment shall ever be made so as to cause the interest on the Series 2020A Bonds to become taxable as "arbitrage bonds" pursuant to the provisions of Section 148 the Internal Revenue Code of 1986, as amended.

Section 9. Covenants of the School District. The School District hereby represents, warrants, covenants and agrees with the owner or owners of the Series 2020A Bonds, or any of them, as follows:

(a) The School District will administer, enforce and collect, or cause to be administered, enforced and collected, the School Infrastructure Tax Revenues and the School Infrastructure Tax and shall take all reasonable actions that may be permitted by law to collect delinquent payments or to cause delinquent payments to be collected in accordance with law.

(b) The School District will keep or cause to be kept books and records showing the proceeds of the School Infrastructure Tax Revenues, in which complete entries shall be made in

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accordance with standard principles of accounting, and any owner of any of the Bonds shall have the right at all reasonable times to inspect such books and records.

(c) The School District shall, to the extent permitted by law, defend the validity and legality of this Resolution, the School Infrastructure Tax and the School Infrastructure Tax Revenues against all claims, suits and proceedings which would diminish or impair the School Infrastructure Tax Revenues as security for the Bonds.

(d) The School District, acting by and through its officers, or otherwise, shall faithfully and punctually perform, or caused to be performed, all duties with respect to the School Infrastructure Tax required by the Constitution and laws of the State of Iowa and the various ordinances, resolutions and contracts of the School District, including, without limitation, the proper segregation of the proceeds of the Bonds and the School Infrastructure Tax Revenues and their application from time to time to the respective funds provided therefore.

(e) At any and all times the School District shall, so far as it may be authorized by law, pass, make, do, execute, acknowledge, deliver and file or record all and every such further instruments, acts, deeds, conveyances, assignments, transfers, other documents and assurance as may be necessary or desirable for the better assuring, conveying, granting, assigning and confirming all and singular, the School Infrastructure Tax Revenues and other funds and accounts hereby pledged or assigned, or intended so to be, or which the School District may hereafter become bound to pledge or to assign, or as may be reasonable and required to carry out the purposes of this Resolution. The School District, acting by and through its officers, or otherwise, shall at all times, to the extent permitted by law, defend, preserve and protect the pledge of the School Infrastructure Tax Revenues and other funds and accounts pledged hereunder and all the rights of every owner of any of the Bonds against all claims and demands of all persons whomsoever.

(f) The School District, its officers, agents and employees, shall not take any action in such manner or to such extent as might prejudice the security for the payment of the Bonds according to the terms thereof. No contract shall be entered into nor any other action taken by which the rights of any registered owner of any Bond or other security payable from the School Infrastructure Tax Revenues might be prejudicially and materially impaired or diminished.

(g) Each School District officer or employee having custody of any School Infrastructure Tax Revenues, or responsible for their handling, shall be bonded at all times, which bonds shall be conditioned upon the proper application of said moneys.

(h) The Governing Body of the School District shall approve and conduct operations pursuant to a system budget of revenues and current expenses for each Fiscal Year. Such budget shall take into account revenues and current expenses during the current and last preceding Fiscal Years.

(i) The Governing Body of the School District shall not take any action with respect to the School District's current Revenue Purpose Statement which would impair the ability or authority of the School District to apply School Infrastructure Tax Revenues to the payments of principal and interest on the Bonds.

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(j) No obligations secured by a lien on the School Infrastructure Tax Revenues that is senior to the lien of the Bonds secured thereby exists. No obligation is secured by a lien on the School Infrastructure Tax Revenues that is subordinate to the lien thereon securing the Bonds.

Notwithstanding anything in this Section to the contrary, none of the foregoing covenants of the School District with respect to the School Infrastructure Tax Revenues shall obligate the School District to undertake or perform any duty, task or obligation to be performed by the State of Iowa or the County or its Board of Supervisors under the terms of the Act or other provision of the Code of Iowa, as from time to time amended.

Section 10. Remedies of Bondholders. Except as herein expressly limited the holder or holders of the Bonds shall have and possess all the rights of action and remedies afforded by the common law, the Constitution and statutes of the State of Iowa, and of the United States of America, for the enforcement of payment of their Bonds and interest thereon, and of the pledge of the School Infrastructure Tax Revenues made hereunder, and of all covenants of the School District hereunder.

Section 11. Prior Lien and Parity Bonds; Subordinate Obligations. The School District will issue no notes, bonds or other obligations of any kind or nature payable from or enjoying a lien or claim on the School Infrastructure Tax Revenues having priority over the Series 2020A Bonds, the Outstanding Bonds or any other Parity Bonds.

Additional Bonds may be issued as Parity Bonds and therefore issued on a parity and equality of rank with the Series 2020A Bonds, the Outstanding Bonds and any other Parity Bonds with respect to the lien and claim of such Additional Bonds to the School Infrastructure Tax Revenues and the money on deposit in the funds adopted by this Resolution, for the following purposes and under the following conditions, but not otherwise:

(a) For the purpose of refunding any of the Series 2020A Bonds, the Outstanding Bonds or Parity Bonds outstanding so long as the refunding is an Economic Refunding, without complying with subsection (b) below; or

(b) For the purpose of refunding any Series 2020A Bonds, the Outstanding Bonds or Parity Bonds outstanding, or for other lawful purposes, provided that before any such Additional Bonds ranking on a parity are issued, there will have been procured and filed with the Secretary, a statement of an Independent Auditor reciting the opinion based upon necessary investigations that the School Infrastructure Tax Revenues for the preceding Fiscal Year (with adjustments as hereinafter provided) were equal to at least 1.20 times the maximum amount that will be required in any Fiscal Year for the payment of both principal of and interest on all Series 2020A Bonds, Outstanding Bonds and Parity Bonds then outstanding which are payable from the School Infrastructure Tax Revenues and the Additional Bonds then proposed to be issued.

For the purpose of determining the School Infrastructure Tax Revenues for the preceding Fiscal Year as aforesaid, the amount of the revenues for such year may be adjusted so as to reflect any changes in the amount of such revenues which would have resulted had the School Infrastructure Tax or any revision of the rate of the School Infrastructure Tax, the formula for distribution of the School Infrastructure Tax Revenues or the level at which the State funds the

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Statewide Average Revenue Per Student, imposed at or prior to the time of the issuance of any such Parity Bonds been in effect during all of such preceding Fiscal Year. For this purpose, current projections of School Infrastructure Tax Revenues of the State of Iowa may be treated as if such projections had been in effect for the preceding Fiscal Year.

For the purposes of this Section, principal and interest falling due on the first day of a Fiscal Year shall be deemed a requirement of the immediately preceding Fiscal Year.

Nothing in this Section shall prohibit or restrict the right of the School District to issue additional revenue bonds or other revenue obligations without meeting the requirements in paragraphs (a) or (b) above and to provide that the principal of and interest on said revenue bonds or obligations shall be payable out of the School Infrastructure Tax Revenues, provided that such additional revenue bonds or obligations shall be junior and subordinate to the Series 2020A Bonds.

Section 12. Resolution a Contract. The provisions of this Resolution shall constitute a contract between the School District and the owners of the Bonds as may from time to time be outstanding, and after the issuance of the Series 2020A Bonds, no change, variation or alteration of any kind of the provisions of this Resolution shall be made except as provided in Section 13 and Section 14, until such time as all of the Bonds and the interest due there shall have been satisfied and discharged as provided in this Resolution.

Section 13. Amendment of Resolution without Consent. For any one or more of the following purposes, without the consent of or notice to the other owners of the Bonds or any Parity Bonds, and at any time or from time to time this Resolution may be amended, modified or supplemented by the School District:

- (a) to cure any ambiguity or formal defect or omission in this Resolution;
- (b) to grant to or confer for the benefit of the owners of the Bonds any additional rights, remedies, powers or authority that may lawfully be granted to or conferred upon the owners of the Bonds;
- (c) to assign and pledge under this Resolution additional revenues, properties or collateral as permitted by law;
- (d) to modify, amend or supplement this Resolution in such manner as to permit continued compliance with the provisions of the Internal Revenue Code in order to maintain the tax exempt status of the Bonds;
- (e) to provide for the issuance or incurrence of Parity Bonds; and
- (f) to make any other change that does not materially adversely affect the rights of any of the owners of the Bonds.

Section 14. Amendment of Resolution Requiring Consent. In addition to amendments to this Resolution authorized by Section 13 hereof, this Resolution may be amended from time to time if such amendment shall have been consented to by the holders of not less than two-thirds in principal amount of the Bonds at any time outstanding, but this Resolution may not be so amended

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without the consent of the holders of 100% in principal amount of the Bonds at the time outstanding in such manner as to:

- (a) Make any change in the maturity or interest rate of the Bonds, or modify the terms of payment of principal of or interest on the Bonds or any of them or impose any conditions with respect to such payments;
- (b) Materially affect the rights of the holders of less than all of the Bonds then outstanding; and
- (c) Reduce the percentage of the principal amount of the Bonds.

Whenever the School District shall propose to amend or modify this Resolution under the provisions of this section, it shall cause notice of the proposed amendment to be mailed to each of the owners of the Bonds at the addresses appearing on the registration books of the School District held by the Bond Registrar and also to the Purchaser. Such notice shall briefly set forth the nature of the proposed amendment and shall state that a copy of the proposed amendatory resolution is on file in the office of the Board Secretary.

If the owners of not less than two-thirds in aggregate principal amount of the Series 2020A Bonds outstanding at the time of the adoption of such amendatory resolution shall have consented to and approved the adoption thereof as herein provided, no owner of any Series 2020A Bonds shall have any right or interest to object to the adoption of such amendatory resolution or to object to any of the terms or provisions therein contained or to the operation thereof or to enjoin or restrain the School District from taking any action pursuant to the provisions thereof.

Any consent given by the owners of a Series 2020A Bond pursuant to the provisions of this section shall be irrevocable for a period of six (6) months from the date of such consent and shall be conclusive and binding upon all future owners of the same Series 2020A Bond during such period. Such consent may be revoked at any time after six (6) months from the date of such consent by the owner who gave such consent or by a successor in title, but such revocation shall not be effective if the owners of not less than two-thirds in aggregate principal amount of the Series 2020A Bonds outstanding as in this section defined, shall have, prior to the attempted revocation, consented to and approved the amendatory resolution referred to in such revocation.

The fact and date of the execution of any instrument under the provisions of this section may be proved by the certificate of any officer in any jurisdiction who by the laws thereof is authorized to take acknowledgments of deeds within such jurisdiction, that the persons signing such instrument acknowledged before such officer the execution thereof, or may be proved by an affidavit of a witness to such execution sworn to before such officer.

Section 15. Tax Exemption. It is the intention of the School District that interest on the Series 2020A Bonds be and remain excluded from gross income for federal income tax purposes pursuant to the appropriate provisions of the Internal Revenue Code of 1986, as amended, and the Treasury Regulations in effect with respect thereto (all of the foregoing herein referred to as the "Internal Revenue Code"). In furtherance thereof the School District covenants to comply with the provisions of the Internal Revenue Code as they may from time to time be in effect or amended and further covenants to comply with applicable future laws, regulations, published rulings and

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court decisions as may be necessary to insure that the interest on the Series 2020A Bonds will remain excluded from gross income for federal income tax purposes. Any and all of the officers of the School District are hereby authorized and directed to take any and all actions as may be necessary to comply with the covenants herein contained.

The School District hereby designates the Series 2020A Bonds as “Qualified Tax Exempt Obligations” as that term is used in Section 265(b)(3)(B) of the Internal Revenue Code.

Section 16. Continuing Disclosure. The Securities and Exchange Commission (the “SEC”) has promulgated certain amendments to Rule 15c2-12 under the Securities Exchange Act of 1934 (17 C.F.R. § 240.15c2-12) (the “Rule”) that make it unlawful for an underwriter to participate in the primary offering of municipal securities in a principal amount of \$1,000,000 or more unless, before submitting a bid or entering into a purchase contract for the bonds, it has reasonably determined that the issuer or an obligated person has undertaken in writing for the benefit of the bondholders to provide certain disclosure information to prescribed information repositories on a continuing basis or unless and to the extent the offering is exempt from the requirements of the Rule because the issue is issuable in minimum denominations of \$100,000 (subject to certain qualifications regarding deep discount securities) and (i) are sold in a limited private placement; or (ii) have a maturity of nine months or less; or (iii) are subject to tender at par at the option of the holder at least every nine months.

On the date of issuance and delivery of the Series 2020A Bonds, the School District will execute and deliver a Continuing Disclosure Certificate pursuant to which the School District will undertake to comply with the Rule. The School District covenants and agrees that it will comply with and carry out the provisions of the Continuing Disclosure Certificate. Any and all of the officers of the School District are hereby authorized and directed to take any and all actions as may be necessary to comply with the Rule and the Continuing Disclosure Certificate.

Section 17. Disposition of Bond Proceeds; Arbitrage Not Permitted. The School District certifies and covenants with the holders of the Series 2020A Bonds from time to time outstanding that the School District, through its officers, (a) will make such further specific covenants, representations and assurances as may be necessary or advisable; (b) will comply with all representations, covenants and assurances contained in the tax certificate, which tax certificate shall constitute a part of the contract between the School District and the owners of the Series 2020A Bonds; (c) will consult with bond counsel as necessary to comply with the provisions of this Resolution; (d) will pay to the United States, as necessary, such sums of money representing required rebates of excess arbitrage profits relating to the Series 2020A Bonds; (e) will file such forms, statements and supporting documents as may be required and in a timely manner; and (f) if deemed necessary or advisable by its officers, will employ and pay fiscal agents, financial advisors, attorneys and other persons to assist the School District in such compliance.

Section 18. Discharge and Satisfaction. The covenants, liens and pledges entered into, created or imposed pursuant to this Resolution may be fully discharged and satisfied with respect to the Bonds, or any of them, in any one or more of the following ways:

- (a) By paying the Bonds when the same shall become due and payable; or

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(b) By depositing in trust with the Board Secretary or Treasurer, the Paying Agent or a corporate trustee or escrow agent designated by the School District for the payment of the Bonds and irrevocably appropriated exclusively to that purpose an amount in cash or direct obligations of the United States the maturities and income of which shall be sufficient to retire at maturity, or by redemption prior to maturity on a designated date upon which the Bonds may be redeemed, all of the Bonds outstanding at the time, together with the interest thereon to maturity or to the designated redemption date, premiums thereon, if any, that may be payable on the redemption of all the Bonds to be redeemed and notice of redemption of the Bonds shall have been previously given as provided herein.

Upon such payment or deposit of money or securities provided by this section, all liability of the School District with respect to the redeemed, prepaid or defeased Bonds shall cease, determine and be completely discharged, and the holders thereof shall be entitled only to payment out of the money or securities so deposited. The sufficiency of the money or securities so deposited shall be verified by an independent financial consultant or independent certified public accountant, unless the full redemption price in cash is so deposited (or gross funded) pursuant to this section.

Notwithstanding anything in this Section 18 to the contrary, if the amount held in such deposit shall at any time be insufficient for any reason to pay the principal and interest on the Series 2020A Bonds when due as provided in this Section 18, the School District shall immediately deposit the amount of any such shortfall as provided herein on or prior to the applicable due date.

Section 19. Execution of Documents. The President and the Board Secretary (or their designee) are hereby authorized to execute and deliver any and all agreements, documents and instruments required related to the issuance of the Series 2020A Bonds and to carry out the purposes set forth in this resolution, including but not limited to any tax certificates, closing certificates and purchase agreements.

Section 20. Severability. If any section, paragraph, clause or provision of this Resolution shall be held invalid, the invalidity of such section, paragraph, clause or provision shall not affect any of the remaining provisions of this Resolution.

Section 21. Conflicting Resolutions. All resolutions and orders or parts thereof in conflict with the provisions of this Resolution are, to the extent of such conflict, hereby repealed.

Section 22. Effective Date. This Resolution shall be in full force and effect immediately upon its adoption and approval, as provided by law.

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Passed and approved on November 9, 2020.

President, Board of Directors

Attest:

Board Secretary

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STATE OF IOWA
COUNTY OF LINN SS:
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT

I, the undersigned Board Secretary of the Cedar Rapids Community School District, do hereby certify that the above and foregoing is a true and correct copy of the minutes of a meeting of the Board of the School District, held as therein shown, including a true and correct copy of the resolution providing for the sale and issuance of not to exceed \$9,925,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A.

I further certify that no appeal has been taken to the District Court from the decision of the Board of Directors to issue the Series 2020A Bonds.

WITNESS MY HAND this ____ day of November, 2020.

Board Secretary

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STATE OF IOWA
COUNTY OF LINN SS:
CEDAR RAPIDS COMMUNITY SCHOOL DISTRICT

I, the undersigned Board Secretary of the Cedar Rapids Community School District, do hereby certify that there is not pending or threatened any question or litigation whatsoever touching the legality or enforceability of the School Infrastructure Tax and that there are no Bonds or other obligations of any kind now outstanding which are payable from or constitute a lien upon the School Infrastructure Tax Revenues to be received by the School District, except for the School District's (1) present issue of School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A, (2) Taxable School Infrastructure Sales, Services and Use Tax Revenue Bonds (Qualified School Construction Bonds – Direct Pay), Series 2010, (3) School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds, Series 2015, (4) School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2019, and (5) School Infrastructure Sales, Services and Use Tax Revenue Refunding Bonds, Series 2019B.

WITNESS MY HAND this _____ day of November, 2020.

Board Secretary

ADMINISTRATION

BA-21-154 **Report of Sale of \$9,925,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A (David Nicholson)**

Exhibit: BA-21-154.1

Information Item

Pertinent Fact(s):

1. At the October 12, 2020 Board meeting, a Resolution was passed to approve the official statement and setting the parameters for the sale of Series 2020A bonds. The parameters approved allowed for the President of the Board and the Board Secretary to authorize and directed to execute and deliver a Bond Purchase Agreement as long bonds' yield did not exceed 2.7% and they were substantially similar to that included in the preliminary official statement.

2. Piper Sandler received four bids on Monday, November 02, 2020.
 - County Club Bank – Prairie Village, KS (True Interest Rate – 2.108468%)
 - Robert W. Baird & Co., Inc. – Milwaukee, WI (True Interest Rate – 2.209388%)
 - Northland Securities, Inc. – Minneapolis, MN (True Interest Rate – 2.387914%)
 - BOK Financial Securities, Inc. – Dallas, TX (True Interest Rate – 2.563397%)

3. On Monday November 2, 2020, the Board President and Board Secretary approved the bid from County Club Bank with a true interest rate of 2.108468%.

REPORT OF SALE

\$9,925,000 School Infrastructure Sales, Services and Use Tax Revenue Bonds, Series 2020A

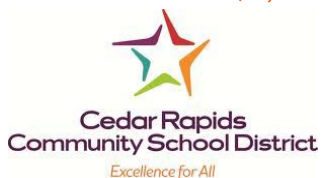
Cedar Rapids Community School District, Iowa

(No Re-Sizing or Re-Structuring)

Sale Date: Monday, November 2, 2020, at 11:00AM CST

S&P Rating "A+"

Bank Qualified



WINNING BIDDER

Country Club Bank - Prairie Village , KS

Bonds Due	Interest	Bonds Due	Interest
<u>1-Jul</u>	<u>Rate</u>	<u>1-Jul</u>	<u>Rate</u>
2032	2.000%	2037	2.000%
2033	2.000%	2038	2.050%
2034	2.000%	2039	2.100%
2035	2.000%	2040	2.150%
2036	2.000%	2041	2.200%
Purchase Price:	9,858,827.50		
Net Interest Cost:	3,367,337.78	True Interest Rate:	2.108468%

OTHER BIDDERS

Robert W. Baird & Co., Inc. - Milwaukee , WI

Bonds Due	Interest	Bonds Due	Interest
<u>1-Jul</u>	<u>Rate</u>	<u>1-Jul</u>	<u>Rate</u>
2032	2.000%	2037	2.250%
2033	2.000%	2038	2.250%
2034	2.000%	2039	2.250%
2035	2.000%	2040	2.250%
2036	2.000%	2041	2.250%
Purchase Price:	9,835,008.50		
Net Interest Cost:	3,525,677.61	True Interest Rate:	2.209388%

Northland Securities, Inc. - Minneapolis , MN

Bonds Due	Interest	Bonds Due	Interest
<u>1-Jul</u>	<u>Rate</u>	<u>1-Jul</u>	<u>Rate</u>
2032	2.125%	2037	2.250%
2033	2.125%	2038	2.450%
2034	2.125%	2039	2.450%
2035	2.250%	2040	2.450%
2036	2.250%	2041	2.450%
Purchase Price:	9,825,750.00		
Net Interest Cost:	3,809,444.88	True Interest Rate:	2.387914%

BOK Financial Securities, Inc. - Dallas , TX

Bonds Due	Interest	Bonds Due	Interest
<u>1-Jul</u>	<u>Rate</u>	<u>1-Jul</u>	<u>Rate</u>
2032	3.000%	2037	3.000%
2033	3.000%	2038	3.000%
2034	3.000%	2039	3.000%
2035	3.000%	2040	3.000%
2036	3.000%	2041	3.000%
Purchase Price:	10,491,525.24		
Net Interest Cost:	4,238,201.84	True Interest Rate:	2.563397%

*Box Around Interest Rates Indicates Term Bonds

BOARD GOVERNANCE

BA-21-011/03 Policy Manual –Review & Revision – Policy 508/Regulation 508.1 “*Voluntary Retirement Incentive Program – Licensed Teaching Staff*”, Policy 509/Regulation 509.1 “*Voluntary Retirement Incentive Program – Administrative Staff*”, Policy 510/Regulation 510.1 “*Voluntary Retirement Incentive Program – Support Staff*” and Policy 511/Regulation 511.1 “*Voluntary Retirement Incentive Program – All Staff*”
(Noreen Bush/Laurel Day)

Exhibit: BA-21-011/03.1-42

Information Item

Pertinent Fact(s):

1. The Board of Education reviews policies, regulations, and procedures at least once every five years. Board approval is required for all policies. Administrative regulations and procedures do not require Board approval.
2. The agenda item includes policies and regulations, that have been reviewed by the Policy Review Committee (PRC). Most proposed revisions are based on changes to state and federal law, current District practice, and to maintain the District’s Policy Manual up to date as required by Iowa Code. The PRC utilizes legal & policy services provided by the Iowa Association of School Boards, National Association of School Boards, including policy primer & on-line sample policy documents. Guidance from District Legal Counsel was sought.

Policy Manual #	Title	Action
508/508.1	Voluntary Retirement Incentive Program – Licensed Teaching Staff	Revised
509/509.1	Voluntary Retirement Incentive Program – Administrative Staff	Revised
510/510.1	Voluntary Retirement Incentive Program – Support Staff	Revised
511	Voluntary Retirement Incentive Program All Staff	Revised
511.1	All Staff – Voluntary Retirement Incentive Program	Revised

VOLUNTARY RETIREMENT INCENTIVE PROGRAM **LICENSED TEACHING/NURSING STAFF**

SECTION A: Program for 2019-2020 School Year

PURPOSE

To assist qualified long-term teacher/nurses transition from public service to retirement and to provide a strategy to control District costs by tailoring incentives to a current year's needs and the financial climate of the District.

ELIGIBILITY**

Eligible employees must attain fifty five (55) years of age prior to July 1, 2020 and have been actively employed by the District for at least twenty (20) years in a full or part-time capacity. (For employees hired on or before June 30, 2019, if District service in this employee group was at least five (5) years but less than twenty (20) years, the benefit will be pro-rated to the years of service in the employee group from which they are retiring. Employees hired on or after July 1, 2019, the pro-rated benefit is not offered.) Employees who are age fifty four (54) and who will turn age fifty five (55) after July 1, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-2020 (The Teacher/Nurse will be considered to have voluntarily resigned and the Teacher/Nurse's continuing contract will be terminated as of the end of the 2019-2020 school year, or, if taking an extended, unpaid leave of absence to start the 2020-2021 school year, as of the date he/she turns fifty five (55)).

APPLICATION

Interested employees may apply by filing a written application with the Superintendent/designee after June 30, 2019 and on or before February 1, 2020 and retiring by June 30, 2020.

DEFINITIONS

Teacher/Nurse:

A "Teacher/Nurse" is defined as any licensed teacher/nurses of the District who are covered by the Master Contract between the District and the Cedar Rapids Education Association.

Years of Service:

A fiscal year of July 1 through June 30 will be used to calculate years of service. A teacher/nurse will not be given credit for years of service for the year(s) in which he/she is on full-time extended unpaid leave of absence. Part-time years of service shall be recognized as full years of service for determining eligibility. However, the total of unused sick leave and expired sick leave benefit days may be used to count as years of service (190 excess benefit days equals one year of service.) Expired sick leave days are days beyond the cap that can no longer be used for sick leave but will remain in a separate account and called expired sick leave days for purposes of the retirement incentive.) A teacher/nurse will not be given credit for years of service for the year(s) in which he/she is on full-time extended unpaid leave of absence.

INSURANCE

A retiree may elect to participate in the District's group hospital/medical and drug insurance plan covering regular licensed teaching staff for a period of one hundred twenty (120) months immediately following retirement, through the end of the month prior to the month the retiree becomes eligible for federal Medicare insurance coverage, until the retiree dies, or until the retiree accepts employment that offers health care coverage, whichever occurs earliest. Continued participation in the group program is contingent upon approval by the insurance carrier. If, prior to June 30, 2020, any state or federal regulation and/or legal decision alters the District's ability to limit health insurance premium

~~contributions once a retiree becomes eligible for Medicare, the Board reserves the right to alter this portion (any or all benefits defined in subparagraph 3.a. and 3.b.) of the Voluntary Retirement Incentive Program. The types and amounts of coverage to be provided to retirees shall be identical to the types and amounts of coverage in effect from year to year for regular teaching/nursing staff excluding dental coverage. Failure on the part of the retiree to make payment to the District of the retiree's contribution toward the cost of the insurance coverage not later than the 15th day of the month preceding the month for which the premium is due will result in cancellation of the insurance and loss of coverage. It is each retiree's duty and obligation to inform the Cedar Rapids Community Schools if he/she secures other employment that offers a health insurance program, even if the retiree chooses NOT to enroll in the new employer's health insurance program. Failure to adhere to this duty and obligation may result in: a. cancellation of the insurance; b. loss of coverage; and, c. the District will require the teacher/nurse reimburse the District for the insurance contributions made under the Voluntary Retirement Incentive Program. Retirees will not be afforded the opportunity to participate in the District dental insurance program.~~

~~If the retiree dies prior to the end of one hundred twenty (120) months following retirement and before becoming eligible for Medicare coverage, the retiree's spouse or partner and/or dependent(s) may elect to continue without interruption in the group insurance continuation program, with single or one (1) plus (+) child(ren) coverage, for the balance of up to a sixty (60) month period (as offered by the Metro Interagency Insurance Program guidelines) plus an additional coverage period of thirty six (36) months (as required by COBRA guidelines), or until the spouse or partner and/or dependent becomes eligible for federal Medicare insurance coverage, whichever is earlier, under the same terms and conditions referred to in subparagraph 3(a) above.~~

~~The District's group term life insurance provider allows a retiree to apply for conversion or porting of the District paid basic group term life insurance coverage that is in place at the time of retirement subject to the terms and conditions of the policy. For continued coverage, the teacher/nurse is required to apply for conversion or porting within thirty (30) days after the District group term life insurance coverage ends. The premium amount for the converted or ported coverage is at the expense of the teacher/nurse and is subject to adjustment by the life insurance provider as it will not be part of a group plan.~~

~~The District's term life insurance provider allows a retiree to continue to participate in the basic term life insurance coverage that was formerly paid by the District under the provider's guidelines. The teacher/nurse will be obligated to convert the group term basic life coverage to individual term life within thirty (30) days after District group coverage ends. The premium amount for this coverage is subject to adjustment upon the teacher/nurse's retirement as it will not be part of a group plan.~~

INCENTIVE PAYMENT

~~An eligible teacher/nurse, upon Voluntary Retirement, shall receive as Voluntary Retirement pay an amount representing fifty five percent pay using the teacher/nurse's last full year's salary. (Which represents approximately 105 per diem days.) In applying these provisions, a teacher/nurse's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities. For this calculation, the teacher/nurse will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The separation pay shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.~~

WELLNESS PAYMENT

The teacher/nurse shall be paid for any days accumulated under the Wellness Incentive per the schedule outlined in the negotiated agreements beginning in 2003-04. Per this negotiated agreement provision, beginning as of July 1, 2003, teacher/nurses were/shall be eligible to receive an additional payment contributed to their voluntary incentive amount, above the base level amount maximum of 105 days, up to a maximum amount of 80 per diem days. There will be no credit for unused personal illness leave prior to July 1, 2003.

Wellness Benefit Calculation Chart

Personal illness days used per school year	Additional per diem days credited to severance package
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

In applying these provisions, a teacher/nurse's Wellness Incentive lump sum payment shall be based upon the regular hourly rate of pay in the last year of employment and shall not include any additional compensation for extra-curricular activities.

For the District's Voluntary Retirement Incentive Program covering Administrative Staff, see Board Policy 509. For the District's Voluntary Retirement Incentive Program Support Staff personnel, see Board Policy 510.

SECTION B: Program for 2020-2021 School Year

Refer to Board Policy 511 "Voluntary Retirement Incentive Program—All Staff"

Approved: 02-27-06
Revised: 11-17-06
~~01-14-08~~
12-08-08
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11-08-10
11-14-11
12-10-12
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12-08-14
12-14-15
12-12-16
12-11-17
12-10-18
10-28-19

Licensed Teaching Staff Voluntary Retirement Incentive Program

SECTION A: Program for 2019-2020 School Year

In implementing the Licensed Teaching Staff Voluntary Retirement Incentive Program, eligible Teachers/Nurses will be informed of the program by the Human Resources Department after the Board of Directors approves said program and within a reasonable time prior to the established deadline for Teacher/Nurses to make application to retire per the program.

Teacher/Nurses will be required to request to be included in the Licensed Teaching Staff Voluntary Retirement Incentive Program by completing an application. Failure to fully and in good faith complete said application prior to the application deadline will constitute a failure to make application and will make the Teacher/Nurse ineligible for the program. When a Teacher/Nurse is declared ineligible for the program by either not completing the application or by being otherwise declared ineligible by the District, his/he will not be allowed to become eligible for that year's program at any time in the future. The application will clearly define the parameters and benefits of the program and will require the Teacher/Nurse sign a statement indicating his/her awareness of the said parameters and benefits.

Requests to be considered for eligibility in the Licensed Teaching Staff Voluntary Retirement Incentive Program shall be submitted in writing by the Teacher/Nurse to the District's Human Resources office at the Educational Leadership and Support Center, 2500 Edgewood Road NW, Cedar Rapids, Iowa on or before 4:00 p.m. on the application deadline date.

In order to be eligible for 2019-20 Voluntary Retirement Incentive Program benefits, a Teacher/nurse must be regularly and actively employed (not on extended unpaid leave of absence or on another form of extended unpaid leave) for the entire 2019-20 school year. However, teachers/nurses who are age fifty four (54) and who will turn age fifty five (55) after June 30, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-21 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-20. However, in this case, the teacher/nurse's 2019-20 year's salary will be applied in calculating Voluntary Retirement lump sum payment benefits. Teachers who are age fifty four (54) and who will turn age fifty five (55) after December 31, 2020 may NOT request an unpaid, extended leave of absence for any or all of the 2020-21 school year and remain eligible for a 2019-20 Voluntary Retirement Incentive Program. Paid or unpaid leave will not be granted for Teachers/nurses after May 2020 if requested for the purpose of becoming eligible for Iowa Public Employment Retirement System benefits beginning in June 2020.

SECTION B: Program for 2020-2021 School Year

Refer to Board Regulation 511.1 "All Staff Voluntary Retirement Incentive Program"

Approved: 02-27-06

Revised: 11-17-06

01-14-08

12-08-08

01-11-10

11-08-10

11-14-11

12-10-12

12-09-13

12-08-14

12-14-15

11-14-16

11-13-17

11-12-18

10-14-19

VOLUNTARY RETIREMENT INCENTIVE PROGRAM **ADMINISTRATIVE STAFF**

SECTION A: Program for 2019-2020 School Year

PURPOSE:

In the Cedar Rapids Community School District, a Voluntary Retirement Incentive Program serves to assist qualified long-term employees transition from public service to retirement and to provide a strategy to control District costs by tailoring incentives to a current year's needs and the financial climate of the District.

The District does not guarantee that this Program or any other form of early retirement benefit plan will be available for retirements in the future. The District reserves the right to waive any requirement or condition of this policy at its sole discretion and at any time. Any decision by the District to waive a requirement or condition that is part of this policy shall not establish any precedent with regard to future requests for waiver.

ELIGIBILITY:

To be eligible for the Voluntary Retirement Incentive Program, an Administrator, prior to July 1, 2020, must have attained at least fifty-five (55) years of age and been employed by the district for at least twenty (20) years. (For employees hired on or before June 30, 2019, if District service in this employee group was at least 5 years but less than twenty (20) years, the benefit will be pro-rated to the years of service in the employee group. Employees hired on or after July 1, 2019, the pro-rated benefit will not be offered.) Administrators who are age fifty-four (54) and who will turn age fifty-five (55) after June 30, 2019 and on or before December 31, 2019 may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-2020. An Administrator may retire with Voluntary Retirement benefits prior to the minimum requirement on a pro-rated basis provided he/she is at least fifty-five (55) years of age upon approval from the Superintendent and Board of Education. In this case, the Voluntary Retirement lump sum pay and the District's dollar contribution toward life and accidental death and dismemberment insurance shall be pro-rated using a calculation of the full benefit times a fraction calculated by using his/her years of service as the numerator and twenty (20) as the denominator. Part-time years of service shall be recognized as full years of service for determining eligibility. An employee will not be given credit for years of service for the year(s) in which he/she is on full-time extended unpaid leave of absence. However, the total of unused sick leave and expired sick leave benefit days may be used to count as years of service (190 excess benefit days equals one year of service. Expired sick leave days are days beyond the cap that can no longer be used for sick leave but will remain in a separate account and called expired sick leave days for purposes of the retirement incentive). A fiscal year of July 1 through June 30 will be used to calculate years of service.

DEFINITIONS:

ADMINISTRATOR: An "Administrator" is defined as any licensed or non-licensed employee who is covered by the Meet and Confer Agreement between the District and the Executive Council.

APPLICATION:

This offer for retirement benefits is only effective for those filing a written application with the Superintendent after June 30, 2019 and on or before February 1st, 2020 and retiring by June 30, 2020.

INSURANCE:

The district's contribution toward health insurance premiums shall be provided as described below:

Per state of Iowa code 509, employees who retire from the District while participating in the District's group health insurance program will be allowed to continue participation at his/her own expense until eligible for Medicare or Medicaid.

If, however, a retiree has been a primary participant in the District's group health insurance program in his/her entire last four (4) years of employment, the retiree will receive the below identified District contribution toward the District's group hospital/medical and drug insurance plan for a period of one hundred twenty (120) months immediately following retirement, through the end of the month prior to the month the retiree becomes eligible for federal Medicare insurance coverage, or until the retiree dies, or until the retiree accepts employment that offers health care coverage, whichever occurs earliest. Continued participation in the group program is contingent upon approval by the insurance carrier. If, prior to June 30, 2020, any state or federal regulation and/or legal decision alters the District's ability to limit health insurance premium contributions once a retiree becomes eligible for Medicare, the Board reserves the right to alter this portion.

The types and amounts of coverage to be provided to retirees shall be identical to the types and amounts of coverage in effect from year to year for regular full time Administrative staff excluding dental coverage. Either a fully qualified or partially qualified administrator who has been awarded participation in the voluntary retirement incentive program shall be eligible receive a District contribution to the employee's group health insurance, however, the amount may be pro-rated based upon an average of his/her last five (5) full year's Full Time Equivalency (FTE).

Failure on the part of the retiree to make payment to the District of the retiree's contribution toward the cost of the insurance coverage not later than the fifteenth (15th) day of the month preceding the month for which the premium is due will result in cancellation of the insurance and loss of coverage. It is each retiree's duty and obligation to inform the Cedar Rapids Community Schools if he/she secures other employment that offers a health insurance program, even if the retiree chooses NOT to enroll in the new employer's health insurance program. Failure to adhere to this duty and obligation may result in: a. cancellation of the insurance; b. loss of coverage; and, c. the District will require the employee reimburse the District for the insurance contributions. Retirees will not be afforded the opportunity to participate in the District dental insurance program.

For Administrators employed in the District as Administrators on or prior to June 30, 2006, the District shall, during the continuation of this benefit, pay up to \$1,211.12 per month toward health coverage up to a maximum of ten (10) calendar years immediately following retirement, or until retiree becomes eligible for federal Medicare insurance coverage, or until the retiree dies, or until the retiree accepts employment that offers health care coverage, whichever occurs earliest. This contribution shall be pro-rated as described above for those who do not meet full length of service eligibility requirements. The retiree may use this District health insurance contribution to pay for his/her health insurance coverage and, if the spouse or partner and/or dependent(s) has/have been in the District health program for the entire two years prior to the employee's retirement, that of his/her spouse or partner and/or dependent(s) in the plan and in the amount/type of coverage of his/her own choosing. The retiree shall pay any and all additional cost for coverage for himself/herself and his/her spouse or partner and/or dependent(s) beyond the District's contribution per month.

Administrators shall receive, at the District's expense, one hundred thousand dollars (\$100,000) term life insurance coverage and accidental death and dismemberment benefit insurance coverage of one hundred thousand dollars (\$100,000): **until the earliest** of 1. thirty six (36) months OR 2. until the Administrator becomes ineligible for term life insurance coverage per the provider's policy and/or accidental death and dismemberment coverage per the provider's policy OR 3. until the Administrator secures other employment covered by a life or accidental death and dismemberment insurance program, whichever is earliest.

For Administrators employed in the District as Administrators on or after July 1st, 2006, the District shall, during the continuation of this benefit, pay up to \$435 per month toward health coverage up to a maximum of ten (10) years immediately following retirement, or until retiree becomes eligible for federal Medicare insurance coverage, or until the retiree dies, or until the retiree accepts employment that offers health care coverage, whichever occurs earliest. If the spouse or partner and/or dependent(s) has/have been in the District health program for the entire four (4) years prior to the employee's retirement, the retiree may continue coverage of his/her spouse or partner and/or dependent(s) at his/her own expense.

~~If the retiree dies prior to the end of the ten (10) year period, the employee's spouse/partner and/or dependents may, per Iowa code 509, continue to participate in the District's group health insurance program until the spouse/partner becomes eligible for Medicare or Medicaid at his/her own expense. If the retiree was receiving a District contribution toward his/her health insurance program upon his/her death, the District shall, for up to sixty (60) months, continue to pay toward the cost of the group health insurance coverage on behalf of the employee's spouse or partner and/or dependent(s) the same dollar contribution as was afforded the retiree.~~

INCENTIVE PAYMENT:

~~An eligible employee, upon Voluntary Retirement, shall receive as Voluntary Retirement pay one of the following:~~

~~For Administrators employed in the District as Administrators before July 1, 2000: an amount representing two hundred sixty (260) days' pay.~~

~~For Administrators employed in the District as Administrators on or after July 1, 2000 but prior to July 1, 2006: an amount representing one hundred and ninety five (195) days' pay.~~

~~For Administrators employed in the District as Administrators on or after July 1, 2006 but prior to July 1, 2007: an amount representing one hundred fifty (150) days' pay.~~

~~For Administrators employed in the District as Administrators on or after July 1, 2007: an amount representing 55% of their current salary (equates to 143 days pay).~~

~~This lump sum payment will be contributed by the District directly into a District sponsored and District selected 401(a) or 403(b) tax sheltered vehicle in four (4) equal annual installments, subject to all applicable District and legal restrictions and limitations. The separation pay shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money. In applying these provisions, an employee who is eligible under subsection 2 above shall have his/her payment pro-rated per subsection 2 above. Also, if eligible per either subsection 1 or 2, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall include the daily rate of pay as provided in his/her base salary for the regular school year and shall not include any compensation for extra-curricular activities, extended employment, or other additional compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial time extended unpaid leave of absence.~~

WELLNESS INCENTIVE PAYMENT:

~~The employee shall be paid for any days accumulated under the Wellness Incentive per the schedule outlined in the Meet and Confer agreements beginning in 2003-04. Beginning as of July 1, 2003, employees shall be eligible to receive an additional payment contributed to their severance/early retirement award, above the base level amount, up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of the 2003-04 only and any personal/family illness leave unused prior to the start of the program in 2003-04 shall not be credited to the Wellness Benefit.~~

Wellness Benefit Calculation Chart

Personal/family illness days used per school year	Additional per diem days credited to severance package
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11	0

In applying these provisions, an employee's Wellness Incentive lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other extra compensation.

For the District's Voluntary Retirement Incentive Program covering Licensed Teaching Staff, see Board Policy 508. For the District's Voluntary Retirement Incentive Program Support Staff personnel, see Board Policy 510.

SECTION B: Program for 2020-2021 School Year

Refer to Board Policy 511 "Voluntary Retirement Incentive Program—All Staff"

Approved: 02-27-06
Revised: 11-18-06
~~01-14-08~~
~~12-08-08~~
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10-28-19

Administrative Staff Voluntary Retirement Incentive Program

SECTION A: Program for 2019-2020 School Year

In implementing the Administrative Staff Voluntary Retirement Incentive Program, eligible Administrators will be informed of the program by the Human Resources Department after the Board of Directors approves said program and within a reasonable time prior to the established deadline for Administrators to make application to retire per the program.

Administrators will be required to request to be included in the Administrative Staff Voluntary Retirement Incentive Program by completing an application. Failure to fully and in good faith complete the application prior to the application deadline will constitute a failure to make application and will make the Administrator ineligible for the program. When an Administrator is declared ineligible for the program by either not completing the application or by being otherwise declared ineligible by the District, his/he will not be allowed to become eligible for that year's program at any time in the future. The application will clearly define the parameters and benefits of the program and will require the Administrator sign a statement indicating his/her awareness of the said parameters and benefits.

Requests to be considered for eligibility in the Administrative Staff Voluntary Retirement Incentive Program shall be submitted by the Administrator to the District's Human Resources Office at the Educational Leadership and Support Center, 2500 Edgewood Road NW, Cedar Rapids, Iowa on or before 4:00 p.m. on the application deadline date.

In order to be eligible for 2019-20 Voluntary Retirement Incentive Program benefits, an Administrator must be regularly and actively employed (not on extended unpaid leave of absence or on another form of extended unpaid leave) for the entire 2019-20 school year. However, Administrators who are age fifty four (54) and who will turn age fifty five (55) after June 30, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-21 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-20. However, in this case, the Administrator's 2019-20 year's salary will be applied in calculating Voluntary Retirement lump sum payment benefits. Administrators who are age fifty four (54) and who will turn age fifty five (55) after December 31, 2020 may NOT request an unpaid, extended leave of absence for any or all of the 2020-21 school year and remain eligible for a 2019-20 Voluntary Retirement Incentive Program. Paid or unpaid leave will not be granted for Administrators after May, 2020 if requested for the purpose of becoming eligible for Iowa Public Employment Retirement System benefits beginning in June, 2020.

SECTION B: Program for 2020-2021 School Year

Refer to Board Regulation 511.1 "All Staff Voluntary Retirement Incentive Program"

Approved: 02-27-06
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01-14-08
12-08-08
01-11-10
11-08-10
11-14-11
12-10-12
12-09-13
12-02-14
12-14-15
11-14-16
11-13-17
11-12-18
10-14-19

VOLUNTARY RETIREMENT INCENTIVE PROGRAM SUPPORT STAFF

SECTION A: Program for 2019-2020 School Year

PURPOSE

In the Cedar Rapids Community School District, a Voluntary Retirement Incentive Program serves to assist qualified long-term employees transition from public service to retirement and to provide a strategy to control District costs by tailoring incentives to a current year's needs and the financial climate of the District.

ELIGIBILITY

The Voluntary Retirement Incentive Program described herein applies to employees retiring as of June 30, 2020. The 2018-19 Program will terminate after such date. The Program is activated annually at the discretion of the Board of Directors. It shall be the Board's intent to consider the activation or non-activation of a Voluntary Retirement Incentive Program for Support Staff who retire between July 1, 2019 and June 30, 2020, and the nature and scope of such program, prior to December 15, 2019. The District does not guarantee that this Program or any other form of early retirement benefit plan will be available for retirements in the future. The District reserves the right to waive any requirement or condition of this policy at its sole discretion and at any time. Any decision by the District to waive a requirement or condition that is part of this policy shall not establish any precedent with regard to future requests for waiver.

The District also reserves the right to determine whether any retirement benefits will be made available in a given year, and, if so, to determine how many employees will be granted benefits. The District expressly reserves the right to reject for any reason any application for retirement benefits.

The District's Voluntary Retirement Incentive Program is available to eligible members of the District Support Staff as hereinafter set forth:

Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup, Salary Non-Administrative Meet and Confer (Table D) workgroup, Child Care Assistants (Table E) workgroup, Hourly Non-Administrative Meet and Confer (Table F) workgroup, Hourly Non-Administrative Meet and Confer (Table H) workgroup, Secretaries (Table J) workgroup, Food and Nutrition (Table K) workgroup, Custodians (Table L) workgroup, Carpenters (Table M) workgroup, Painters (Table N) workgroup, Teacher Associates (Table O) workgroup, Hearing Interpreters (Table Q) workgroup, Day Care Directors (Table R) workgroup, IT Techs (Table S) workgroup, or Transportation (Table Y) workgroup shall have the opportunity to receive the following Voluntary Retirement Incentive Program. To be eligible for the Voluntary Retirement Incentive Program, an eligible employee prior to July 1, 2020, must have attained at least fifty-five (55) years of age, been employed by the District for at least twenty (20) years. (For employees hired on or before June 30, 2019, if District service in these employee groups was at least 5 years but less than twenty (20) years, the benefit will be pro-rated to the years of service in the employee group from which they are retiring. Employees hired on or after July 1, 2019, the pro-rated benefit is not offered.) Part-time years of service shall be recognized as full years of service for determining eligibility. An employee will not be given credit for years of service for the year(s) in which he/she is on full-time extended unpaid leave of absence. The total of unused sick leave and expired sick leave benefit days may be used to count as years of service (190 excess benefit days equals one (1) year of service. (Expired sick leave days are days beyond the cap that can no longer be used for sick leave but will remain in a separate account called expired sick leave days for purposes of retirement incentive.) A fiscal year of July 1 through June 30 will be used to calculate years of service. This offer for retirement benefits is only effective for those filing a written application with the Superintendent after June 30, 2019 and by February 1, 2020 and retiring by June 30, 2020. Those retiring after June 30, 2020 will be subject to the retirement program, if any, offered for those retiring in fiscal 2021 or later years. Current employees are not eligible for retirement programs offered in previous years. Benefits for previous retirees will remain unchanged.

APPLICATION

Written application must be submitted to the Superintendent/designee not later than February 1st. If the application is approved by the Board of Education, the employee will be considered to have voluntarily resigned and the employee's contract will be terminated as of the Board approved retirement date.

INSURANCE

Per state of Iowa code 509, employees who retire from the District while participating in the District's group health insurance program will be allowed to continue participation at his/her own expense until eligible for Medicare or Medicaid. If a retiree has been a primary participant (not as a dependent) in the District's group health insurance program in his/her entire last four (4) years of employment, the retiree will receive the below identified District's contribution toward the District's group hospital/medical and drug insurance plan covering regular employees for a period of one hundred twenty (120) months immediately following retirement, through the end of the month prior to the month the retiree becomes eligible for federal Medicare insurance coverage, or until the retiree dies, or until the retiree accepts employment that offers health care coverage, whichever occurs earliest. Continued participation in the group program is contingent upon approval by the insurance carrier. If, prior to June 30, 2020, a state or federal regulation and/or legal decision alters the District's ability to limit health insurance premium contributions once a retiree becomes eligible for Medicare, the Board reserves the right to alter this portion (any or all benefits defined in Section 2.) of the Voluntary Retirement Incentive Program. The types and amounts of coverage to be provided to retirees shall be identical to the types and amounts of coverage in effect from year to year for regular Support Staff excluding dental coverage.

- a) ~~Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup and Hourly Non-Administrative Meet and Confer (Table H) workgroup (who are assigned to work an employment contract that is at least two hundred fifty nine (259) days or greater in length) employed prior to July 1st, 2006, the District shall, during the continuation of this benefit, pay up to \$1211.12 per month toward health coverage.~~
- b) ~~Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup and Hourly Non-Administrative Meet and Confer (Table H) workgroup (who are assigned to work an employment contract that is at least two hundred fifty nine (259) days or greater in length) employed on or after July 1st, 2006, the District shall, during the continuation of this benefit, pay up to \$435.00 per month toward the cost of health coverage.~~
- c) ~~Members of the Salary Non-Administrative Meet and Confer (Table D) workgroup (who are assigned to work an employment contract that is less two hundred fifty nine (259) days in length), Child Care Assistants (Table E) workgroup, Hourly Non-Administrative Meet and Confer (Table F) workgroup (who are assigned to work an employment contract that is less than two hundred fifty nine (259) days in length), Secretaries (Table J) workgroup, Food and Nutrition (Table K) workgroup, Carpenters (Table M) workgroup, Painters (Table N) workgroup, Teacher Associates (Table O) workgroup, Hearing Interpreters (Table Q) workgroup, Day Care Directors (Table R) workgroup, IT Techs. (Table S) workgroup, or Transportation (Table Y) workgroup, the District shall, during the continuation of this benefit, pay up to \$435.00 per month toward the cost of health coverage.~~
- d) ~~Custodians (Table L) workgroup employed by the District as Custodians prior to March 1, 2006, the District shall, during the continuation of this benefit, pay toward the cost of the group health insurance coverage up to the dollar amount contributed per month to the employee in his/her last full year of employment with the District per the workgroup handbook.~~
- e) ~~Custodians (Table L) workgroup employed by the District as Custodians after March 1, 2006, the District shall, during the continuation of this benefit, pay up to \$435.00 toward the cost of the group health insurance coverage.~~

If the spouse or partner and/or dependent(s) has/have been in the District health program for the entire four (4) years prior to the employee's retirement, the retiree may continue coverage of his/her spouse or partner and/or dependent(s) at his/her own expense. The retiree may use this District health insurance contribution to pay for his/her health insurance coverage and, if covered by the District health insurance program for the entire four (4) years prior to the employee's retirement, that of his/her spouse or partner and/or dependent(s). The retiree shall pay any and all additional cost for coverage for his/her spouse or partner and/or dependent(s) beyond the District's contribution per month. This District contribution to the employee's group health insurance shall be pro-rated based upon an average of his/her last five (5) full year's Full Time Equivalency (FTE). Employees will be given pro-rated credit for the FTE they work during a year(s) in which they are on a partial time extended unpaid leave of absence. Failure on the part of the retiree to make payment to the District toward the cost of the insurance coverage not later than the 15th day of the month preceding the month for which the premium is due will result in cancellation of the insurance and loss of coverage for the spouse or partner and/or dependent(s). It is each retiree's duty and obligation to inform the Cedar Rapids Community Schools if he/she secures other employment that offers a health insurance program, even if the retiree chooses NOT to enroll in the new employer's health insurance program. Failure to adhere to this duty and obligation may result in: a. cancellation of the insurance; b. loss of coverage; and, c. the District will require the employee reimburse the District for the insurance contributions.

INCENTIVE PAYMENT

- a) ~~Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup (who are assigned to work an employment contract that is at least two hundred fifty-nine (259) days or greater in length) employed prior to July 1, 2006, upon Voluntary Retirement, shall receive as Voluntary Retirement pay an amount representing one hundred and ninety-five (195) days' pay using the employee's salary in his/her last full year of employment with the District.~~
- b) ~~Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup and Hourly Non-Administrative Meet and Confer (Table H) workgroup employed on or after July 1, 2006 through June 30, 2008, upon Voluntary Retirement, shall receive as Voluntary Retirement pay an amount representing one hundred and fifty (150) days' pay using the employee's salary in his/her last full year of employment with the District.~~
- e) ~~Members of the Salary Non-Administrative Meet and Confer (Table B) workgroup and Hourly Non-Administrative Meet and Confer (Table H) workgroup employed on or after July 1, 2008, upon Voluntary Retirement, shall receive as Voluntary Retirement pay an amount representing fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District.~~
- d) ~~Members of the Salary Non-Administrative Meet and Confer (Table D), Hourly Non-Administrative Meet and Confer (Table F), Hearing Interpreters (Table Q) workgroup, Day Care Directors (Table R) workgroup and IT Techs. (Table S) workgroup shall receive as Voluntary Retirement pay an amount representing fifty-five percent (55%) of salary using the employee's salary in his/her last full year of employment with the District.~~

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District-selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The separation pay shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

WELLNESS INCENTIVE

Employees of the Salary Non-Administrative Meet & Confer (Table B) workgroup (who are assigned to work an employment contract that is at least two hundred fifty nine (259) days or greater in length) and Salary Non-Administrative Meet and Confer (Table D) workgroup (who are assigned to work an employment contract that is less than two hundred fifty nine (259) days) shall be paid for any days accumulated under the Wellness Incentive per the schedule outlined in the Meet and Confer agreements beginning in 2005-06. Beginning as of July 1, 2006, employees shall be eligible to receive an additional payment contributed to their severance/early retirement award, above the base level amount, up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of the 2005-06 only and any personal illness leave unused prior to the start of the program in 2005-06 shall not be credited to the Wellness Benefit.

Employees of the Day Care Directors (Table R) workgroup shall be paid for any days accumulated under the Wellness Incentive beginning in 2018-19. Beginning as of July 1, 2019, employees shall be eligible to receive an additional payment contributed to their incentive payment, above the base level amount, up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of the 2018-19 only and any personal illness leave unused prior to the start of the program in 2018-19 shall not be credited to the Wellness Benefit.

Wellness Benefit Calculation Chart

Personal/family illness days used per school year	Additional per diem days credited to severance package
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11	0

In applying these provisions, an employee's Wellness Incentive lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Secretaries (Table J) workgroup shall have the following Wellness Benefit.

The employee shall be paid for any days accumulated under a Wellness Incentive beginning in 2005-06. Beginning as of July 1, 2006, employees shall be eligible to receive an additional payment contributed to their severance/early retirement award, above the base level amount, up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2005-06 only and any personal illness leave unused prior to the start of the program in 2005-06 shall not be credited to the Wellness Benefit.

Wellness Benefit Calculation Chart

Personal/family illness days used per school year	Additional per diem days credited to severance package
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11	0

In applying these provisions, an employee's Wellness Incentive lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Members of the Teacher Associate (Paraeducator) employee group (Table O) shall have the opportunity to receive the following Voluntary Retirement Incentive program. A "Teacher Associate" is defined as any employee who is covered by the negotiated agreement between the District and Cedar Rapids Organization of Teacher Associates. (CROTA.) The incentive payment shall be 15% of the employee's unused sick leave.

Teacher Associates shall also have the following Wellness Benefit:

The employee shall be paid for any days accumulated under a Wellness Incentive beginning in 2015-16. Beginning as of July 1, 2016, employees shall be eligible to receive an additional payment contributed to their incentive payment, above the base level amount, up to a maximum amount of forty (40) per diem days. The Wellness Benefit accumulation shall begin with credits as of the 2015-16 only and any personal illness leave unused prior to the start of the program in 2015-16 shall not be credited to the Wellness Benefit.

Wellness Benefit Calculation Chart

Personal/family illness days used per school year	Additional per diem days credited to severance package
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

In applying these provisions, an employee's Wellness Incentive lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

For the District's Voluntary Retirement Incentive Program covering Licensed Teaching Staff, see Board Policy 508. For the District's Voluntary Retirement Incentive Program Administrative personnel, see Board Policy 509.

SECTION B: Program for 2020-2021 School Year

Refer to Board Policy 511 "Voluntary Retirement Incentive Program— All Staff"

Approved: 02-27-06
 Revised: 11-17-06
 01-14-08
 12-08-08
 12-14-09
 12-13-10
 11-14-11
 12-10-12
 12-09-13
 12-08-14
 12-14-15
 12-12-16
 12-11-17
 12-10-18
 10-28-19

Support Staff Voluntary Retirement Incentive Program

SECTION A: Program for 2019-2020 School Year

~~In implementing the Support Staff Voluntary Retirement Incentive Program, eligible Support Staff employees will be informed of the program by the Human Resources Department after the Board of Directors approves said program and within a reasonable time prior to the established deadline for Support Staff employees to make application retire per the program.~~

~~Support Staff employees will be required to request to be included in the Support Staff Voluntary Retirement Incentive Program by completing an application. Failure to fully and in good faith complete said application prior to the application deadline will constitute a failure to make application and will make the Support Staff employee ineligible for the program at the requested time and may make the Support Staff employee ineligible for the program at any time in the future. The application will clearly define the parameters and benefits of the program and will require the Support Staff employee sign a statement indicating his/her awareness of said parameters and benefits.~~

~~Requests to be considered for eligibility in the Support Staff Voluntary Retirement Incentive Program shall be submitted in writing by the Support Staff employee to the District's Human Resources office at the Educational Leadership and Support Center, 2500 Edgewood Rd NW, Cedar Rapids, Iowa on or before 4:00 p.m. on the application deadline date.~~

~~In order to be eligible for the 2019-20 Voluntary Retirement Incentive Program benefits, a Support Staff employee must be regularly and actively employed (not an extended unpaid leave of absence or on another form of extended unpaid leave) for an entire year prior to his/her Voluntary Retirement date.~~

SECTION B: Program for 2020-2021 School Year

~~Refer to Board Regulation 511.1 "All Staff Voluntary Retirement Incentive Program"~~

Approved: 02-27-06
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01-14-08
12-08-08
01-11-10
12-13-10
11-14-11
12-10-12
12-09-13
12-08-14
12-14-15
11-14-16
11-13-17
11-12-18
10-14-19~~

VOLUNTARY RETIREMENT INCENTIVE PROGRAM ALL STAFF

SECTION A: Program for 2020-2021 School Year

PURPOSE

In the Cedar Rapids Community School District, a Voluntary Retirement Incentive Program serves to assist qualified long-term employees transitioning from public service to retirement and to provide a strategy to control District costs by tailoring incentives to a current year's needs and the financial climate of the District.

ELIGIBILITY

The Voluntary Retirement Incentive Program described herein applies to employees retiring as of June 30, 2021. The 2019-20 Program will terminate after such date. The Program is activated annually at the discretion of the Board of Directors. It shall be the Board's intent to consider the activation or non-activation of a Voluntary Retirement Incentive Program for eligible staff who retire between July 1, 2020 and June 30, 2021, and the nature and scope of such program, prior to December 15, 2020. The District does not guarantee that this Program or any other form of early retirement benefit plan will be available for retirements in the future. The District reserves the right to waive any requirement or condition of this policy at its sole discretion and at any time. Any decision by the District to waive a requirement or condition that is part of this policy shall not establish any precedent with regard to future requests for waiver. The District also reserves the right to determine whether any retirement benefits will be made available in a given year, and, if so, to determine how many employees will be granted benefits. The District expressly reserves the right to reject for any reason any application for retirement benefits. The District's Voluntary Retirement Incentive Program is available to eligible members of the District staff as hereinafter set forth under the SCHEDULE OF BENEFITS BY WORKGROUP section.

To be eligible for the Voluntary Retirement Incentive Program, an eligible employee prior to July 1, 2021, must have attained at least fifty-five (55) years of age, been employed by the District for at least twenty (20) years in a full-time or part-time capacity in the same workgroup from which they are retiring. (For employees hired on or before June 30, 2019, if District service in the same workgroup from which they are retiring was at least 5 years but less than twenty (20) years, the benefit will be pro-rated to the years of service. For employees hired on or after July 1, 2019, the pro-rated benefit is not offered.

A fiscal year of July 1 through June 30 will be used to calculate years of service. A year of service shall be recognized so long as the employee has worked at least 50% of the contract days per their workgroup calendar in a given fiscal year. Only continuous years of service in the same workgroup shall be counted for purposes of determining a benefit under this policy; years of service prior to a break in service are not eligible for calculating a benefit under this program. An employee will not be given credit for years of service for the year(s) in which he/she is on full time extended unpaid leave of absence. If an employee has 19 years of service, the total of unused sick leave and expired sick leave benefit days (totaling 190 days or more) may be used to count as a year of service for a total of 20 years in calculating a benefit under this program. (Expired sick leave days are days beyond the cap that can no longer be used for sick leave but will remain in a separate account called expired sick leave days for purposes of retirement incentive.) This offer for retirement benefits is only effective for those filing an Intent to Retire with Human Resources after June 30, 2020 and by February 1, 2021 and retiring by June 30, 2021. Those retiring after June 30, 2021 will be subject to the retirement program, if any, offered for those retiring in fiscal 2022 or later years. Current employees are not eligible for retirement programs offered in previous years. Benefits for previous retirees will remain unchanged.

If an employee has received a benefit under the Voluntary Retirement Incentive Program (monetary incentive, insurance and/or wellness benefit), they shall not be eligible to receive any further benefits under the program upon re-employment by the District even though they may meet age and service guidelines under future programs.

APPLICATION

The Intent to Retire form must be submitted to Human Resources not later than February 1, 2021. If the request is approved by the Board of Education, the employee will be considered to have voluntarily resigned and the employee's contract will be terminated as of the Board approved retirement date.

INSURANCE

Per state of Iowa code 509, employees who retire from the District while participating in the District's group health insurance program will be allowed to continue participation at his/her own expense until eligible for Medicare or Medicaid. In order to be considered retired, the employee must be at least age 55 and have at least 5 years of service at the time of retirement. Continued participation in the group program is contingent upon approval by the insurance carrier. If, prior to June 30, 2021, a state or federal regulation and/or legal decision alters the District's ability to limit health insurance premium contributions once a retiree becomes eligible for Medicare, the Board reserves the right to alter this portion (any or all benefits defined in this section) of the Voluntary Retirement Incentive Program. The types and amounts of coverage to be provided to retirees shall be identical to the types and amounts of coverage in effect from year to year for regular staff excluding dental coverage.

Failure on the part of the retiree to make payment to the District toward the cost of the insurance coverage not later than the 15th day of the month preceding the month for which the premium is due will result in cancellation of the insurance and loss of coverage for the covered retiree and, if covered, the spouse or partner and/or dependent(s). It is each retiree's duty and obligation to inform the Cedar Rapids Community Schools if he/she secures other employment that offers a health insurance program, even if the retiree chooses NOT to enroll in the new employer's health insurance program. Failure to adhere to this duty and obligation may result in a) cancellation of the insurance, b) loss of coverage, and, c) requiring the retiree to reimburse the District for the insurance contributions.

If a retiree has been a primary participant (not as a dependent) in the District's group health insurance program in his/her entire last four (4) years of employment, the retiree may be eligible* to receive the District's contribution toward the District's group health insurance plan to the earliest of 1) one hundred twenty (120) months immediately following retirement, 2) through the end of the month prior to the month the retiree becomes eligible for federal Medicare insurance coverage due to age or disability, 3) until the retiree accepts employment that offers health coverage whether or not the coverage is elected, or 4) or until the retiree dies. The retiree may use the District health insurance contribution towards the cost for his/her health insurance coverage and that of his/her eligible spouse/partner and/or dependent(s) if they too have been covered by the District health insurance program for the entire four (4) years prior to the employee's retirement. The District contribution towards the employee's group health insurance shall be pro-rated based upon an average of his/her last five (5) full year's Full Time Equivalency (FTE). Employees will be given pro-rated credit for the FTE they work during a year in which they are on a partial-time extended unpaid leave of absence. If hired prior to 7/1/2019, the contribution is prorated to the number of years worked if less than 20 years of service; if hired on or after 7/1/2019, employee must have 20 years of service to be eligible for a District contribution.

(*Refer to the SCHEDULE OF BENEFITS BY WORKGROUP" section to determine eligibility for a District health insurance contribution.)

If the retiree dies prior to the end of the one hundred twenty (120) months following retirement and before becoming eligible for Medicare coverage, the retiree's covered spouse/partner and/or dependent(s) may, per Iowa code 509, continue to participate in the District's group health insurance program at his/her own expense until the spouse/partner and or dependent(s) becomes eligible for Medicare or Medicaid. If the retiree was receiving a District contribution toward his/her spouse/partner and/or dependent health insurance program at the time of death, the District shall, for up to the earliest of a) sixty (60) months, or b) eligibility for Medicare coverage either due to age or disability, continue to pay toward the cost of the group health insurance coverage on behalf of the employee's spouse/partner and/ or dependent(s) the same dollar contribution as was afforded the retiree.

SCHEDULE OF BENEFITS BY WORKGROUP

TEACHERS/NURSES (TABLE A OR AN)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per the workgroup calendar.

In applying these provisions, a teacher/nurse’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the teacher/nurse will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Teachers/Nurses who are age (54) and who will turn age fifty-five (55) after July 1, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-20. The Teacher/Nurse will be considered to have voluntarily resigned and the continuing contract will be terminated as of the end of the 2019-20 school year, or, if taking an extended, unpaid leave of absence to start the 2020-2021 school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

Teacher/Nurses are not eligible for a District contribution toward the cost of Retiree medical coverage as the District contributes to a Post-Employment Health Savings Plan (PEHSP) on their behalf instead.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Beginning July 1, 2003, teacher/nurses shall be eligible to receive an additional payment contributed to their retirement incentive amount, up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2003.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal illness days used per fiscal year	Days earned; prorated if FTE is less than 1
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

SALARY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK 259 DAYS OR MORE) (TABLE B)

Retirement Incentive Payment

Hired prior to July 1, 2006 – an amount representing one hundred and ninety-five (195) days’ pay using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2008 - an amount representing one hundred and fifty (150) days’ pay using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2008 - an amount representing fifty-five percent (55%) of salary using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

Hired prior to July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$1211.12 per month toward health coverage.

Hired on or after July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2005-06. Beginning July 1, 2006, employees shall be eligible to receive an additional payment contributed to their retirement incentive amount up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2005.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

SALARY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK LESS THAN 259 DAYS) (TABLE D)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, the lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the employee will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in ~~three~~ **three** (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Table D employees who are age (54) and who will turn age fifty-five (55) after July 1, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-20. The employee will be considered to have voluntarily resigned and employment will be terminated as of the end of the 2019-20 school year, or, if taking an extended, unpaid leave of absence to start the 2020-2021 school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Employee shall be eligible to receive an additional payment contributed to their retirement incentive amount, up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2003.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal illness days used per fiscal year	Days earned; prorated if FTE is less than 1
50	3
61	2.5
72	2
83	1.5
94	1
105	.5
11 or more ⁶	0

CHILD CARE ASSISTANTS (TABLE E)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

HOURLY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK LESS THAN 259 DAYS) (TABLE F)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, the lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the employee will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

HOURLY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK 259 DAYS OR MORE) (TABLE H)

Retirement Incentive Payment

Hired prior to July 1, 2006 – an amount representing one hundred and ninety-five (195) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2008 - an amount representing one hundred and fifty (150) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2008 - an amount representing fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

SECRETARIES (12 MONTH & <12 MONTH) – (TABLE J)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2005-06. Beginning July 1, 2006, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2005-06 only and any personal illness leave unused prior to the start of the program in 2005-06 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/family illness days used per fiscal year	Days Earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11	0

FOOD & NUTRITION (TABLE K)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

CUSTODIANS/MAINTENANCE/PRINTING (TABLE L OR LN)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

Hired prior to March 1, 2006 - the District shall, during the continuation of this benefit, pay up to the dollar amount contributed per month to the retiree in his/her last full year of employment with the District.

Hired on or after March 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

CARPENTERS (TABLE M)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

PAINTERS (TABLE N)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

TEACHER ASSOCIATES (TABLE O)

Retirement Incentive Payment

The incentive payment shall be 15% of the employee's unused sick leave. This benefit is paid in one lump sum payment to the retiree through the payroll department after their last regular paycheck has been paid.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2015-16. Beginning as of July 1, 2016, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2015-16 only and any personal illness leave unused prior to the start of the program in 2015-16 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/family illness days used per fiscal year	Days earned; prorated if FTE is less than 1
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

HEARING INTERPRETERS (TABLE Q)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

DAYCARE DIRECTORS (TABLE R)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) of current salary using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2018-19. Beginning July 1, 2019, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2018-19 only and any personal illness leave unused prior to the start of the program in 2018-19 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

IT TECHNICIANS (TABLE S)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District

selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

TRANSPORTATION (TABLE Y)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

ADMINISTRATORS (TABLE Z OR ZN)

Retirement Incentive Payment

Hired prior to July 1, 2000 – an amount representing two hundred sixty (260) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2000 through June 30, 2006 - an amount representing one hundred ninety-five (195) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2007 - an amount representing one hundred fifty (150) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2007 - an amount representing fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in four (4) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Administrators with 20 or more years of service in the Administrator workgroup, will receive a full, non-prorated incentive benefit as outlined earlier in this section. Administrators with less than 20 years of continuous District service who are eligible for a prorated Administrator incentive and who also worked as a Teacher in the District (without a break in service) prior to becoming a District Administrator will receive a secondary prorated incentive payment. The secondary payment will be pro-rated to their years of service in the Teacher workgroup but not to exceed 20 years total between the Administrator and Teaching positions. The secondary incentive payment represents fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District (in which 50% or more of the scheduled contract days were worked per their workgroup calendar). In applying this provision, the Administrator prorated incentive will be calculated first and the Teacher incentive will be calculated as a secondary prorated benefit; the combined years of service between the Administrator position and the Teacher position will not exceed 20 years. For example, if the employee has 15 years of service as an Administrator and 10 years of service as a Teacher, the Administrator incentive will be calculated as 15/20ths and the secondary Teacher incentive payment will be calculated as 5/20ths for a combined prorated incentive payment based on not more than 20 years total.

Administrators who are age (54) and who will turn age fifty-five (55) after July 1, 2020 and on or before December 31, 2020 may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2019-20. The Administrator will be considered to have voluntarily resigned and the continuing contract will be terminated as of the end of the 2019-20 school year, or, if taking an extended, unpaid leave of absence to start the 2020-2021 school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

Hired prior to July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$1211.12 per month toward health coverage.

Hired on or after July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Retiree Life Insurance

Administrators shall receive, at the District's expense, one hundred thousand dollars (\$100,000) term life and accidental death and dismemberment insurance coverage until the earliest of: 1) thirty-six (36) months, 2) until the Administrator becomes ineligible for term life insurance coverage per the provider's policy and/or accidental death and dismemberment coverage per the provider's policy, 3) attainment of age 65, or 4) until the Administrator secures other employment covered by a life or accidental death and dismemberment insurance program.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Beginning July 1, 2004, employees shall be eligible to receive an additional payment contributed to their retirement incentive amount up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2004.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

SECTION BA: Program for 20210-20221 School Year

PURPOSE

In the Cedar Rapids Community School District, a Voluntary Retirement Incentive Program serves to assist qualified long-term employees transitioning from public service to retirement and to provide a strategy to control District costs by tailoring incentives to a current year's needs and the financial climate of the District.

ELIGIBILITY

The Voluntary Retirement Incentive Program described herein applies to employees retiring as of June 30, 2022+. The 202019-210 Program will terminate after such date. The Program is activated annually at the discretion of the Board of Directors. It shall be the Board's intent to consider the activation or non-activation of a Voluntary Retirement Incentive Program for eligible staff who retire between July 1, 20210 and June 30, 2022+, and the nature and scope of such program, prior to December 15, 20210. The District does not guarantee that this Program or any other form of early retirement benefit plan will be available for retirements in the future. The District reserves the right to waive any requirement or condition of this policy at its sole discretion and at any time. Any decision by the District to waive a requirement or condition that is part of this policy shall not establish any precedent with regard to future requests for waiver. The District also reserves the right to determine whether any retirement benefits will be made available in a given year, and, if so, to determine how many employees will be granted benefits. The District expressly reserves the right to reject for any reason any application for retirement benefits. The District's Voluntary Retirement Incentive Program is available to eligible members of the District staff as hereinafter set forth under the SCHEDULE OF BENEFITS BY WORKGROUP section.

To be eligible for the Voluntary Retirement Incentive Program, an eligible employee prior to July 1, 2022+, must have attained at least fifty-five (55) years of age, been employed by the District for at least twenty (20) years in a full-time or part-time capacity in the same workgroup from which they are retiring. (For employees hired on or before June 30, 2019, if District service in the same workgroup from which they are retiring was at least 5 years but less than twenty (20) years, the benefit will be pro-rated to the years of service. For employees hired on or after July 1, 2019, the pro-rated benefit is not offered.

A fiscal year of July 1 through June 30 will be used to calculate years of service. A year of service shall be recognized so long as the employee has worked at least 50% of the contract days per their workgroup calendar in a given fiscal year. Only continuous years of service in the same workgroup shall be counted for purposes of determining a benefit under this policy; years of service prior to a break in service are not eligible for calculating a benefit under this program. An employee will not be given credit for years of service for the year(s) in which he/she is on full time extended unpaid leave of absence. If an employee has 19 years of service, the total of unused sick leave and expired sick leave benefit days (totaling 190 days or more) may be used to count as a year of service for a total of 20 years in calculating a benefit under this program. (Expired sick leave days are days beyond the cap that can no longer be used for sick leave but will remain in a separate account called expired sick leave days for purposes of retirement incentive.) This offer for retirement benefits is only effective for those filing an Intent to Retire with Human Resources after June 30, 20210 and by February 1, 2022+ and retiring by June 30, 2022+. Those retiring after June 30, 2022+ will be subject to the retirement program, if any, offered for those retiring in fiscal 20232 or later years. Current employees are not eligible for retirement programs offered in previous years. Benefits for previous retirees will remain unchanged.

If an employee has received a benefit under the Voluntary Retirement Incentive Program (monetary incentive, insurance and/or wellness benefit), they shall not be eligible to receive any further benefits under the program upon re-employment by the District even though they may meet age and service guidelines under future programs.

APPLICATION

The Intent to Retire form must be submitted to Human Resources not later than February 1, 2022⁺. If the request is approved by the Board of Education, the employee will be considered to have voluntarily resigned and the employee's contract will be terminated as of the Board approved retirement date.

INSURANCE

Per state of Iowa code 509, employees who retire from the District while participating in the District's group health insurance program will be allowed to continue participation at his/her own expense until eligible for Medicare or Medicaid. In order to be considered retired, the employee must be at least age 55 and have at least 5 years of service at the time of retirement. Continued participation in the group program is contingent upon approval by the insurance carrier. If, prior to June 30, 2022⁺, a state or federal regulation and/or legal decision alters the District's ability to limit health insurance premium contributions once a retiree becomes eligible for Medicare, the Board reserves the right to alter this portion (any or all benefits defined in this section) of the Voluntary Retirement Incentive Program. The types and amounts of coverage to be provided to retirees shall be identical to the types and amounts of coverage in effect from year to year for regular staff excluding dental coverage.

Failure on the part of the retiree to make payment to the District toward the cost of the insurance coverage not later than the 15th day of the month preceding the month for which the premium is due will result in cancellation of the insurance and loss of coverage for the covered retiree and, if covered, the spouse or partner and/or dependent(s). It is each retiree's duty and obligation to inform the Cedar Rapids Community Schools if he/she secures other employment that offers a health insurance program, even if the retiree chooses NOT to enroll in the new employer's health insurance program. Failure to adhere to this duty and obligation may result in a) cancellation of the insurance, b) loss of coverage, and, c) requiring the retiree to reimburse the District for the insurance contributions.

If a retiree has been a primary participant (not as a dependent) in the District's group health insurance program in his/her entire last four (4) years of employment, the retiree may be eligible* to receive the District's contribution toward the District's group health insurance plan to the earliest of 1) one hundred twenty (120) months immediately following retirement, 2) through the end of the month prior to the month the retiree becomes eligible for federal Medicare insurance coverage due to age or disability, 3) until the retiree accepts employment that offers health coverage whether or not the coverage is elected, or 4) or until the retiree dies. The retiree may use the District health insurance contribution towards the cost for his/her health insurance coverage and that of his/her eligible spouse/partner and/or dependent(s) if they too have been covered by the District health insurance program for the entire four (4) years prior to the employee's retirement. The District contribution towards the employee's group health insurance shall be pro-rated based upon an average of his/her last five (5) full year's Full Time Equivalency (FTE). Employees will be given pro-rated credit for the FTE they work during a year in which they are on a partial-time extended unpaid leave of absence. If hired prior to 7/1/2019, the contribution is prorated to the number of years worked if less than 20 years of service; if hired on or after 7/1/2019, employee must have 20 years of service to be eligible for a District contribution.

(*Refer to the SCHEDULE OF BENEFITS BY WORKGROUP" section to determine eligibility for a District health insurance contribution.)

If the retiree dies prior to the end of the one hundred twenty (120) months following retirement and before becoming eligible for Medicare coverage, the retiree's covered spouse/partner and/or dependent(s) may, per Iowa code 509, continue to participate in the District's group health insurance program at his/her own expense until the spouse/partner and or dependent(s) becomes eligible for Medicare or Medicaid. If the retiree was receiving a District contribution toward his/her spouse/partner and/or dependent health insurance program at the time of death, the District shall, for up to the earliest of a) sixty (60) months, or b) eligibility for Medicare coverage either due to age or disability, continue to pay toward the cost of the group health insurance coverage on behalf of the employee's spouse/partner and/ or dependent(s) the same dollar contribution as was afforded the retiree.

SCHEDULE OF BENEFITS BY WORKGROUP

TEACHERS/NURSES (TABLE A OR AN)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per the workgroup calendar.

In applying these provisions, a teacher/nurse's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the teacher/nurse will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Teachers/Nurses who are age (54) and who will turn age fifty-five (55) after July 1, 202~~19~~ and on or before December 31, 202~~19~~ may request an unpaid, extended leave of absence for the portion of the 2020-2021 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 20~~2019~~-2~~19~~. The Teacher/Nurse will be considered to have voluntarily resigned and the continuing contract will be terminated as of the end of the 2019-20 school year, or, if taking an extended, unpaid leave of absence to start the 202~~19~~-202~~21~~ school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

Teacher/Nurses are not eligible for a District contribution toward the cost of Retiree medical coverage as the District contributes to a Post-Employment Health Savings Plan (PEHSP) on their behalf instead.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Beginning July 1, 2003, teacher/nurses shall be eligible to receive an additional payment contributed to their retirement incentive amount, up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2003.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal illness days used per fiscal year	Days earned; prorated if FTE is less than 1
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

SALARY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK 259 DAYS OR MORE) (TABLE B)

Retirement Incentive Payment

Hired prior to July 1, 2006 – an amount representing one hundred and ninety-five (195) days’ pay using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2008 - an amount representing one hundred and fifty (150) days’ pay using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2008 - an amount representing fifty-five percent (55%) of salary using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

Hired prior to July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$1211.12 per month toward health coverage.

Hired on or after July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2005-06. Beginning July 1, 2006, employees shall be eligible to receive an additional payment contributed to their retirement incentive amount up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2005.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

SALARY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK LESS THAN 259 DAYS) (TABLE D)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, the lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the employee will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in ~~there~~ three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Table D employees who are age (54) and who will turn age fifty-five (55) after July 1, 202~~10~~ and on or before December 31, 202~~10~~ may request an unpaid, extended leave of absence for the portion of the 202~~10~~-202~~21~~ school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 20~~2019~~-2~~10~~. The employee will be considered to have voluntarily resigned and employment will be terminated as of the end of the 20~~2019~~-2~~10~~ school year, or, if taking an extended, unpaid leave of absence to start the 202~~10~~-202~~21~~ school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Employee shall be eligible to receive an additional payment contributed to their retirement incentive amount, up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2003.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal illness days used per fiscal year	Days earned; prorated if FTE is less than 1
50	3
61	2.5
72	2
83	1.5
94	1
105	.5
<u>11 or more</u> 6	0

CHILD CARE ASSISTANTS (TABLE E)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

HOURLY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK LESS THAN 259 DAYS) (TABLE F)

Retirement Incentive Payment

An amount representing fifty-five (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, the lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year and shall not include any additional compensation for extra-curricular activities. For this calculation, the employee will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District on behalf of the retiree directly into a District-sponsored and District-selected 401(a) or 403(b) tax sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed into the tax-sheltered vehicle beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

HOURLY EMPLOYEES – NON-ADMINISTRATIVE MEET & CONFER (SCHEDULED TO WORK 259 DAYS OR MORE) (TABLE H)

Retirement Incentive Payment

Hired prior to July 1, 2006 – an amount representing one hundred and ninety-five (195) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2008 - an amount representing one hundred and fifty (150) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2008 - an amount representing fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

SECRETARIES (12 MONTH & <12 MONTH) – (TABLE J)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2005-06. Beginning July 1, 2006, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2005-06 only and any personal illness leave unused prior to the start of the program in 2005-06 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/family illness days used per fiscal year	Days Earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11	0

FOOD & NUTRITION (TABLE K)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

CUSTODIANS/MAINTENANCE/PRINTING (TABLE L OR LN)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

Hired prior to March 1, 2006 - the District shall, during the continuation of this benefit, pay up to the dollar amount contributed per month to the retiree in his/her last full year of employment with the District.

Hired on or after March 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

CARPENTERS (TABLE M)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

PAINTERS (TABLE N)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

TEACHER ASSOCIATES (TABLE O)

Retirement Incentive Payment

The incentive payment shall be 15% of the employee's unused sick leave. This benefit is paid in one lump sum payment to the retiree through the payroll department after their last regular paycheck has been paid.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2015-16. Beginning as of July 1, 2016, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2015-16 only and any personal illness leave unused prior to the start of the program in 2015-16 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular hourly rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/family illness days used per fiscal year	Days earned; prorated if FTE is less than 1
0	3
1	2.5
2	2
3	1.5
4	1
5	.5
6	0

HEARING INTERPRETERS (TABLE Q)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

DAYCARE DIRECTORS (TABLE R)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) of current salary using the employee’s salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2018-19. Beginning July 1, 2019, employees shall be eligible to receive a wellness payment up to a maximum amount of eighty (80) per diem days. The Wellness Benefit accumulation shall begin with credits as of 2018-19 only and any personal illness leave unused prior to the start of the program in 2018-19 shall not be credited to the Wellness Benefit.

In applying these provisions, an employee’s Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

IT TECHNICIANS (TABLE S)

Retirement Incentive Payment

An amount representing fifty-five percent (55%) pay using the salary in the last full year of employment in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee’s lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years’ Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District

selected 401(a) or 403(b) tax-sheltered vehicle in three (3) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

TRANSPORTATION (TABLE Y)

Retirement Incentive Payment

Does not apply.

District Contribution Towards Retiree Medical

The District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Wellness Payment

Does not apply.

ADMINISTRATORS (TABLE Z OR ZN)

Retirement Incentive Payment

Hired prior to July 1, 2000 – an amount representing two hundred sixty (260) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2000 through June 30, 2006 - an amount representing one hundred ninety-five (195) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2006 through June 30, 2007 - an amount representing one hundred fifty (150) days' pay using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

Hired on or after July 1, 2007 - an amount representing fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District in which 50% or more of the scheduled contract days were worked per their workgroup calendar.

In applying these provisions, an employee's lump sum payment shall be pro-rated based upon an average of his/her last five (5) full years' Full Time Equivalency (FTE) and shall be the daily rate at the time of separation as provided in the basic salary schedule for the regular school year, and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements or other compensation. Employees will be given pro-rated credit for the Full Time Equivalency (FTE) they work during a year(s) in which they are on a partial extended unpaid leave of absence. This lump sum payment will be contributed by the District directly into a District-sponsored and District selected 401(a) or 403(b) tax-sheltered vehicle in four (4) equal annual installments, subject to all applicable District and legal restrictions and limitations. The incentive payment shall be distributed beginning in November of the same year following Voluntary Retirement. At that point, it shall be owned by the retiree, who shall assume all responsibility for the money.

Administrators with 20 or more years of service in the Administrator workgroup, will receive a full, non-prorated incentive benefit as outlined earlier in this section. Administrators with less than 20 years of continuous District service who are eligible for a prorated Administrator incentive and who also worked as a Teacher in the District (without a break in service) prior to becoming a District Administrator will receive a secondary prorated incentive payment. The secondary payment will be pro-rated to their years of service in the Teacher workgroup but not to exceed 20 years total between the Administrator and Teaching positions. The secondary incentive payment represents fifty-five percent (55%) of current salary using the employee's salary in his/her last full year of employment with the District (in which 50% or more of the scheduled contract days were worked per their workgroup calendar). In applying this provision, the Administrator prorated incentive will be calculated first and the Teacher incentive will be calculated as a secondary prorated benefit; the combined years of service between the Administrator position and the Teacher position will not exceed 20 years. For example, if the employee has 15 years of service as an Administrator and 10 years of service as a Teacher, the Administrator incentive will be calculated as 15/20ths and the secondary Teacher incentive payment will be calculated as 5/20ths for a combined prorated incentive payment based on not more than 20 years total.

Administrators who are age (54) and who will turn age fifty-five (55) after July 1, 202~~10~~ and on or before December 31, 202~~10~~ may request an unpaid, extended leave of absence for the portion of the 202~~10~~-202~~21~~ school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 202~~09~~-21~~0~~. The Administrator will be considered to have voluntarily resigned and the continuing contract will be terminated as of the end of the 202~~09~~-21~~0~~ school year, or, if taking an extended, unpaid leave of absence to start the 202~~10~~-202~~21~~ school year, as of the date he/she turns fifty-five (55).

District Contribution Towards Retiree Medical

Hired prior to July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$1211.12 per month toward health coverage.

Hired on or after July 1, 2006 - the District shall, during the continuation of this benefit, pay up to \$435 per month toward the cost of health coverage.

Retiree Life Insurance

Administrators shall receive, at the District's expense, one hundred thousand dollars (\$100,000) term life and accidental death and dismemberment insurance coverage until the earliest of: 1) thirty-six (36) months, 2) until the Administrator becomes ineligible for term life insurance coverage per the provider's policy and/or accidental death and dismemberment coverage per the provider's policy, 3) attainment of age 65, or 4) until the Administrator secures other employment covered by a life or accidental death and dismemberment insurance program.

Wellness Payment

Payment shall be made for any days accumulated under the Wellness Incentive beginning in 2003-04. Beginning July 1, 2004, employees shall be eligible to receive an additional payment contributed to their retirement incentive amount up to a maximum amount of eighty (80) per diem days. There will be no credit for unused personal illness leave prior to July 1, 2004.

In applying these provisions, an employee's Wellness lump sum payment shall be based upon the regular per diem rate of pay in the last full year of employment and shall not include any additional compensation for extra-curricular activities, extended employment, salary supplements, or other compensation.

Personal/Family Illness days used per fiscal year	Days earned; prorated if FTE is less than 1
5	3
6	2.5
7	2
8	1.5
9	1
10	.5
11 or more	0

Approved: 02-27-06
Revised: 11-17-06
01-14-08
12-08-08
12-14-09
11-08-10
11-14-11
12-10-12
12-09-13
12-08-14
12-14-15
12-12-16
12-11-17
12-10-18
10-28-19

All Staff - Voluntary Retirement Incentive Program

SECTION A: Program for 2020-2021 School Year

In implementing the Staff Voluntary Retirement Incentive Program, eligible employees will be informed of the program by the Human Resources Department after the Board of Directors approves said program and within a reasonable time prior to the established deadline for staff to make application to retire per the program. Employees will be required to request to be included in the Voluntary Retirement Incentive Program by completing an Intent to Retire form. Failure to fully and in good faith complete said application prior to the application deadline will constitute a failure to make application and will make the employee ineligible for the program. When an employee is declared ineligible for the program by either not completing the application or by being otherwise declared ineligible by the District, he/she will not be allowed to become eligible for that year's program at any time in the future. The application will clearly define the parameters and benefits of the program and will require the employee to sign a statement indicating his/her awareness of the said parameters and benefits. Completed Intent to Retire forms to be considered for eligibility in the Voluntary Retirement Incentive Program shall be submitted to the District's Human Resources office at the Educational Leadership and Support Center, 2500 Edgewood Road NW, Cedar Rapids, Iowa on or before 4:00 p.m. on February 1, 2021. In order to be eligible for 2020-21 Voluntary Retirement Incentive Program benefits, an employee must be regularly and actively employed (not on extended unpaid leave of absence or on another form of extended unpaid leave*) for the entire 2020-21 school year.

*Teachers, Nurses, Administrators and Engagement Specialists who are age fifty-four (54) and who will turn age fifty-five (55) after June 30, 2021 and on or before December 31, 2021 may request an unpaid, extended leave of absence for the portion of the 2021-22 school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for 2020-21. However, in this case, the 2020-21 year's salary will be applied in calculating Voluntary Retirement lump-sum payment benefits. Teachers, Nurses, Administrators or Engagement Specialists who are age fifty-four (54) and who will turn age fifty-five (55) after December 31, 2021 may NOT request an unpaid, extended leave of absence for any or all of the 2021-22 school year and remain eligible for a 2020-21 Voluntary Retirement Incentive Program. Paid or unpaid leave will not be granted after May 2021 if requested for the purpose of becoming eligible for Iowa Public Employment Retirement System benefits beginning in June 2021.

SECTION BA: Program for ~~2021~~-~~2022~~ School Year

In implementing the Staff Voluntary Retirement Incentive Program, eligible employees will be informed of the program by the Human Resources Department after the Board of Directors approves said program and within a reasonable time prior to the established deadline for staff to make application to retire per the program. Employees will be required to request to be included in the Voluntary Retirement Incentive Program by completing an Intent to Retire form. Failure to fully and in good faith complete said application prior to the application deadline will constitute a failure to make application and will make the employee ineligible for the program. When an employee is declared ineligible for the program by either not completing the application or by being otherwise declared ineligible by the District, he/she will not be allowed to become eligible for that year's program at any time in the future. The application will clearly define the parameters and benefits of the program and will require the employee to sign a statement indicating his/her awareness of the said parameters and benefits. Completed Intent to Retire forms to be considered for eligibility in the Voluntary Retirement Incentive Program shall be submitted to the District's Human Resources office at the Educational Leadership and Support Center, 2500 Edgewood Road NW, Cedar Rapids, Iowa on or before 4:00 p.m. on February 1, ~~2022~~. In order to be eligible for ~~2021~~-~~2022~~ Voluntary Retirement Incentive Program benefits, an employee must be regularly and actively employed (not on extended unpaid leave of absence or on another form of extended unpaid leave*) for the entire ~~2021~~-~~2022~~ school year.

*Teachers, Nurses, Administrators and Engagement Specialists who are age fifty-four (54) and who will turn age fifty-five (55) after June 30, ~~2022~~ and on or before December 31, ~~2022~~ may request an unpaid, extended leave of absence for the portion of the ~~2022~~-~~2023~~ school year prior to their birth date and remain eligible for full Voluntary Retirement Incentive Program benefits for ~~2021~~-~~2022~~. However, in this case, the ~~2021~~-~~2022~~ year's salary will be applied in calculating Voluntary Retirement lump-sum payment benefits. Teachers, Nurses, Administrators or Engagement Specialists who are age fifty-four (54) and who will turn age fifty-five (55) after December 31, ~~2022~~ may NOT request an unpaid, extended leave of absence for any or all of the ~~2022~~-~~2023~~ school year and remain eligible for a ~~2021~~-~~2022~~ Voluntary Retirement Incentive Program. Paid or unpaid leave will not be granted after May ~~2022~~ if

requested for the purpose of becoming eligible for Iowa Public Employment Retirement System benefits beginning in June 2024.

Approved: 02-27-06
Revised: 11-17-06
01-14-08
12-08-08
01-11-10
12-13-10
11-14-11
12-10-12
12-09-13
12-08-14
12-14-15
11-14-16
11-13-17
11-12-18
10-14-19

LEARNING AND LEADERSHIP

BA-21-155 Cedar Rapids Community School District's Sustainability Plan and Green Teams Update (Kristine Sorensen/Tammy Carter)

Exhibit: BA-21-155.1-16

Information Item

Strategic Plan/Focus Areas

- Culture
- Student Learning
- Workforce
- Systems and Resources

Pertinent Fact(s):

Members of the Buildings and Grounds Department will provide the Board of Education with an overview of Green Teams efforts and the CRCSD Sustainability Plan.

CRCSD SUSTAINABILITY PLAN

*Success in Education
Now and for Future Generations*

Kristine Sorensen & Tammy Carter

PRINCIPLES OF SUSTAINABILITY

- Meet today's needs without sacrificing tomorrow's
- Acting Sustainably automatically creates a balance



What that looks like for schools

- Focus on best practices and education
- Resources utilized efficiently
- Facility construction built around environmental considerations
- Available green spaces

AWARENESS

ATTITUDE

ACTION

The CRCSD Framework

- Classroom/curriculum guidance
- Landscaping/gardens
- Connecting to the community/businesses
- Building updates/designs
- Stewardship opportunities



I EDUCATION

OPPORTUNITIES:

- Sustainable Culture Transformation
- Green Teams
- Environmental Literacy
- Nutrition & Health



2 CONSERVATION

OPPORTUNITIES:

- Education of native species and natural resources
- Promote clean water
- Promote environmentally preferable products



3 RESOURCE EFFICIENCY

OPPORTUNITIES:

- Efficient and sustainable building design
- Energy and water efficiency
- Promote clean air by reducing fuel carbon emissions
- (4-R's) Reduce, Reuse, Recycle, Refuse



4 LEADERSHIP

OPPORTUNITIES:

- Be conservation leaders
- Build future ready learners and responders
- Community extensions and partnerships



This sustainability plan ensures students and community alike learn, engage, and celebrate sustainable practices that allow prosperity for now and in the future.

Thank You





CEDAR RIVER

ACADEMY

Our composting story begins...

- Early 2019, Green Team Leader, Kate Hogg, started developing composting plans with students
- Rolled out “composting” best practices at start of last school year
- All compost was thrown away - no way to actually compost waste



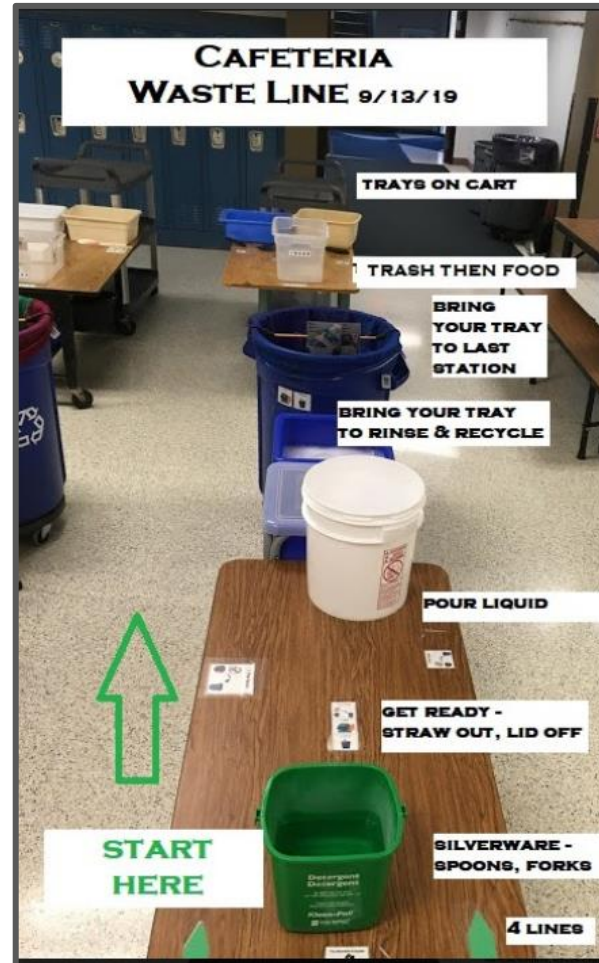
Enter the Green Team!

- 4th and 5th grade students
Project Based Learning
- Researched solutions
- Made a pitch to
The Compost Ninja, Kaveh Mostafavi
- He agreed to mentor the students and
sponsor the rest the year's compost costs



Cafeteria Waste Line

- Used by students in PreK - 5
- Includes recycling, compost, and garbage



Compost Ninja Buckets

- Every classroom, bathroom, staff lounge
- Increased composting

The Green Team Students

- Presenting to Green Team leaders about Composting
- Presenting to district leaders on sustainable practices in buildings

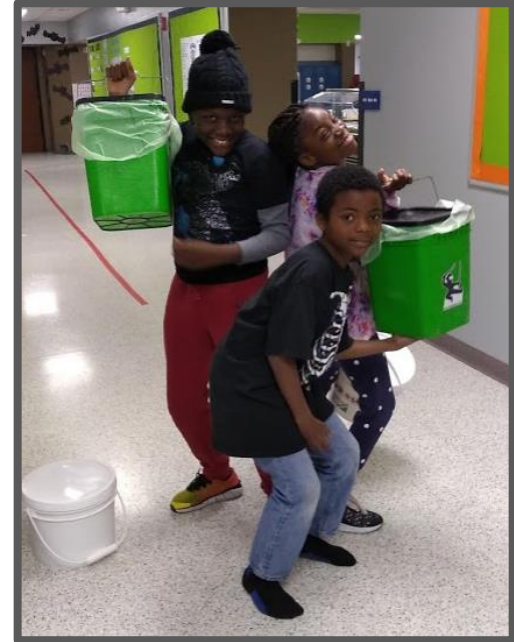


Composting in Covid

- Our cafeteria manager, Angie Rodriguez, developed a safe plan



Our students would like to encourage everyone to begin their own composting journey!



LEARNING AND LEADERSHIP

BA-21-156 Reading and Math Assessment Screener Update (Nicole Kooiker/John Rice)

Exhibit: Pocket Item Forthcoming

Information Item

Strategic Plan/Focus Areas

- Culture
- Student Learning
- Workforce
- Systems and Resources

Pertinent Fact(s):

The Administration will provide an overview of the Fall 2020 assessment data in alignment with the District Strategic Plan – Student Learning.



SCHOOL BOARD CALENDAR

(Dates and times are tentative – please consult with the Board Secretary’s Office for more details)

2020- NOVEMBER

Monday	Nov 9	5:30 pm	Annual & Board Regular Meetings	Via YouTube https://www.youtube.com/EngageCRschools/
Tuesday	Nov 10	5:30 pm	IASB Pre-Convention Workshop	Virtual
Tuesday	Nov 17	5:45 pm	IASB Delegate Assembly	Virtual
Wednesday/ Thursday	Nov 18/19		IASB Annual Convention	Virtual
Thurs/Fri	Nov 26/27		Holiday Observances	Offices Closed

2020- DECEMBER

Monday	Dec 14	5:30 pm	Board Regular Meeting	Via YouTube https://www.youtube.com/EngageCRschools/
Thurs/Fri	Dec 24/25		Holiday Observance	Offices Closed
Thurs/Fri	Dec 31/Jan 1		Holiday Observances	Offices Closed

2021 - JANUARY

Monday	Jan 11	5:30 pm	Board Regular Meeting	Via YouTube https://www.youtube.com/EngageCRschools/
Monday	Jan 25	5:30 pm	Board Regular Meeting/ Work Session	Via YouTube https://www.youtube.com/EngageCRschools/

ADJOURNMENT – President

Board Meeting: Monday, November 9, 2020