



School Leader Update

Iowa Department of Education

FEBRUARY 2005

Resources for Iowa School Leaders

NEWS FROM THE DE

Unsafe School Choice Option

As districts implement Chapter 11, the state's policy pertaining to the Unsafe Schools Choice Option (aka persistently dangerous schools), they are reminded of the parent/guardian notification clause 281—11.4(PL107-110). The clause **requires districts to notify the parent/guardian** of a student who meets the definition of "a victim of a violent crime" to notify the parents of that child of their option to transfer their child to a safe school within the district within ten (10) calendar days of the incident. For those districts where there is not an option within the district, the policy encourages, but does not require, districts to enter into agreements with contiguous districts.

The complete text of Chapter 11 including the definition of a "victim of a violent criminal offense" may be found at <http://www.legis.state.ia.us/Rules/2003/iac/281iac/28111/28111.pdf>

Student achievement report available online

The state's annual student achievement accountability report has been sent to legislators as well as superintendents and AEAs, as required by the Teacher Quality/Student Achievement initiatives that were part of SF 476 in 2001. An online copy can be found at <http://www.state.ia.us/educate/ecese/tqt/tc/documents.html>.

Welcome new director of BOEE

Dr. George Maurer has joined the Board of Educational Examiners as director. George was the executive director of the Minnesota Board of Teaching for two years. Before that, he was a superintendent in Minnesota. From 1986-1995 he was an Iowa superintendent in Emmetsburg, Graettinger, Allison-Bristow and New Hartford.

Iowa Teacher of the Year a finalist for national honor

Iowa's 2005-06 Teacher of the Year, Vicki Goldsmith from Roosevelt High School in Des Moines, is one of four finalists for the National Teacher of the Year award. A panel of educators representing 14 national education associations chose the four finalists and will select the national recipient to be announced the week of April 18 by President George Bush.

LEGISLATIVE UPDATE

Legislative updates to be available on DE website

The Department of Education will once again provide a website that allows any interested parties to access current information about legislative activity on educational issues. To access this web site, click on the following link: <https://www.edinfo.state.ia.us/web/legisupdate.asp>. This web site is updated daily, so the information accessed is up-to-the hour. Some interesting features are included on this web site.

- Hot links to the referenced bills
- The names of the sponsors of the bill
- A details page that provides a summary of the legislation and links to companion or study bills
- A "momentum gauge" that indicates how fast a bill is moving
- A status line that indicates the formal status of the bill, and

- Search capability that allows the reader to reorganize the information in different ways

For information on interim legislative committees meeting on educational issues, the School Finance Formula Review Committee and the Iowa Learning Technology Committee, use the following link: <http://www.legis.state.ia.us/current/interim/>.

If you have comments or questions about legislation or the legislative process, contact Jeff Berger, 515/281-3399 or jeff.berger@iowa.gov.

SCHOOL IMPROVEMENT

Invitation to Implement School-wide Positive Behavior Support

School administrators are invited to attend a 2-hour overview of school-wide positive behavior support (SW-PBS) to learn how a building becomes involved in this initiative and the successes of schools currently implementing SW-PBS.

In 2005-06 the Iowa Behavioral Alliance will provide three regional training sessions for building teams. In order to become a PBS site, a building principal must attend this introductory forum and they are encouraged to bring another staff member from their building as well.

There is no fee to attend this introductory forum. The costs associated with implementing SW-PBS and attending future training sessions are minimal. There is no charge for attending the training because sessions are provided by the Iowa Behavioral Alliance through a contract with the Iowa Department of Education. The training sessions will be provided regionally to reduce travel costs. Costs related to SW-PBS include the staff time to receive the training and the time needed to complete implementation activities.

Locations, dates, and times for the PBS introductory forums:

Feb. 3	Cedar Falls	9-11 a.m.
Feb. 7	Des Moines	9-11 a.m.
Feb. 10	Cherokee	1-3 p.m.
Feb. 21	Ottumwa, AEA 15	9-11 a.m.
Feb. 22	Anita	9-11 a.m.

Optional school visits are available at all locations.

Additional information is available at the Iowa Behavioral Alliance website, <http://www.educ.drake.edu/rc/alliance.html>.

Contact Mary Bartlow at 515/271-4560 or mary.bartlow@drake.edu if you plan to attend or need additional information.

QUALITY TEACHING

Professional development that links improved instruction to student learning

Superintendents, principals, central office administrators, professional development leadership team members, and area education agency staff all are invited to attend a follow-up session to the 2005 Winter Institute. Participants will learn:

- Processes that will lead to increased student learning.
- Practical tools for providing leadership to direct professional development at the building and central office level.
- How to use data to answer:
 - “Is our district career development plan working?”
 - “Are teachers using newly learned practices often and accurately?”
 - “Are students learning?” “Are we meeting our goals for student achievement?”
- How to establish a clear focus and select powerful professional development content.
- How to form and support leadership teams at the district and building level.
- How to engage the school board in distributed leadership.

Administrators are encouraged to bring a building/district team. Teams should include administrators and other individuals who make decisions about professional development, such as teachers on the professional development leadership team. Fees for Spring, Summer, Fall sessions

are \$75. A team discount is available if a district brings a team (minimum of 4 participants) to the full series; the cost will be reduced to \$60 per person for the full series.

Spring Session (Choose one)

April 6 in Carroll, Carrollton Inn

April 12 in Cedar Rapids, Clarion Hotel

April 13 in Des Moines, Hotel Fort Des Moines

Summer Session

June 30 in Des Moines, Hotel Fort Des Moines

Fall Session (Choose one)

October 3 in Cedar Rapids, Clarion Hotel

October 5 in Carroll, Carrollton Inn

Oct 6 in Des Moines, Savery Hotel

On-line registration:

<http://www.register123.com/event/profile/web/index.cfm?PKwebID=0x168169e78>

Visiting Teacher from Spain program

Administrators are invited to participate in the Visiting Teacher from Spain Program, which provides local school districts with the opportunity to fill vacant Spanish teaching positions. This is the fifth year for the program in Iowa. Currently, there are six school districts participating: Tri-County, Bennett, Holy Family Catholic School at Dubuque, Gilbert, New London, and St. Edmond Catholic at Fort Dodge.

With the Visiting Teachers from Spain Program, Iowa school systems have the option of recruiting highly qualified Spanish educators for a period of up to three years and at the same time provide Iowa students, parents, and communities the opportunity to work with professionals from other countries. Visiting teachers from Spain are qualified educators with at least two years of teaching experience. Local school districts hire the visiting teachers in accordance with all other local policies in terms of salary scale, licensure, and local systems requirements. The Iowa Department of Education will assess a fee (\$850.00 estimated) to the local school districts for the application processes and fees, orientation, and training.

The program strives to:

- Promote cultural and educational relations that will benefit the State of Iowa and Spain.
- Foster knowledge and appreciation of the culture shared by these two global communities.
- Foster an educational environment that supports both students and teachers in their continued and future effort toward personal, academic, and professional success.
- Utilize technology to promote teaching and learning of world languages.

Districts in need of a qualified Spanish teacher and might be interested in hiring a teacher from Spain, please complete the attached **Application of Intent**. This Application of Intent **DOES NOT** obligate the local school district to hire teachers from Spain. It only expresses a local school district's interest in participating in the program. All Applications of Intent need to be returned by **April 1, 2005** to the Iowa Department of Education.

Detailed information about the Visiting Teacher from Spain Program is attached. If you have any questions, please contact Carmen Sosa, 515/281-3805, Carmen.sosa@iowa.gov; John O'Connell, 515/242-6354, john.oconnell@iowa.gov; or Geri McMahon, 515/281-8323, geri.mcmahon@iowa.gov.

SCHOOL FUNDING AND GRANTS

Flexible funding for schools through Title V, Part A - Innovative Programs

Title V Part A is an extremely flexible funding stream that school districts can use to:

- Support local education reform efforts consistent with statewide efforts.
- Implement promising educational reform programs and school improvement programs based on scientifically based research.
- Provide a continuing source of innovation and education improvement that includes support programs to provide library services and instructional and media materials.
- Meet the educational needs of all students.

- Develop and implement education programs to improve school, student, and teacher performance, including professional development activities and class size reduction programs.

2004-2005 Title V Allocations are now posted at: <http://www.state.ia.us/educate/ecese/is/ippcp/index.html>.

Based on feedback received from school districts, we have revised forms and due dates. Please note the following due dates:

- The Year-End Final Report for 03-04 - November 15, 2004. - NEW DATE
- 04-05 Title V local budgets - November 15, 2004. - NEW DATE

If you have not submitted your reports, **please do so as soon as possible**. Other resources available on the Title V website:

- Year End Report - Technical Assistance Document - NEW!
- West Lakes CSD - Technical Assistance Example - NEW!
- Acquisition Form - Revised
- Guidance for Title V

Contact: Del Hoover, 515/281-8402, del.hoover@iowa.gov

LEGAL LESSONS

The contact for items under Legal Lessons is Carol Greta, Legal Consultant, 515/281-8661, carol.greta@iowa.gov.

Snow days and other calendar issues

The DE has a set of Frequently Asked Questions entitled School Year/Calendar at www.edinfo.state.ia.us/web/faqs.asp?f=scy0000. Here are some pertinent Q & A's from that set.

Question: May a school district lengthen the school day to make up for days missed as a result of inclement weather?

Answer: Yes, if done prospectively only. A district may not go back and add up an hour (for example) from each day already passed to achieve the equivalent of 180 days. To do so is "stockpiling," and stockpiling is not allowed.

Question: May a school district make up snow days on weekends?

Answer: Yes. Iowa Code section 279.10 does not designate what days of the week are official "school days".

Question: A school district has parent-teacher conferences planned on a Tuesday and Thursday evening yet to come in the school's calendar. Staff and students will also go to the school on Friday of that same week. May the district count the hours spent on parent-teacher conference Tuesday and Thursday nights as another day of student instruction on Saturday (a fifth consecutive day, Tuesday through Saturday) – even though staff and students would not attend school on Saturday?

Answer: Yes. 281 IAC 12.1(9) provides for this exception as long as the five consecutive days equals 27.5 hours of student instruction. Remember, parent-teacher conference time counts as student instruction.

Question: May a school district make up parent-teacher conference time missed because of weather and count that time toward student instructional days?

Answer: Yes.

Question: May a school district add parent-teacher conference time that was not in the original school calendar and count that time toward student instructional days.

Answer: No.

Question: May a school district count weekends as consecutive days?

Answer: Yes, if instruction takes place on a weekend day.

Question: May a school district add-up (stockpile) hours to use outside of five consecutive days to get out early before a holiday?

Answer: No.

Question: Must a sequence of consecutive school days start on a Monday?

Answer: No. Consecutive school days may start at the end of one week and conclude in the following week and may include a weekend day if students are in school on the weekend day. Also, the same day may not be counted in two separate five-day periods.

Question: May local school boards forgive snow make-up days?

Answer: No.

Question: May a school district get a waiver from the Department of Education to NOT make up snow days.

Answer: No. The DE has no such authority.

Question: Must a district make up days when weather forces it to start late or let out early?

Answer: No. Iowa Code section 256.7(19) states that a full day of instruction may be recorded if "emergency health or safety factors require the late arrival or early dismissal of students on a specific day."

Question: By November 1 of each year, may a school district request an innovative calendar that builds in snow make-up days?

Answer: No. This is not the intent of a request for innovative calendar.

Question: May "whole" day professional development days count as student instructional days?

Answer: No. Students would have to come for some part of the day as described in 281 IAC 12.1(9). In addition, those five consecutive days would have to total 27.5 hours of student instructional time. Professional development does not count as student instructional time.

Question: Do all attendance centers in a school district have to provide the same number of student instructional hours?

Answer: No, building schedules may vary as long as each building accounts for 180 days of instruction. However, each building must provide a minimum of 5.5 hours of student instruction. To count a day of school, all grade levels of the school or school district must be operated and available for attendance by all students. Exception: If a classroom or attendance center is closed for emergency health or safety reasons, but the remainder of the school district is in operation, the day may be counted as a day of school.

Question: If "early bird" students come to school on what becomes a "snow day" but no other students are bused to the school, may a day of student instruction be counted?

Answer: No. 281 IAC 12.1(8) states that "a day of school is a day during which the school or school district is in session and students are under the guidance and instruction of the instructional professional staff." In addition, all grade levels of the school or school district must be operated and available for attendance by all students.

Question: Does the school or school district have to run the buses to count the day as a day of student instruction?

Answer: Yes. Not only do the buses have to run, but students also need to be "under the guidance and instruction of the instructional professional staff." All grade levels of the school or school district must be operated and available for attendance by all students. This implies that students must be in classes for some period of time prior to early release. See 281 IAC 12.1(8) and Iowa Code section 285.1(8). OAG #93-11-8.

Question: Do Seniors have to make up "snow days"?

Answer: Not all of them. Iowa Code 279.10 states, "the district may excuse a graduating senior who has met district or school requirements for graduation from attendance during the extended school calendar." NOTE, however, that rule 281—IAC 12.1(7) requires that there be a board policy to excuse seniors from making up "snow days." Furthermore, this policy may only excuse seniors from making up 5 days. If a

district misses six or more days, seniors make up at least those in excess of five (or more, depending on local board policy).

Question: If a district has its seniors make up "snow days" and the additional time goes beyond the date set for graduation exercises, what should the district do?

Answer: There is no legal significance to the graduation ceremony. It is a public celebration, but there is nothing in the law that even requires that such ceremony take place. If it is not possible to conclude the seniors' days of instruction prior to the date set for commencement exercises, a district may proceed with the ceremony, giving the seniors blank documents or a carnation, etc., and distribute the diplomas at a later time.

Question: If a district closes due to health reasons (e.g., whooping cough contagion), does it follow the "snow days" rules?

Answer: Yes. Full days that are missed must be made up. If a district has early dismissal or late start due to emergency health issues, the district may count the day as a full instructional day. Remember also that if just a classroom or attendance center is closed for emergency health or safety reasons, while the remainder of the district is in operation, the day may be counted as a day of school.

Question: May a school district let out school for athletic tournaments and other competitions and still count the day as a day of student instruction?

Answer: Yes, but only if the district keeps each building open and available for attendance by all students, and students in all grade levels are "under the guidance and instruction of the instructional professional staff" as described in 281 IAC 12.1(8).

No, if an attendance center or district is closed. In addition, if school is dismissed before the minimum 5.5 hours of student instruction, the school must make up the time.

Question: Does a school district have to file paperwork with the Department of Education if it drastically changes its current school calendar for purposes of making up student days lost as a result of inclement weather?

Answer: No.

Attorney General announces settlement with student survey company

Earlier this year, 42 states – including Iowa – agreed to a settlement with a student survey company based in Lee's Summit, MO. The company, the National Research Center for College and university Admissions Inc. (NRCCUA), is the largest of several companies that ask schools to give surveys to secondary students. NRCCUA had told schools, parents, and students that the information from the survey responses would be shared only with post-secondary and other educational institutions. However, the responses were given to sales and marketing companies (e.g., photographers who then contacted students about senior pictures).

If a company is not fully forthcoming about how it uses or permits others to use survey data, parents and adult students are unable to make an informed decision about whether to participate in the survey. The federal Protection of Pupil Rights Amendment (PPRA, found at 20 U.S.C. § 1232h) gives parents and students who are 18 years of age and older the right to "opt out" of completing certain surveys.* However, this right means little if the survey companies misrepresent how the data are to be used.

The settlement not only requires NRCCUA to comply with the law from now on, it also prohibits the company from wrongfully using data it previously collected.

The settlement does not punish the schools that allowed NRCCUA to have access to their students to administer the survey. However, now that the wrongdoing has come to light, it is a good time to remember that **schools and school districts are not required to allow any third parties to survey their students.** If a student survey company misuses the information it collects from the surveys, a school or school district could be liable if the school or school district knew or *should have known* that the company was misusing the information. Schools or school districts that allow a student survey company to have access to students for survey purposes may desire to contact their local legal counsel regarding their exposure to liability.

To read more about the specific details of this particular settlement, go to http://www.iowaattorneygeneral.org/latest_news/releases/jan_2005/NRCCUA.html.

*The PPRA imposes the following requirements upon schools and school districts:

- Annual notification of parents of school policies regarding the following:
 - The right to inspect the survey before it is administered.
 - The school's policy regarding use of personal information collected from students for the purpose of marketing or selling.

- In the notification, the school shall offer an opportunity for parents to opt out of the following:
 - Surveys and other activities involving the collection and use of personal information from students for the purpose of marketing.
 - Surveys containing one or more of the following areas:
 - Political affiliation or beliefs of student or student's parents.
 - Mental and psychological problems of student or student's family.
 - Sex behavior or attitudes.
 - Illegal, anti-social, self-incriminating, or demeaning behavior.
 - Critical appraisals of other individuals with whom students have close family relationships.
 - Legally recognized privileged relationships (like those of lawyers, physicians, and ministers).
 - Religious practices, affiliations, or beliefs of the student or student's parent.
 - Income, other than that required by law to determine eligibility for financial assistance.
- In the notification, parents must be made aware of the specific or approximate dates during the school when surveys are scheduled.

[NOTE: The PPRA does not apply to a survey administered to a student in accordance with the IDEA.]

Requests for public records

Recently at least one superintendent has received a request for public documents, those being a copy of the superintendent's contract and a copy of the most recent APR for the district. As Kathy Collins of SAI stated in her email on January 24, 2005, to all superintendents, please respond promptly to such requests.

A district may charge a reasonable sum for copying and retrieval fees (a district may not make a profit from the amount it charges), and may even demand payment up front. A district may also charge its actual costs for postage, but does not have to charge for anything. (It is true that a deputy Iowa Attorney General does not recommend charging for postage, but the model agency rules in Iowa do permit such a charge.)

The important thing here is to get the documents copied and sent to the requester in a reasonable amount of time (two to three weeks at the outside).

How do court rulings affect your school?

School administrators hear of specific court cases periodically, and are not always told whether the case impacts Iowa schools directly. Here is a guide (in descending order of jurisdiction of the courts) as to what pertains to Iowa schools:

FEDERAL COURTS:

- *United States Supreme Court.* All decisions from this Court set a judicial precedent that all schools and school districts must follow.
- *Circuit Courts of Appeal.* Only those decisions of the 8th Circuit Court of Appeals set judicial precedent for Iowa. There are a total of 12 circuit courts; Iowa is in the 8th Circuit along with the Dakotas, Minnesota, Nebraska, Missouri, and Arkansas. So if a decision comes out of the 9th Circuit or the Circuit for the District of Columbia, it has persuasive authority only.
- *Federal District Courts.* These are the federal trial courts. Iowa has a Northern District and a Southern District which are roughly divided by U.S. Highway 30. Districts are bound only by decisions of that district court in which the district has its business office. A decision from the other district court in Iowa has no precedent value, but is of greater persuasive authority than a decision from outside the state because the judges exercise a great deal of courtesy to each other.

STATE COURTS:

- *Iowa Supreme Court.* These decisions are binding on Iowa schools and school districts.
- *Iowa Court of Appeals.* Same as above, but take care that the case was not appealed further to the Iowa Supreme Court, which can overrule the Court of Appeals.
- *Iowa District Courts.* Same as for federal district courts. Iowa is divided into 8 judicial districts. Only a decision in the district in which the school or school district has its business office is of precedent value for that school or district.

When a case is not binding in a certain jurisdiction, it is discretionary with a court in that jurisdiction as to how persuasive it finds the case. In matters of "first impression," an Iowa court may fairly look anywhere and everywhere for guidance. But until a case is published from a court in whose jurisdiction a school or district is

located, it is not necessary to “follow” the direction from that case. As always, when in doubt, consult your legal counsel.

TRANSPORTATION

Hybrid electric school bus testing

The DE has been asked to help determine if any schools in the State of Iowa would be interested in being part of testing and research of a hybrid electric school bus. This request comes from the Center for Transportation Research and Education (CTRE) at Iowa State University. They are seeking a grant to provide funding for testing of one hybrid electric school bus here in Iowa as part of a nationwide 20-bus research program for this new technology. Other states that are already involved include North Carolina, South Carolina, Florida, and Washington.

The full project is part of a study being done by the Advanced Energy Consortium from North Carolina. Specifically here in Iowa, CTRE would file the grant application for \$150,000 while the local district would have to provide a \$60,000 match, which is basically the cost of a new school bus. Routine repairs and maintenance, over and above what is covered by the standard warranty, would be the obligation of the district, while repairs and maintenance specific to the hybrid technology would be the obligation of the project facilitator. The local district also would be required to keep repair, maintenance and fuel records as part of the project criteria. Delivery of the bus is expected to be approximately one year from now. Interested districts should contact Max Christensen, 515/281-4749, max.christensen@iowa.gov

STUDENT HEALTH AND NUTRITION

Remember to establish your local wellness policies

To help address concerns about increasing numbers of children being overweight, as part of the reauthorization of the USDA Child Nutrition Programs in June 2004, Congress passed a law requiring each local educational agency participating in USDA’s School Meal Programs establish a local wellness policy by the beginning of School Year 2006-2007.

Congress recognizes that schools are not the only area where changes need to occur, but also believes that schools do play a critical role in creating, modeling and teaching about a healthy environment for the prevention of childhood obesity. In addition, schools play a role in the development of healthy habits, education directly to students, and provide a key link to communication of information to parents.

The law places the responsibility for developing a wellness policy at the local level so the individual needs of each school district can be addressed. Among the requirements:

- Involvement of a broad group of individuals in developing the policy, including parents, students, representatives of the school food authority, the school board, school administrators, and the public.
- District goals for nutrition education, physical activity and other school-based activities designed to promote student wellness.
- Nutrition standards for all foods that are available on school campus during the school day.
- A plan to measure the implementation of the wellness policy and to designate one or more persons at the local level to ensure that the schools meet the local wellness policy.

As part of the legislation, USDA is working nationally with the Centers for Disease Control, the Department of Education and others to provide technical assistance resources for local school districts. This will include suggested steps to follow in the development of the local policies, suggestions of self assessment tools to help identify possible areas of growth for a healthier school nutrition and physical activity environment, examples of policies already developed by others, etc. To help schools have easy access to this information and to provide an easy way to post new information/resources as it is identified or becomes available, USDA has established a new section on their website related to the local wellness policy requirement. It can be found at <http://www.fns.usda.gov/tn/Healthy/wellnesspolicy.html>. Additional information regarding this requirement will be provided as it becomes available from USDA to the designated school food authority within each local school district. The Bureau Nutrition Programs and School Transportation will be working closely with the Iowa Association of School Boards and the Partners for Healthy Kids in the development of sample policies and other

guidance materials. Specific questions may be directed to the Bureau Consultant working with your school or to Patti Harding, Lead Consultant School Programs, patti.harding@iowa.gov, 515/281-4754.

Watch for School Food Service Program award opportunities

During the next several months a variety of new and existing award opportunities for school food service programs will be available for application. Three of these are briefly described below:

- The *HealthierUS* School Challenge, established by USDA Food and Nutrition Service, includes both a gold and silver level of recognition for efforts undertaken by schools to provide a healthier school nutrition environment. Applications for this award are submitted to the State Agency for review prior to being forwarded to USDA and are accepted on an ongoing basis. Schools reaching the established criteria receive a two-year recognition and then can reapply for continued work in this important area. School Food Service Directors received a direct mailing from USDA late fall regarding this award. Further details on the *HealthierUS* School Challenge can be found at www.fns.usda.gov/tn. The Assessment Tool and all back up material are available there for review and download.
- The second award opportunity is sponsored by the USDA Mountain Plains Regional Office. The annual Best Practice Award categories will be announced in the late winter issue of the *Lunch Line*. Information about last year's winners is contained in a booklet recently published by the USDA Regional Office. The Bureau will receive an electronic copy of this soon for posting to the DE web site. Take a look at the information about last year's winner and start thinking now about applying for an award.
- The Iowa Team Nutrition Recognition and Awards Program is also in the process of being finalized. As the name implies, there will be recognition provided to schools for years of involvement with the Team Nutrition initiative. The awards portion of the program is being sponsored in conjunction with the Iowa Partners for Healthy Kids and will include recognition for efforts to promote nutrition, physical activity, or for work in both areas.

For more information on these awards, check out the Bureau of Nutrition Programs and School Transportation website for information that will be posted soon under School Programs, sub category awards, or contact the Bureau Consultant working with your school or Janet Wendland, janet.wendland@iowa.gov, 515/281-5676 or Patti Harding, Lead Consultant School Programs, patti.harding@iowa.gov, 515/281-4754.

CALENDAR

Deadlines and [Dates to Remember](#)

February 16-17	Iowa Culture and Language Conference , Des Moines
February 23	Applications due for Comprehensive School Reform Grant (CSR). The grant application was posted Dec. 27, 2004.

SCHOOL LEADER UPDATE is produced monthly by the Iowa Department of Education for school leaders of Iowa. Comments and submissions should be sent to Kathi Slaughter, 515/281-5651, kathi.slaughter@iowa.gov.