

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
1800 GRAND AVENUE
MINUTES
JULY 9, 2013**

PUBLIC FORUM — 5:45 P.M. - 5:46 P.M.

The Board of Directors held a public forum on Tuesday, July 9, 2013, in the multi-purpose room at 1800 Grand Avenue; Dick Murphy presiding.

Present: Boesen, Elsbernd, Howard, Jongewaard, Murphy, Sweeney
Absent: Caldwell-Johnson

There were no speakers.

REGULAR MEETING — 6:01 P.M.

Mr. Murphy called the July 9, 2013, meeting of the Des Moines Public Schools Board of Directors to order.

Present: Boesen, Caldwell-Johnson via phone, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

APPROVAL OF AGENDA — 6:01 P.M.

Ms. Boesen moved approval of the agenda, seconded by Mr. Howard.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney
Nay: None
Motion passed 7-0.

APPROVAL OF MINUTES — 6:02 P.M.

Mr. Howard moved approval of the minutes for June 18, 2013, seconded by Mr. Sweeney.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney
Nay: None
Motion passed 7-0.

July 9, 2013

CONSENT ITEMS — 6:02 P.M.

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MINUTES

Mr. Jongewaard stated there is a payment included in the list of bills to Grace Methodist Church of which he is a member. He declared he will not receive any benefit from the \$43,000 payment being made by the district. Mr. Jongewaard moved the board approve the consent items including the payment of bills previously authorized and certified by the secretary in the amount of \$6,944,329.06 and unpaid bills in the amount of \$6,100,769.87. The motion was seconded by Mr. Howard.

Ms. Caldwell-Johnson commented on the personnel recommendations with 226 teaching positions being approved of which 42 opted for the alternative contract. She suggested receiving an update on that contract, possibly from a couple of individuals who have been participating.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.

OTHER — 6:05 P.M.

23. Final Plans for Casady Education Center.....	36
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PUBLIC HEARINGS — 6:37 P.M.

24. Casady Education Center – General Construction.....	38
25. Resolution to Hold a Public Hearing for the Transfer of Property Located at 1349 Washington to the City of Des Moines	39

OTHER, continued

26. Monitoring Report for Management Limitation 2.4—Asset Protection	41
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ITEMS OF PRIVILEGE — 7:05 P.M.

28. Chair's Report

There was no report from the chair.

29. Superintendent's Report

Mr. Ahart recommended following the East High School baseball team. A week from today, all administrative hires should be in place and a reception for the board to meet them will be planned in the near future.

ADJOURN — 7:10 P.M.

Item No. 7
Page 1 of 2**Subject: ARCHITECT PAYMENTS****For: ACTION****Contact: Bill Good**

(harold.good@dmschools.org; 242-8321)

Attachment: None

Issue: Payment of architect/engineer invoices.**Superintendent's Recommendation:** The superintendent recommends that the following architect/engineer payments be authorized.

<u>Architect/Engineer/Project</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment</u>
<u>Design Group</u>				
Edmunds Elementary Architect App 29 (SWP)	92%	\$566,500.00	\$509,865.06	\$10,621.00
Hoyt Middle School Architect App 12 (SWP)	81%	\$375,000.00	\$292,131.42	\$12,823.71
<u>Wells + associates</u>				
Findley Elementary Architect App. 12 (SWP)	82%	\$253,686.00	\$196,520.66	\$12,550.74
Casady Education Center Architect App. 4 (SWP)	63%	\$390,380.00	\$201,510.96	\$45,690.20
Jefferson Elementary Architect App. 12 (SWP)	82%	\$251,400.00	\$194,968.01	\$11,217.96
<u>OPN Architects</u>				
Hiatt Middle School Architect App 20 (SWP)	98%	\$379,385.00	\$365,965.00	\$6,710.00
Hiatt Middle School Architect App. 21, (SWP)	100%	\$379,385.00	\$372,675.00	\$6,710.00
Merrill Middle School Architect App. 01 (SWP)	2%	\$94,040.00	\$0.00	\$1,467.02
Merrill Middle School Architect App. 02 (SWP)	5%	\$94,040.00	\$1,467.02	\$3,046.90

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RDG Planning and Design

Park Avenue Elementary Architect App. 10 (SWP)	75%	\$96,250.00	\$69,877.50	\$2,695.00
Pleasant Hill Elementary Architect App. 11 (SWP)	75%	\$342,000.00	\$248,292.00	\$9,576.00
Central Campus Phase 3 Architect App. 156 (SWP)	92%	\$312,741.00	\$284,439.00	\$4,222.00

TOTAL	\$127,330.53
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 8

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Subject: CONSTRUCTION PAYMENTS**For: ACTION****Contact: Bill Good**

(harold.good@dmschools.org; 242-8321)

Attachment: None

Issue: Payment of contractor invoices.**Superintendent's Recommendation:** The superintendent recommends that the following contractor and supplier payments be authorized.

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<u>Cerebral</u> Jefferson Elementary Addition (SWP) GC App. 5 Sealed Bid No. B6641	41%	\$5,108,169.00	\$1,444,048.69	\$632,907.20
<u>ESA Inc.</u> Jefferson Elementary Asbestos Abatement App. 2 (SWP) Quote No. Q6662	95%	\$67,800.00	\$24,082.50	\$40,327.50
<u>Dean Snyder</u> Hoyt Middle School Addition/Ren. (SWP) GC App. 4 Sealed Bid NO. B6658	34%	\$7,625,447.00	\$895,561.20	\$1,766,592.45
<u>ECCO Midwest</u> Findley Abatement App. 3 (SWP) Sealed Bid No. B6617	89%	\$122,222.00	\$28,975.00	\$79,488.40
<u>DDVI</u> Central Campus Phase 3 Renovation GC App. 12 (SWP) Sealed Bid No. B6499	98%	\$4,120,221.00	\$4,025,446.01	\$19,611.76

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Stahl Construction

Edmunds	92%	\$10,518,811.00	\$9,146,188.01	\$536,721.00
GC App. 13 (SWP)				
Sealed Bid No. B6504				

Edge Commercial

Pleasant Hill School	46%	\$3,918,443.00	\$1,041,963.80	\$755,497.00
Addition (SWP)				
GC App. 5				
Sealed Bid No. B6640				

Kurtz Elevator	61%	\$251,176.00	\$65,686.80	\$88,634.05
Addition (SWP)				
GC App. 3				
Sealed Bid No. B6688				

Lang Construction

Findley Elementary	45%	\$4,614,909.00	\$1,315,644.11	\$741,808.50
Addition (SWP)				
GC App. 5				
Sealed Bid No. B6613				

Pro Commercial LLC

Park Avenue School	27%	\$1,951,662.00	\$295,452.85	\$227,776.75
Renovation (SWP)				
GC App. 4				
Sealed Bid No. B6693				

REEP, Inc.

Kurtz Building	93%	\$516,895.00	\$414,866.35	\$65,507.78
Windows (SWP)				
GC App. 5				
Sealed Bid No. B6586				

Wilson Group

Prospect	62%	\$107,116.00	\$44,119.90	\$22,771.50
Windows				
App. 3 (SWP)				
Sealed Bid No. B6614				

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<u>A J Allen</u>	28%	\$711,000.00	\$18,715.95	\$178,336.85
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Hoover VAV

GC App. 2 (SWP)

Sealed Bid No. B6722

Two Rivers Group

Prospect Facility	9%	\$2,441,000.00	\$68,656.50	\$150,667.46
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App. 2 (SWP)

Sealed Bid No. B6706

TOTAL	\$5,306,648.20
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 9**Page 1 of 4****Subject: CONTRACTS FOR APPROVAL****For: ACTION****Presentation: None****Contact: Various****Attachment: None**

Issue: Bids have been advertised, issued and received for various equipment items, supplies, and services as outlined below

Superintendent's Recommendation: The superintendent recommends the contracts as shown below be approved.

Background: The suggested bid awards and detailed information for each of the bids are as shown below. Where cost comparisons are shown, they are merely a representative sample of the item on the bid, and are not intended to be all inclusive.

Contract No. 13-029

Project: Community Impact Investment Agreement

Contractor: United Way of Central Iowa

Background: From 2007-08 to 2009-10 school years, United Way of Central Iowa provided funding for 2 preschool teachers and 2 associates at Carver Elementary School. During the 2010-11 and 12-13 school year preschool funding was expanded to both Carver and Moulton Elementary. Funding will continue for the 2013-14 school year; however, funding has decreased and only the 2 Carver classrooms will be supported. The students will attend full day programming, are from the neighborhood and meet income requirements. The preschool classrooms support United Way's mission of school readiness and preparing children to enter school developmentally on track in terms of literacy, social, emotional, and intellectual skills

Financial:

Revenues: \$100,000.00

Funding Source: United Way of Central Iowa

Expenses: \$100,000.00

Term: July 1, 2012 to June 30, 2013 – See attached explanation

New or Renewal: Renewal

Contact: Susie Guest

(susan.guest@dmschools.org)

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Contract No. 13-030**Project:** Specialized School Health Services**Contractor:** Iowa Health Home Care

Background: Several students attend Des Moines Public Schools who have significant health needs warranting continuous care by a one-to-one nurse. The care is provided to the child both at home and at school. In the past, the school district has arranged and paid for the health care provided during transport to and from school and during the school day. Care has been coordinated with and provided by the health care agency serving the child in the home.

There are advantages in sub-contracting with the home agency provider versus the district hiring a nurse to provide the care. First, it is best for the child because the care is coordinated by the same caregiver across the various settings. As a result, the child's life is less disrupted. Secondly, the district is only obligated to pay for the hours the child actually attends school. Because children with the complexity of needs necessitating this level of service miss more school than other students, this would be a cost savings move. Finally, the liability for adverse outcomes of care is not totally assumed by the district.

Financial

Revenues: \$110,000 for the 2013-14 school year

Expenses: \$110,000 for the 2013-14 school year

Funding Source: Medicaid for the current year. In cases where Medicaid cannot be billed, special education funding will be used.

Term: July 1, 2013 – June 30, 2014**New or Renewal:** Renewal**Contact:** Shelly Bosovich/Marci Cordaro

Shelly.bosovich@dmschools.org 242-7714; marci.cordaro@dmschools.org 242-8931

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Contract No. 13-031**Project:** Orientation and Mobility Service Agreement**Contractor:** Des Moines Independent Community School District**Background:** Iowa Educational Services for the Blind and Visually Impaired provides orientation and mobility services to visually impaired students within the Des Moines Community School District.**Financial:** The orientation and mobility (O & M) services will be provided at the rate of \$393.84 per day for an estimated 104.4 days for an estimated total cost of \$41,117.15. The number of days has been determined by the number of students identified as requiring O & M services and the level of services as stated on each student's Individualized Education Plan. This cost will be paid by dollars received from the AEA for special education students.**Term:** This contract is for the 2013-14 school year.**New or Renewal:** Renewal**Contact:** Shelly Bosovich, Executive Director, Student & Family Services
shelly.bosovich@dmps.k12.ia.us**Contract No. 13-032****Project:** 2013 High School Commencements**Contractor:** Drake University**Background:** Rental of the Knapp Center at Drake University for the graduations of East, Hoover, Lincoln, North, and Roosevelt high schools.**Financial:**

Revenues: \$

Expenses: \$30,160.20

Funding Source: Secondary Dept. budget

Term: 1 year**New or Renewal:** New**Contact:** Tim Schott
(timothy.schott@dmschools.org; 242-7871)

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Contract No. 13-033

Project: Student Teaching Agreement

Contractor: Grand Canyon University

Background: DMPS has provided student teaching experiences for students from various colleges and universities for many years. College students are placed with teachers throughout the district for either a full or half semester. The individual teacher receives remuneration from the appropriate university. This agreement sets for the general terms and conditions for placing college students in student teaching placements, pre-kindergarten through 12th grade.

Financial:

Revenues: \$0

Expenses: \$0

Funding Source: n/a

Term: Beginning July 1, 2013, with annual renewal.

New or Renewal: Renewal

Contact: Anne Sullivan

(anne.sullivan@dmschools.org; 242-7972)

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Subject: AWARD OF CONTRACT ON BID**For: ACTION****Presentation: None****Contact: Sheila Mason****Attachment: None**

(sheila.mason@dmschools.org; 242-7981)

Issue: Bids have been advertised, issued and received for various equipment items, supplies, and services as outlined below

Superintendent's Recommendation: The superintendent recommends the contracts as shown below be approved.

Background: The suggested bid awards and detailed information for each of the bids are as shown below. Where cost comparisons are shown, they are merely a representative sample of the item on the bid, and are not intended to be all inclusive.

A. B6544 Uniforms – Operations, Food & Nutrition, Students FY 2013/14

Competitive Edge	Urbandale, IA	Employees	\$21,000.00
Competitive Edge	Urbandale, IA	Students	\$32,000.00
Triplett	Urbandale, IA	Food & Nutrition	<u>\$7,000.00</u>
Total			\$60,000.00

The vendors provide uniform apparel for operations and food service employees and students. The vendors have agreed to hold their pricing, terms and conditions for FY2013-2014.

Uniforms for operations will be ordered through the district's central stores and all other orders will be placed directly with the vendor.

Board approval will allow for the purchase of product to fulfill the anticipated orders.

This is the first extension.

Funding Source: Various district accounts

Contact: Sheila Mason

(sheila.manson@dmschools.org; 242-7981)

Item No. 11**Page 1 of 1****Subject: AWARD OF CONTRACT****For: ACTION****Presentation: None****Contact: Sheila Mason****Attachment: None**

(sheila.mason@dmschools.org/242-7980)

Issue: To renew the contract for incidental supplies.**Superintendent's Recommendation:** The superintendent recommends the board approve the contract renewal.**Presenters:** None**Background:** The district's purchasing department originally placed the incidental office supplies out for bid in FY 13. Both parties have agreed to renew the contract for FY14 with the same pricing, terms and conditions. This contract covers those office supplies that are not available in the district's Central Stores warehouse.

A. B6482 Incidental Office Supplies FY14 - First Extension

Office Max	Naperville, IL	\$150,000.00
2012-2013	Estimated Award	\$154,000.00

Funding Source: Various individual district accounts.

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Subject: AWARD OF BID # B6760 HARDING MIDDLE SCHOOL MASONRY RESTORATION
For: ACTION
Contact: Bill Good
Attachment: None

 (harold.good@dmschools.org; 242-8321)

Issue: Award of contract to repair exterior masonry deterioration for Harding Middle School.

Superintendent's Recommendation: The superintendent recommends the contract for the base bid and alternates 1, 2, 3 and 4 be awarded to the lowest responsive/responsible bidder Mid-Continental Restoration, Fort Scott, KS in the amount of \$298,554.00.

Presenters: None. Bill Good will be present to answer any questions.

Background: Plans and specifications were prepared by Angelo Architects and Facility Management. Work will begin on or before August 1, 2013. The project came before the board on June 18, 2013, for public hearing and action.

Base Bid: Remove deteriorated brick and mortar, replace with new on East elevation and Courtyard; infill bottom of basement windows.

Alt. No. 1: Remove deteriorated brick and mortar, replace with new on South elevation.

Alt. No. 2: Remove deteriorated brick and mortar, replace with new on North elevation.

Alt. No. 3: Remove deteriorated brick and mortar, replace with new on West elevation.

Alt. No. 4: Remove deteriorated brick and mortar, replace with new on South elevation above roof.

Bidder	Base Bid	Alter. No.1	Alter. No.2	Alter. No.3	Alter. No.4	Total with Alternates
Building Restoration Roseville, MN	\$318,000	\$28,000	\$34,000	\$44,000	\$18,000	\$442,000
Mid-Continental Restoration Fort Scott, KS	\$203,795	\$19,380	\$27,628	\$33,041	\$14,710	\$298,554
MTS Contracting Kansas City, MO	\$234,699	\$16,474	\$23,309	\$49,707	\$12,973	\$337,162
Renaissance Restoration Galena, IL	\$299,800	\$36,000	\$32,000	\$54,900	\$23,000	\$445,700

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 13**Page 1 of 1****Subject: CHANGE IN CONTRACT AMOUNT SEALED BID NO. B6748 ABSOLUTE CONCRETE CONSTRUCTION INC., MITCHELL STUDENT DROP OFF****For: ACTION****Contact: Bill Good**

(harold.good@dmschools.org: 242-8321)

Attachment: None

Issue: A change in a construction agreement where the cost increase is greater than 15% of the original agreement requires approval of the Board of Directors.

Superintendent's Recommendation: The superintendent recommends that the board approve a change in the Absolute Concrete Construction Inc. contract on the Mitchell Student Drop Off project. Also, that the board authorize the district's chief operations officer to approve future changes which exceed fifteen per cent of the original contract amount with respect to this project only and to notify the board of directors through an informational agenda item in the event future changes are made.

Presenters: None, Bill Good will be present to answer any questions.

Background: The district received bids on May 28, 2013 for the project. The award was made to Absolute Concrete Construction Inc. as it was the lowest responsible bidder in the amount of \$141,875.00. The award of bid was approved by the board of directors on June 4, 2013. During the grading process, tests were conducted on the sub soils by the district's independent soils firm. The tests indicated that the sub soils would have to be modified to provide an adequate base for the new paving. After review of alternative measures, additional work in an amount of \$26,385 has been identified. This additional work exceeds the 15% threshold that requires board approval. Due to the critical schedule of this project, the additional work has been authorized and is underway

Contact: Bill Good

Item No. 14**Page 1 of 1****Subject: REJECTION OF BID #B6761 CENTRAL NUTRITION CENTER FREEZER ADDITION****For: ACTION****Contact: Bill Good**

(harold.good@dmschools.org; 242-8321)

Attachment: None

Issue: Rejection of bids for the freezer addition at Central Nutrition Center.**Superintendent's Recommendation:** The superintendent recommends that the bids received for the above project are rejected.**Presenters:** None. Bill Good will be present to answer any questions.**Background:** Plans and specifications were prepared by Angelo Architects and Facility Management. The bids received for this work exceed the budget. The project scope will be adjusted and rebid.

- **Base bid:** Addition of freezer space.

Funding Source: Physical Plant and Equipment Levy and Central Nutrition accounts.

The district received 2 bids on July 1, 2013. The results are as follows:

Bidder	Base Bid
Brocon Services Johnston, IA	\$564,000
Edge Commercial Grimes, IA	\$640,000

Item No. 15

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Subject: INCREASED NEEDS INSTRUCTIONAL MATERIALS FOR K-5

For: ACTION

Presentation: None

Contact: Carlyn Cox

Attachment: None

(carlyn.cox@dmschools.org/242-7906)

Issue: Purchase of instructional materials for additional sections of elementary classrooms.

Superintendent's Recommendation: The superintendent recommends the board approve the purchase of these materials.

Presenters: None

Background: We will have a net of 10 additional K-5 classrooms in the 2013-2014 school year. These additional sections will need literacy and math instructional materials.

Total Cost: \$75,000.00

Funding Source: Annual Increased Needs Textbook Budget - General Fund

Item No. 16**Page 1 of 1****Subject: ADOPTION AND PURCHASE OF TEXTBOOKS FOR NON-PUBLIC SCHOOLS****For: ACTION****Contact: Holly Crandell**

(holly.crandell@dmschools.org; 242-7568)

Attachment: None

Issue: Section 301.1 of the Iowa Codes provides that:

“Textbooks adopted and purchased by a school district may, and shall to the extent funds are appropriated by the General Assembly, be made available to pupils attending non-public schools upon request of the pupil or the pupil’s parent under comparable terms as made available to public schools.”

Superintendent’s Recommendation: The superintendent recommends the following textbooks be purchased by the Des Moines Public Schools for use by non-public school students.

Background: The Department of Education’s procedures on textbooks for non-public schools state that, “It is permissible for boards of directors to adopt the textbook series used by the non-public schools if they differ from those adopted for the school district. The only exception would be religious books.”

Accordingly:

These materials have been approved by nonpublic school textbook committees. These textbooks meet all the multicultural, nonsexist criteria and are not of a religious nature.

High School 2012 Common Core Algebra I-Student Edition,
Prentice Hall

Grade 8/9

Total: \$1,461.56

Funding Source: Nonpublic textbook budget for St. Teresa.

Item No. 17**Page 1 of 1****Subject: REQUESTS FOR OPEN ENROLLMENT UNDER THE IOWA OPEN ENROLLMENT LAW****For: ACTION****Presentation: None****Contact: Susie Tallman****Attachment: None**

(susan.tallman@dmschools.org/242-7725)

Issue: Request for open enrollment for the 2013-2014 School Year**Presenters:** Susie Tallman/Eleanor Shirley

Background: State Open Enrollment Code allows for students to submit an application after the March 1 deadline if it meets several defined good cause reasons. If the good cause reason is due to severe harassment or pervasive health needs, the Code allows for the board to make the determination on the decision. Determination needs to be made based on whether the district is able to sufficiently accommodate the students' needs. Additional confidential information has been provided to the board members.

Superintendent's Recommendation: The superintendent recommends the board deny these applications.

Student Name	Grade	Requested District
Bekish, TréDeVonte	08	Urbandale
Burnight, Kale	01	Johnston
Warren, Tommy	08	Bondurant Farrar

Item No. 18**Page 1 of 1****Subject: STUDENT ACHIEVEMENT MONITORING REPORT: PART 2 (SPRING)****For: ACTION****Presentation: None****Contact: Holly Crandell****Attachment: None**

(holly.crandell@dmschools.org/242-7568)

Issue: Report on district performance on student proficiency and understanding of a rigorous literacy and math curriculum.

Superintendent's Recommendation: The superintendent recommends the board approve the Student Achievement Monitoring Report: Part 2 (Spring).

Presenters: None

Background: A team from the curriculum, instruction and assessment department presented the report to the board on June 18. Prior to development of the monitoring report, the team participated in work sessions with the board to review updated Belief Statements and Student Expectations documents recently created by the board. A report format with associated data points was collaboratively agreed upon for use as a monitoring tool for the board.

Item No. 19

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Subject: MONITORING REPORT 2.1 STUDENT CONDITIONS NON-ACADEMIC

For: ACTION

Presentation: None

Contact: Matt Smith

Attachment: None

(matthew.smith@dmschools.org/242-7631)

Issue: Monitoring Report 2.1 Student Conditions

Superintendent's Recommendation: The superintendent recommends the board accept the report as presented at the meeting on June 18, 2013.

Presenters: None

Background: The report was discussed at the board of directors meeting on June 18, 2013, and now comes to the board for approval.

Item No. 20**Page 1 of 1****Subject: BELIEF STATEMENTS & STUDENT EXPECTATIONS****For: ACTION****Presentation: None****Contact: Board****Attachments: 13-046 &
13-047**

Issue: Belief Statements and Student Expectations**Superintendent's Recommendation:** The superintendent recommends the board approve the attached Belief Statements and Student Expectations.**Presenters:** None

Background: During several work sessions focused on the mission and vision of the district, the Board of Directors reviewed the Graduate Ends Statements. The Ends Statements had been adopted in 2006-7 and formed the basis for the educational philosophy of the district. Community involvement was obtained through several community forums held several months ago. The Board's Belief Statements also formed the wording of the Student Expectations, a more user-friendly version of The Graduate Ends Statements and continue to outline the Board's support of the district's mission: The Des Moines Public Schools exist so that graduates possess the knowledge, skills and abilities for success at the next stage of their lives.

The documents attached, in their present form, were presented for discussion at the last board meeting and so are ready for approval.

Item No. 21**Page 1 of 14****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Presentation: None****Contact: Anne Sullivan**
(anne.sullivanr@dmschools.org/242-7972)**Attachment: None****Superintendent's Recommendation:** The Superintendent recommends the Board approve the personnel recommendations.**ELECTIONS - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Anders, Shannon	Alternative	1	08/12/2013	\$40,625

BA from Graceland University, Lamoni, IA; Address/Urbandale, IA; Merrill/Math

Avery, Jeremy	1	6	08/15/2013	\$43,727
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BA from Southern Nazarene University, Bethany, OK; Address/Des Moines, IA; Hoover/Social Science

Bagley, Heather	1	8	07/11/2013	\$46,352
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BA from Briar Cliff University, Sioux City, IA; Address/Sioux City, IA; River Woods/Music

Beaderstadt, Carrie	1	7	08/15/2013	\$45,040
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BM from University of Iowa, Iowa City, IA; Address/Windsor Heights, IA; Curriculum/ Orchestra

Beckstrom, Kara	1	1	08/13/2013	\$39,790
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BA from Drake University, Des Moines, IA; Address/Waukee, IA; Walnut Street/Kindergarten

Belden, Debora	3	12	08/15/2013	\$56,997
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MA from Viterbo University, LaCrosse, WI; Address/Des Moines, IA; Oak Park/5th

Bennett, Kali	3	5	08/15/2013	\$46,279
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MA from Walden University, Minneapolis, MN; Address/West Des Moines, IA; Gateway/Math

Beumer, Amy	1	5	08/15/2013	\$42,415
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Wright/.7 Art, Carver/.3 Art

Beyer, William	1	1	08/13/2013	\$39,790
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Vinton, IA; Harding/Curriculum/Band

Blind, Seth	Alternative	1	08/12/2013	\$40,625
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BA from William Penn University, Oskaloosa, IA; Address/Fort Madison, IA; Lincoln/Industrial Technology

Boege, Ryan	Alternative	1	08/12/2013	\$40,625
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Garwin, IA; Brody/Spanish

Bonnett, Rebecca	1	1	08/15/2013	\$39,790
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BS from University of Nebraska, Lincoln, NE; Address/Red Oak, IA; East/Spanish

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Brekke, Elizabeth	Alternative	1	08/12/2013	\$40,625
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Callanan/ELL

Brott, Gloria	2	13	08/15/2013	\$53,570
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Clive, IA; Callanan/Family and Consumer Science

Brown, David	5	13	08/15/2013	\$60,935
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Ankeny, IA; North/Harding/Band

Bruce, Alexa	1	1	08/15/2013	\$19,790
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BA from Simpson College, Indianola, IA; Address/West Des Moines, IA; East/.5 Art

Byrd, Caroline	1	1	08/13/2013	\$39,790
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BM from Drake University, Des Moines, IA; Address/Urbandale, IA; Hiatt/Vocal Music

Campbell, Andrew	1	6	08/15/2013	\$43,727
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BA from Valley City State University, Valley City, ND; Address/Ashby, MN; Lincoln/PE

Carlson, Matthew	1	3	08/15/2013	\$19,895
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BS from Peru State College, Peru, NE; Address/Red Oak, IA; Scavo/.5 PE

Carlton, Amanda	1	1	08/13/2013	\$39,790
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BA from Queen's University, Kingston, Ontario, Canada; Address/Ankeny, IA; Madison/K-5

Chapman, Shayla	3	6	08/15/2013	\$47,737
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MA from University of Iowa, Iowa City, IA; Address/Johnston, IA; Wright/4th

Cleek, Emily	Alternative	1	07/09/2013	\$40,625
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BA from Drake University, Des Moines, IA; Address/West Des Moines, IA; River Woods/1st

Collins, Melissa	1	6	07/11/2013	\$43,727
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; River Woods/Head Start

Conklin, Sara	Alternative	1	08/12/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Eldridge, IA; Harding/Math

Coopman, Carissa	Alternative	1	07/08/2013	\$40,625
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BA from Simpson College, Indianola, IA; Address/Davenport, IA; Moulton/Head Start

Corkrean, Jennifer	5	14	08/15/2013	\$62,539
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Ankeny, IA; Curriculum/Mentor Teacher

Daniels, Melissa	2	1	08/13/2013	\$41,248
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BA from University of Iowa, Iowa City, IA; Address/West Des Moines, IA; Unassigned/English

Darr, Joan	1	7	08/15/2013	\$45,040
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Lincoln/English

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Daugherty, Rose	Alternative	1	08/12/2013	\$40,625
BA from University of Northern Iowa, Cedar Falls, IA; Address/Council Bluffs, IA; Harding/Language Arts				
Davenport, Kathleen	Alternative	1	08/12/2013	\$32,500
BA from Grand View University, Des Moines, IA; Address/Mason City, IA; Howe/.8 Art				
Dierks, Shannon	1	4	08/15/2013	\$41,102
BS from Drake University, Des Moines, IA; Address/Albia, IA; North/Academic Interventionist-Science				
Donahue, Shannon	1	1	08/13/2013	\$39,790
BA from St. Ambrose University, Davenport, IA; Address/Iowa City, IA; Oak Park/1 st				
Dougherty, Barbara	1	12	08/15/2013	\$26,056
BSN from Drake University, Des Moines, IA; Address/Norwalk, IA; Edmunds/.5 Nurse				
Dryden, Jennifer	2	1	08/13/2013	\$41,248
BA from Iowa State University, Ames, IA; Address/Carroll, IA; East/English				
Dwyer, Lee	2	9	08/15/2013	\$49,196
BA from University of Northern Iowa, Cedar Falls, IA; Address/Council Bluffs, IA, Stowe/Kindergarten				
Dwyer, Meghan	Alternative	1	08/12/2013	\$40,625
BA from Iowa State University, Ames, IA; Address/Lockport, IL; Wright/5 th				
Echelmeyer, Ann	3	1	08/13/2013	\$43,363
MA from University of Northern Iowa, Cedar Falls, IA, Address/Norwalk, IA; McCombs/Science				
Eklov, Robert	3	6	08/15/2013	\$46,995
MA from Norwich University, Northfield, VT; Address/Norwalk, IA; Brody/Behavior Coach				
Fetters, Linda	BA30	12	08/15/2013	\$54,154
BS from Western Illinois University, Macomb, IL; Address/Pleasant Hill, IA; East/Family and Consumer Science				
Fiorenza, Joseph	3	3	08/15/2013	\$43,363
MA from Dominican University, River Forest, IL; Address/Chicago, IL; Brody/Math				
Fitkin, Joshua	1	1	08/13/2013	\$39,790
BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Garton/4 th				
Flattery, Kelsey	Alternative	1	08/12/2013	\$40,625
BA from University of Northern Iowa, Cedar Falls, IA; Address/West Des Moines, IA; Roosevelt/ELL				
Fort, Hilary	Alternative	1	08/02/2013	\$40,625
BA from Wichita State University, Wichita, KS; Address/Ankeny, IA; Edmunds/2 nd				
Francis, Katie	3	9	08/15/2013	\$52,185
MA from Buena Vista University, Storm Lake, IA; Address/Fort Dodge, IA; Morris/.5 Instructional Coach, .5 In-Class Math				

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Freed, Chrissy	2	10	08/15/2013	\$50,654
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BA from Iowa State University, Ames, IA; Address/Norwalk, IA; Howe/.8 Music

Gade, Steven	1	1	08/13/2013	\$39,790
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BS from Iowa State University, Ames, IA; Address/Adel, IA; Meredith/Social Studies

Gardner, Megan	1	4	08/15/2013	\$41,102
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BS from Brigham Young University, Provo, UT; Address/Pleasant Grove, UT; Callanan/Science

Gianaras, Anthony	1	1	08/13/2013	\$39,790
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BA from Drake University, Des Moines, IA; Address/Mundelein, IL; Harding/Social Science

Grandon, Daniel	1	7	07/11/2013	\$45,040
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Waukee, IA; Moulton/Physical Education

Halligan, Dianne	1	17	08/15/2013	\$52,112
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BA from Metropolitan State College, Denver, CO; Address/Glendale, AZ; Hoover/Spanish

Hammen, Kayla	Alternative	1	08/12/2013	\$40,625
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BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Studebaker/K-5

Hardeman, Kelsey	Alternative	1	07/08/2013	\$40,625
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BS from Iowa State University, Ames, IA; Address/Pleasant Hill, IA; River Woods, K-3

Harpin, Paige	1	6	08/15/2013	\$43,727
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; McCombs/Music

Haylett, Stacey	3	1	08/13/2013	\$43,363
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MS from Drake University, Des Moines, IA; Address/Grimes, IA; Hiatt/Counselor

Herrmann, Meghan	1	2	08/15/2013	\$39,790
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BS from University of Iowa, Iowa City, IA; Address/Ankeny, IA; Meredith/Science

Hesse, Zachary	3	1	08/13/2013	\$43,363
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MA from University of Minnesota, Twin Cities, MN; Address/Minneapolis, MN; SFS/Speech Language Pathologist

Hopper, Kayla	Alternative	1	08/12/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Adel, IA; East/Spanish

Houser, Christian	3	1	08/14/2013	\$43,363
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Waterloo, IA; Edmunds/.5 Counselor

Johnson, Angela	3	13	08/15/2013	\$58,601
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MA from Drake University, Des Moines, IA; Address/Norwalk, IA; SFS/Special Ed Consultant

Johnson, Frances	Alternative	1	08/12/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; Brubaker/1st

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Jones, Leah	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Harding/In-Class Reading

Jones, Michelle	1	12	08/15/2013	\$31,267
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BSN from Grand View University, Des Moines, IA; Address/Des Moines, IA; Phillips/.6 Nurse

Jorgensen, Lisa	1	4	08/15/2013	\$41,102
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Ames, IA; Findley/Art

Kaiser, Michele	3	8	08/15/2013	\$50,654
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MA from Drake University, Des Moines, IA; Address/Urbandale, IA; North/Family and Consumer Science

Keizer, Linda	3	13	08/15/2013	\$58,601
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MA from Capella University, Minneapolis, MN; Address/Des Moines, IA; Walnut Street/3rd

Kerper, Amanda	Alternative	1	08/12/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Ames, IA; Lincoln/Spanish

Kirkpatrick, Gabrielle	Alternative	1	08/12/2013	\$40,625
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BA from Upper Iowa University, West Des Moines, IA; Address/Des Moines, IA; Howe/3rd

Koebke, Leah	3	2	08/15/2013	\$21,681
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MA from Simpson College, Indianola, IA; Address/West Des Moines, IA; Gateway/.5 Spanish

Korte, Heather	3	11	08/15/2013	\$55,393
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MA from University of New Mexico, Albuquerque, NM; Address/Marshalltown, IA; McKinley/Counselor

Kretschmer, Kelly	1	2	08/15/2013	\$39,790
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BM from Drake University, Des Moines, IA; Address/Davenport, IA; Meredith/Vocal Music

Krueger, Tyler	BA30	2	07/11/2013	\$42,415
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Grimes, IA; Capitol View/Physical Education

Lakis, Matthew	Alternative	1	08/12/2013	\$40,625
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BA from Drake University, Des Moines, IA; Address/Ankeny, IA; North/Literacy Leader

Lazard, Mary	1	2	08/15/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Urbandale, IA; Willard/K-3

Leverich, Whitney	3	1	08/15/2013	\$43,363
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MA from Iowa State University, Ames, IA; Address/Ankeny, IA; Hoover/Science

Lieber, Haley	3	6	08/15/2013	\$47,737
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MA from Illinois State University, Normal, IL; Address/Normal, IL; Lincoln/Science

Linde, Kimberly	Alternative	1	07/08/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Waukee, IA; Capitol View/3rd

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Linebaugh, Melissa	1	7	08/15/2013	\$45,040
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Instructional Coach/.5 Hanawalt/.5 King

Lohmeier, Issac	1	6	08/15/2013	\$43,727
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BA from University of Iowa, Iowa City, IA; Address/Gilbert, AZ; Harding/English

Lowe, Catherine	Alternative	1	08/12/2013	\$40,625
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BS from Iowa State University, Ames, IA; Address/Des Moines, IA; Morris/2nd

Lynn, Chealsee	1	1	08/13/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/West Des Moines, IA; Meredith/Family and Consumer Science

Manning, Jessica	BA30	1	08/13/2013	\$42,415
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BA from Upper Iowa University, Fayette, IA; Address/Pleasant Hill, IA; Findley/3rd

Maronn, Brooks	3	1	08/13/2013	\$43,363
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MA from Viterbo University, LaCrosse, WI; Address/Ankeny, IA; McKee/Middle School Alternative

Masteller, Jessie	2	6	08/15/2013	\$45,185
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BA from University of Iowa, Iowa City, IA; Address/Yucaipa, CA; North/Academic Interventionist-Literacy

Masteller, Michael	2	5	08/15/2013	\$43,873
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BA from University of Iowa, Iowa City, IA; Address/Yucaipa, CA; Hiatt/In Class Reading

McConnell, Monica	1	1	08/13/2013	\$39,790
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BA from University of Iowa, Iowa City, IA; Address/Mitchellville, IA; Stowe/Kindergarten

McDonough, Erin	BA30	1	07/09/2013	\$42,415
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BA from Upper Iowa University, Fayette, IA; Address/Urbandale, IA; Capitol View/1st

McKinstry, Whitney	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Hoover/Science

McPherson, Beverley	1	10	08/15/2013	\$49,196
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BA from University of the West Indies, Kingston, Jamaica; Address/Des Moines, IA; McCombs/Social Studies

McTaggart, Jaime	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Callanan/English

Meyer, Jesse	Alternative	1	08/12/2013	\$40,625
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Cedar Falls, IA; Lincoln/Speech

Miller, Bruce	3	6	08/07/2013	\$47,737
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MS from Old Dominion University, Norfolk, VA; Address/West Des Moines, IA; Downtown/2-3

Murray, Joshua	3	1	08/13/2013	\$43,363
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MA from Iowa State University, Ames, IA; Address/Grimes, IA; Meredith/Science

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Neal, Katherine	1	1	08/13/2013	\$39,790
BA from University of Northern Iowa, Cedar Falls, IA; Address/West Des Moines, IA; Willard/Kindergarten				
Oldham, Meghan	3	13	07/11/2013	\$58,601
MA from Northern Arizona University, Flagstaff, AZ; Address/West Des Moines, IA; River Woods/ELL				
Ostiguy, Alexis	Alternative	1	08/12/2013	\$40,625
BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Goodrell/Social Science				
Palmersheim, Angela	Alternative	1	08/12/2013	\$40,625
BA from Central College, Pella, IA; Address/Ankeny, IA; East/French				
Patrick, Jacqueline	3	1	08/13/2013	\$39,026
MS from Drake University, Des Moines, IA; Address/West Des Moines, IA; Garton/.9 Counselor				
Paul, Bradley	3	7	08/15/2013	\$49,196
MA from University of Iowa, Ames, IA; Address/Johnston, IA; King/Dean of Students				
Payer, Joyce	1	1	08/13/2013	\$39,790
BM from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Harding/North/Curriculum/Strings				
Piehl, Brooke	Alternative	1	08/02/2013	\$40,625
BA from University of Northern Iowa, Cedar Falls, IA; Address/Waverly, IA; Walnut Street/2 nd				
Petersen, Kelly	3	1	08/13/2013	\$43,363
MA from University of Northern Iowa, Cedar Falls, IA; Address/Davenport, IA; SFS/Speech Language Pathologist				
Rabe, Tori	3	8	08/15/2013	\$50,654
MA from Viterbo University, La Crosse, WI; Address/Des Moines, IA; Hoyt/Business				
Ramirez, Kayla	1	2	08/13/2013	\$39,790
BA from Central College, Pella, IA; Address/West Des Moines, IA; North/Math				
Reid, Andrew	3	3	08/15/2013	\$43,363
MA from Winthrop University, Rock Hill, SC; Address/Waukee, IA; Harding/Social Science				
Roland, Dustin	1	8	08/15/2013	\$46,352
BA from Central College, Pella, IA; Address/Pleasant Hill, IA; McCombs/Social Science				
Romo, Carrie	3	2	08/15/2013	\$43,363
MS from Drake University, Des Moines, IA; Address/Ankeny, IA; Meredith/Spanish				
Rude, Julia	1	1	08/13/2013	\$39,790
BA from Grand View University, Des Moines, IA; Address/Johnston, IA; Hoover/Family and Consumer Science				
Ruiz-Angeles, Fabian	1	5	08/15/2013	\$42,415
BA from Iowa State University, Ames, IA; Address/Urbandale, IA; Hoover/Spanish				

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Sampson, Laura	2	6	08/15/2013	\$45,185
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BS from Iowa State University, Ames, IA; Address/Pleasant Hill, IA; Brubaker/Music

Schill, Alexandra	Alternative	1	08/12/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/Gowrie, IA; Oak Park/1st

Schindler, Debra	4	8	07/11/2013	\$52,112
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MS from Winona State University, Rochester, MN; Address/Des Moines, IA; River Woods/K-5

Schreffler, Shannon	3	9	08/15/2013	\$52,195
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MA from Viterbo University, LaCrosse, WI; Address/Des Moines, IA; Goodrell/Spanish

Schultz, Eric	1	2	08/15/2013	\$39,790
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BA from Huntington University, Huntington, IN; Address/Peoria, IL; Gateway/Math

Sieren, Suzanna	3	1	05/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/West Des Moines, IA; North/ELL

Smith, Amanda	1	1	08/13/2013	\$39,790
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BS from Iowa State University, Ames, IA; Address/Marion, IA; Hiatt/Family and Consumer Science

Smith, Justin	Alternative	1	08/12/2013	\$40,625
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BA from Grand View University, Des Moines, IA; Address/Des Moines, IA; Callanan/Social Science

Smith, Shawntae	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Meredith/Math

Snyder, Shannon	1	3	08/15/2013	\$39,790
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BS from Illinois State University, Normal, IL; Address/Normal, IL; Harding/.5 English/.5 Business

Stemsrud, Tara	1	8	08/15/2013	\$46,352
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Council Bluffs, IA; Meredith/PE

Stone, Melinda	1	1	08/13/2013	\$39,790
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BA from Simpson College, Indianola, IA; Address/Des Moines, IA; Cowles/4,5,6

Summers, Lindsey	Alternative	1	08/12/2013	\$40,625
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BE from Drake University, Des Moines, IA; Address/Naperville, IL; Willard/Art

Swanson-Freeman, McKenzie	1	1	08/13/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/West Des Moines, IA; Lincoln/ELL

Thomas, Janelle	1	1	08/05/2013	\$31,832
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BM from Simpson College, Indianola, IA; Address/Mt. Pleasant, IA; Edmunds/.8 Music

Tigges, Taylor	1	1	08/13/2013	\$39,790
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BA from Grandview University, Des Moines, IA; Address/Woodward, IA; Edmunds/K-3

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Trulson, Holly	1	12	08/15/2013	\$52,112
BS from Iowa State University, Ames, IA; Address/Bondurant, IA; Lincoln/ Family and Consumer Science				
Tyler, Robert	3	1	08/13/2013	\$43,363
MA from Drake University, Des Moines, IA; Address/Des Moines, IA; South Union/ELL				
Wastvedt, Sonja	3	14	08/15/2013	\$58,601
MA from Westminster College, New Wilmington, PA; Address/Des Moines, IA; Wright/.5 Instructional Coach, .5 In-Class Reading				
Welsch, Deborah	4	4	08/15/2013	\$46,279
MS from Drake University, Des Moines, IA; Address/West Des Moines, IA; Howe/.5 Counselor, Wright/.5 Counselor				
Werth, Jeffrey	3	1	08/13/2013	\$43,363
MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Hoover/Journalism				
Wheeler, Michelle	Alternative	1	08/02/2013	\$40,625
BA from Upper Iowa University, Fayette, IA; Address/Carlisle, IA; Downtown School/K-1				
Whigham, Ehren	1	3	08/15/2013	\$39,790
BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Roosevelt/Science				
White, Christian	Alternative	1	08/12/2013	\$40,625
BM from DePaul University, Chicago, IL; Address/Clive, IA; Goodrell/Lincoln/Vocal Music				
Whittle, Brett	3	1	08/13/2013	\$43,363
MS from Concordia University, Concordia, WI; Address/Adel, IA; Brubaker/ .5 Counselor, Pleasant Hill/ .5 Counselor				
Wilcox, Valerie	5	11	08/15/2013	\$57,945
MA from Viterbo University, La Crosse, WI; Address/Des Moines, IA; Findley/5 th				
Willems, Dinah	2	5	07/11/2013	\$43,873
BA from Wartburg College, Waverly, IA; Address/Scottsbluff, NE; Capitol View/K-3				
Woodward, Ethan	Alternative	1	08/12/2013	\$40,625
BA from Iowa State University, Ames, IA; Address/Omaha, NE; Garton/K-3				
Wright, Jean	5	14	08/15/2013	\$62,539
MS from Drake University, Des Moines, IA; Address/Shenandoah, IA; SFS/Special Ed Consultant				
Young, Alexis	3	1	08/15/2013	\$43,363
MS from Duquesne University, Pittsburgh, PA; Address/Des Moines, IA; Gateway/English				
Young, Katie	Alternative	1	08/12/2013	\$40,625
BA from University of Northern Iowa, Cedar Falls, IA; Address/Garner, IA; Howe/1 st				

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INTERIM TO CONTRACT - GENERAL EDUCATION

Name	Class	Step	Effective Date	Amount
Allen, Ashley	1	1	08/13/2013	\$39,790

BA from University of Northern Iowa, Cedar Falls, IA; Address/Norwalk, IA; Garton/2nd

Bern, Chris	1	12	08/15/2013	\$52,112
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BA from Buena Vista University, Storm Lake, IA; Address/Des Moines, IA; North/ASL Math

Carter, Sheri	2	1	08/13/2013	\$41,248
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Boxholm, IA; McCombs/Science

Gilbert, Jill	5	1	08/13/2013	\$46,279
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MA from Drake University, Des Moines, IA; Address/West Des Moines, IA; McCombs/English

Heard, Erik	Alternative	1	08/12/2013	\$32,500
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Howe/.8 Physical Education

Lucas, Vincent	3	1	08/13/2013	\$43,363
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MA from Eastern Oregon University, LaGrande, OR; Address/Des Moines, IA; Greenwood/.5 ELL, Perkins/.5 ELL

ELECTIONS - SPECIAL EDUCATION

Adams, Jaimie	1	3	08/15/2013	\$19,895
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BA from Weber State University, Ogden, UT; Address/Ogden, UT; Weeks/.5 Multi-Categorical

Beaman, Jessica	1	12	08/15/2013	\$52,112
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Ankeny, IA; Orchard Place/Strategist II-BD

Brown, Katy	3	3	07/11/2013	\$43,363
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ME from Kent State University, Kent, OH; Address/Newton, IA; Capitol View/Deaf Education

Burnes, Joshua	2	4	08/15/2013	\$42,561
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Urbandale, IA; Callanan/Multi-Categorical

Burnham, Renee	3	3	08/15/2013	\$43,363
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MA from Lesley University, Cambridge, MA; Address/Minneapolis, MN; Goodrell/Multi-Categorical

Carpenter, Lindsay	3	10	08/15/2013	\$53,789
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MA from Saint Xavier University, Chicago, IL; Address/Chicago, IL; Park Avenue/ Multi-Categorical

Davidson, Shy-Ann	1	1	08/13/2013	\$39,790
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BA from University of Phoenix, Phoenix, AZ; Address/Des Moines, IA; Ruby Van Meter/Strategist II-ID

Davis, Allyson	6	2	07/11/2013	\$47,279
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PHD from Washington University, St. Louis, MO; Address/River Forest, IL; Student Services/Audiologist

DeAngelo, Sarah	1	1	08/13/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; McKee/Early Childhood Special Education

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Downes, Kathleen	3	9	08/15/2013	\$52,185
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MA from Loyola University, Chicago, IL; Address/Winterset, IA; Lincoln/Strategist I-BD

Engbrecht, Kara	3	4	08/15/2013	\$44,821
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Council Bluffs, IA, McKee/Early Childhood Special Education

Fisher, Kara	1	1	08/13/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Ames, IA; Mitchell/Early Childhood Special Education

Flander, Brett	1	2	08/15/2013	\$39,790
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BA from University of Iowa, Iowa City, IA; Address/West Des Moines, IA; Ruby Van Meter/Strategist II-MD

Force, Casey	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Norwalk, IA; Roosevelt/Strategist II-BD

Godelock, Shannon	1	12	08/15/2013	\$52,112
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BA from University of North Carolina, Charlotte, NC; Address/Des Moines, IA; Ruby Van Meter/Strategist II-ID

Hein, Cortney	Alternative	1	08/02/2013	\$40,625
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BS from Grandview University, Des Moines, IA; Address/Carlisle, IA; Edmunds/ Multi-Categorical

Huegel, Emily	1	1	08/13/2013	\$39,790
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BA from Central College, Pella, IA; Address/Bettendorf, IA; Cattell/ Multi-Categorical

Huntley, Danielle	3	13	08/15/2013	\$58,601
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MS from University of Kansas, Lawrence, KS; Address/Westside, IA; North/Multi-Categorical

Johnson, Caitlin	1	1	08/13/2013	\$39,790
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Mitchell/Early Childhood Special Education

Johnson, Cody	2	7	08/15/2013	\$46,498
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; North/Multi-Categorical

Jordan, Kimberly	1	7	08/15/2013	\$45,040
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BA from University of Iowa, Iowa City, IA; Address/Collins, IA; Meredith/Multi-Categorical

Lane, Matthew	1	10	08/15/2013	\$49,196
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BA from Simpson College, Indianola, IA; Address/Saint Petersburg, FL; Weeks/Multi-Categorical

Larmon, Martha	1	1	07/09/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; River Woods/Behavior Disorders

Meholovich, Kimberly	3	1	08/13/2013	\$43,363
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MA from Drake University, Des Moines, IA; Address/Urbandale, IA; Roosevelt/Multi-Categorical

Melton, Krys	Alternative	1	08/12/2013	\$40,625
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BA from Grand View University, Des Moines, IA; Address/Des Moines, IA; Lincoln/Multi-Categorical

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Militello, Kelly	4	11	08/15/2013	\$56,560
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MS from Florida International University, Miami, FL; Address/Urbandale, IA; Gateway/Multi-Categorical

Miller, Ryan	Alternative	1	08/12/2013	\$40,625
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BA from Drake University, Des Moines, IA; Address/Woodstock, IL; Ruby Van Meter/Strategist II-ID

Munson, Mallory	1	7	07/11/2013	\$45,040
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BA from Central College, Pella, IA; Address/Des Moines, IA; River Woods/Multi-Categorical

Paul, Sarah	5	6	08/15/2013	\$50,654
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Cedar Falls, IA; Focus/Strategist II-BD

Powell, Richard	3	14	08/15/2013	\$62,538
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MS from Drake University, Des Moines, IA; Address/Pleasant Hill, IA; North/Multi-Categorical

Rasmussen, Lindsay	Alternative	1	07/08/2013	\$40,625
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BA from Iowa State University, Ames, IA; Address/West Des Moines, IA; Capitol View/Multi-Categorical

Sampson, Joelle	1	2	07/11/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Waukee, IA; Capitol View/Early Childhood Special Education

Sharp, Melanie	1	2	08/15/2013	\$39,790
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; Phillips/Multi-Categorical

Stratton, Kelcie	Alternative	1	08/12/2013	\$40,625
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BA from Simpson College, Des Moines, IA; Address/Dallas Center, IA; Willard/Multi-Categorical

Rost, Amy	Alternative	1	08/12/2013	\$40,625
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BA from Grand View University, Des Moines, IA; Address/Johnston, IA; North/Multi-Categorical

Schultz, Derek	2	7	08/15/2013	\$46,498
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BA from William Penn University, Oskaloosa, IA; Address/Clarion, IA; Brody/Multi-Categorical

Streif, Justin	2	10	08/15/2013	\$50,654
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BA from University of Wisconsin, Eau Claire, WI; Address/Waukee, IA; Focus/Strategist II-BD

Vogel, Emily	Alternative	1	08/12/2013	\$40,625
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Sioux City, IA; McCombs/Strategist II-ID

Weinberg, Sara	Alternative	1	08/12/2013	\$40,625
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BA from University of Northern Iowa, Cedar Falls, IA; Address/New Hartford, IA; Brody/Multi-Categorical

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Name	Class	Step	Effective Date	Amount
Henry, Joshua	1	1	08/13/2013	\$39,790

BA from Grand View College, Des Moines, IA; Address/Des Moines, IA; Walnut Street/Multi-Categorical

Little, Staci	Alternative	1	07/08/2013	\$40,625
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BA from Grand View University, Des Moines, IA; Address/Hartford, IA; Moulton/Multi-Categorical

Mock, Marie	3	3	08/15/2013	\$43,363
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MA from University of Northern Iowa, Cedar Falls, IA; Address/Johnston, IA; Mitchell/Early Childhood Special Education

Schantz, Rachel	4	1	08/13/2013	\$44,821
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Roosevelt/Strategist I-BD

West, Allison	1	1	08/13/2013	\$39,790
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Runnells, IA; Ruby Van Meter/Strategist II-ID

LEAVE OF ABSENCE

Name	School, Position	Effective Date	Reason
Hart, Patricia	Brody, Language Arts	01/16/2014	Professional Study

RESIGNATION

Name	School, Position	Effective Date	Reason
Amendt, Janna	Park Ave., Music	06/05/2013	Personal
Arreola, Julie	Holy Family, ELL	06/05/2013	Personal
Bartels, Christine	Madison, Kindergarten	06/05/2013	Personal
Brown, Elizabeth	Wright, 1st	06/05/2013	Position out of district
Byrne, Cory	River Woods, Music	05/31/2013	Position out of district
Coffman, Ashley	Garton, Multicategorical	06/05/2013	Position out of district
Curto, Sara	Lincoln, English	06/05/2013	Moving to Specialist
Elbert Jr., Louis	Willard, Multicategorical	06/05/2013	Personal
Gray, Denay	North, Science	06/05/2013	Personal
Hanson, Kerby	McKee, Instructional Strategist 1	06/05/2013	Personal
Lingren, Leah	Meredith, Counselor	06/05/2013	Personal
Merical, Cheryl	Ruby Van Meter, Support Teacher	06/05/2013	Personal
Mertens, Carrie	King, 3 rd	06/05/2013	Personal
Mueller, Sharon	Edmunds, .5 Nurse	06/05/2013	Personal
Ray, Ashley	Student Services, Psychologist	06/05/2013	Personal
Roberts, Laura	Lincoln, Family and Consumer Science	06/05/2013	Position out of district
Ross, Jenny	Starr, Instructional Strategist I	06/05/2013	Personal
Schlieman, Anne	Capitol View, 1 st	05/31/2013	Position out of district
Schmidt, Kimberly	Merrill, Spanish	06/05/2013	Moving out of State
Turley, Lee	River Woods, K-5	06/05/2013	Moving out of district
Ulin, Ashley	Garton, Intellectual Disabilities	06/05/2013	Personal

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ADMINISTRATOR APPOINTMENTS

Name	Position	Amount	Effective Date
Zapata-Farmer, Alisa	Director of High Schools	\$128,000	07/16/2013

Education: Master's Degree in Education, Secondary Curriculum & Instruction, University of Houston, Houston, TX. 1999. Bachelor of Science Degree, University of Houston, TX. 1992. Experience: Principal, W.I. Stevenson Middle School, Houston, TX. 2008-Present. Principal, Eleanor Tinsley Elementary School, Houston, TX. 2006-2008. Assistant Principal, A.S. Johnston Middle School, Houston, TX. 2002-2006. School Improvement Team Consultant, Houston, TX. 2001-2002. Administrative Intern, R.H. Fonville Middle School, Houston, TX. 2000-2001. Address: Rosharon, TX.

Name	Position	Amount	Effective Date
McCulley Jr., Edward L.	North Vice Principal	\$94,894	07/16/2013

Education: Master's Degree in Education Administration, Iowa State University, Ames, IA, 2010. Bachelor of Science Degree, Portland State University, Portland, Oregon, 1999. Experience: School Improvement Leader, North High School, 2011-present. Math Teacher, Hiatt Middle School, 2005-2011. Teacher, Sussman Middle School, Downey, CA, 1999-2005. Address: Des Moines, IA.

Name	Position	Amount	Effective Date
Griffith, Joshua N. M.	Callanan Vice Principal	\$89,488	08/01/2013

Education: Master's Degree in Educational Leadership, Viterbo University, 2011. Bachelor of Science Degree in Education, Drake University, Des Moines, IA. 2002. Experience: Middle & High School Principal, Collins-Maxwell CSD, Maxwell, IA, 2011-Present. Math Teacher, East High School, Des Moines, IA. 2003-2003. Math Teacher, Hoover High School, 2003-2011. Soccer Coach, Hoover High School, 2003-2011. Address: Des Moines, IA.

Item No. 22**Page 1 of 1****Subject: LIST OF BILLS FOR APPROVAL****For: ACTION****Presentation: None****Contact: Thomas Harper**
(thomas.harper@dmschools.org/242-7745)**Attachment: None**

Issue: A list of bills will be furnished to the board of directors at the board meeting for approval. The secretary will be glad to furnish information as requested on any of these items. Prior to the meeting, one member of the board will have checked this list with the invoices.

Item No. 23**Page 1 of 2****Subject: FINAL PLANS FOR CASADY EDUCATION CENTER****For: ACTION****Presentation: PowerPoint****Contact: Bill Good****Attachment: None**

(harold.good@dmschools.org: 242-8321)

Issue: Final plans for the new Casady Education Center.**Superintendent's Recommendation:** The superintendent recommends that the board approve the final plans and specifications prepared by Wells + associates for the new Casady Education Center.**Background:** As part of the Student's First/Statewide Penny, this project will provide areas for the MAC program as well as a preschool center. Multi-purpose rooms for these programs will also be available for community use.

A copy of the plans and specifications are available for review at the district's Operations Center, 1917 Dean Ave.

Presenters: Bill Good and Ken Hagen (Wells + associates).**Minutes**

Susie Guest, early childhood education administrator, thanked the board and superintendent on behalf of the early childhood community, teachers, staff, children, and families for their continued commitment to early childhood education. The program will provide not only preschool—half-day, full-day, Head Start, and Universal Preschool—but also the resources that families need such as social work, nursing services and case management. Opening Casady will also allow expansion at McKee for services on the east side of the city.

Randi Oleson, principal for districtwide programs including the Middle School Alternative Center (MAC) at McKee, also thanked the board and superintendent. The students served at the Middle School Alternative Center struggle with their behaviors and mental health issues, but they are still valuable members of the Des Moines community. Casady will allow for adequate, appropriate space and will be designed for specialized 21st century learning. The central location will really involve the community and parents. It also sends a great message that Des Moines is committed to all students, even those who struggle.

Ken Hagen of Wells + associates provided a review of the design plans for the new building, highlighting:

- Separate entrances for both the preschool and alternative sides.
- Location of administration offices for easy access to both sides of the building.
- Both sides will have a multi-purpose room.
- Restrooms will be located off each preschool classroom.
- All visitors will need to go through the reception area.
- The MAC side includes a few offices for general staff use.
- There are 11 preschool classrooms and 8 MAC classrooms.
- The multipurpose room on the MAC end can be closed off from the rest of the building for after-hours use and has its own restrooms.
- The brick exterior was chosen to complement the neighborhood.
- Glazing was maximized to provide as much natural lighting as possible.

Mr. Good continued with:

- Security will be maximized with cameras, intruder locks, secure entries, etc.
- Technology will be optimized with hardwiring and wireless access.
- The process has been very neighborhood friendly and expressed his appreciation.

Demolition will begin in August with the award of bid for the new building presented on August 20, allowing for construction to hopefully begin in September for substantial completion by August 1, 2014. The total project budget is \$9,250,000 which includes design, abatement, construction, etc.

A motion to approve the plans was made by Ms. Boesen, seconded by Mr. Jongewaard.

Speakers:

1. Tara Mitchell, Habitat for Humanities Restore, spoke to salvaging materials from the building for use in affordable housing.
2. Bobbretta Brewton, 3817 Merced, Des Moines, provided comments that included serving on the naming committee.
3. Pam Stewart, 2805 Virginia Place, Des Moines, spoke in support of the project and the renaming.
4. Jim Patch, 2803 Stanton, Des Moines, expressed concern that projects include a safe room in the event of a tornado.
5. Rhonda Cason, 1819 Jefferson, Des Moines, thanked the board for the investment in the neighborhood and for listening to the community.

The playground will be fenced and within the area of exterior lighting. There is opportunity for expansion of the building. The preschool rooms contain just over 1,000 square feet for 20 students per room. Some scaling of features has been incorporated for the preschoolers. Since it is a special use building, Mr. Jongewaard suggested exterior windows be a little shorter for the preschool side.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.

Item No. 24**Page 1 of 1****Subject: CASADY EDUCATION CENTER – GENERAL CONSTRUCTION****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

(harold.good@dmschools.org; 242-8321)

Issue: Approval of the plans and specifications for the general construction package for the Casady Education Center. Publication for the public hearing was included in The Des Moines Register on June 24, 2013.

Superintendent's Recommendation: The superintendent recommends that the board approve the plans and specifications prepared by Wells + associates for the general construction package for the Casady Education Center.

Presenters: None. Bill Good will be present to answer any questions.

Background: This project constructs a new facility that will house the MAC program as well as a preschool center. Multi-purpose rooms for these programs will also be available for community use.

A copy of the plans and specifications are available for review at the district's Operations Center, 1917 Dean Avenue.

Funding: Statewide Penny (Students First Program)

Minutes

The public hearing was opened at 6:37 p.m. There were no speakers, and the public hearing was closed.

Ms. Boesen moved approval of the superintendent's recommendation, seconded by Ms. Caldwell-Johnson.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.

Item No. 25**Page 1 of 2**

Subject: RESOLUTION TO HOLD A PUBLIC HEARING FOR THE TRANSFER OF PROPERTY LOCATED AT 1349 WASHINGTON TO THE CITY OF DES MOINES

For: ACTION

Presentation: None

Contact: Bill Good

(harold.good@dmschools.org; 242-8321)

Attachment: None

Issue: Set a date for the public hearing for the sale of the partially rehabilitated East High School Remodeling Program house at 1349 Washington.

Superintendent's Recommendation: The superintendent recommends that the board approve the resolution to hold a public hearing on the transfer of the house at 1349 Washington by special warranty deed to the city of Des Moines for \$1.00.

Presenters: None. Bill Good and Mary Neiderbach, city of Des Moines senior city planner, will be present to answer any questions.

Background: This is a home remodeling program project that was planned approximately two years ago between the Des Moines Public School (DMPS) and the city of Des Moines which provided the Community Development Block Grant (CDBG) funds for materials. Combining the two DMPS home remodeling classes has left an unfinished single family house at 1349 Washington. It was determined after several meetings between city and DMPS staff that Central Campus students would not be able to work on the house. The recommendation is for DMPS to transfer the house by special warranty deed to the city of Des Moines as the house still has the federal requirements associated with the CDBG Program.

Minutes

The public hearing was opened at 6:38 p.m.

Mary Neiderbach, Community Development Department for the city of Des Moines, stated the city and the school district have had a program for at least 30 years that repaired houses throughout the community. With the transfer of this house to the city, the program will end. Funding is not only declining, but the requirements are increasing. The time frame to expend the funds has been reduced to two years which is not possible for the district to meet.

Ms. Caldwell-Johnson mentioned the DMACC home building program, which is a three-year program, and the possibility of a partnership with the district. Ben Malloy, Central Campus home building instructor, stated the students in his class receive DMACC

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credit, but scheduling DMPS and DMACC students together is very difficult. The home building program still exists and he will take that over; the home remodeling program will end. Federal funding and lead paint issues are a couple of the obstacles that have arisen. Students will have the opportunity to build a new house rather than remodel an existing house.

Mr. Jongewaard thanked Mr. Malloy and Ms. Neiderbach for their work over the years.

Mr. Jongewaard moved the recommendation to transfer by special warranty deed the property at 1349 Washington to the city of Des Moines for \$1, seconded by Ms. Elsbernd.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.

Item No. 26**Page 1 of 2****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.4—ASSET PROTECTION****For: ACTION****Contact: Thomas Harper**

(thomas.harper@dmschools.org/242-7745)

Attachment: 13-044

Issue: Board Governance Policy 3.4 – Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires an annual monitoring report on Management Limitation 2.4 – Asset Protection.

Superintendent's Recommendation: The superintendent recommends that the board receive, discuss and take action on the annual monitoring report for Management Limitation 2.4 – Asset Protection.

Background: Management Limitation 2.4 – Asset Protection is included as Attachment 13–044. This report covers the fiscal year 2013 which goes from July 1, 2012 to June 30, 2013, unless otherwise stated.

Management Limitation 2.4 states: The Superintendent shall not allow district assets to be unprotected, inadequately maintained, inadequately or inappropriately used or unnecessarily risked.

Accordingly, the Superintendent shall not:

1. Allow there to be inadequate insurance to protect the district's assets, including but not limited to coverage for theft, casualty, institutional liability, board and officer liability, and employee theft and dishonesty.
2. Fail to employ risk management practices to minimize exposure of the district, its board or staff to claims of liability.
3. Incur indebtedness (i.e. anticipatory warrants, general obligations or revenue bonds, and capital loan notes).
4. Subject facilities and equipment to improper wear and tear or insufficient maintenance.
5. Allow any purchase where there exists a real conflict of interest or the appearance of a conflict of interest.
6. Fail to protect district owned intellectual property, information and files from loss or significant damage or theft.
7. Receive, process or disburse funds under controls insufficient to meet the Board-appointed auditor's standards (as set forth in Management Letter and/or other correspondence) or compromise the independence of the Board's audit.
8. Endanger the district's public image, its credibility, or its ability to accomplish Ends.

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Mr. Harper stated a full-blown textbook inventory was conducted. A full appraisal and inventory of all assets over \$5,000 and items not capitalized is in progress which could affect property and casualty insurance.

Ms. Boesen moved acceptance of the report on asset protection, seconded by Mr. Howard.

Mr. Howard felt the section on property coverages is very interesting, particularly damage to vehicles and coverage and feels all employees should know the information.

With no other comments or discussion, the chair called for the vote.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.

Item No. 27**Page 1 of 3****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.2:
Treatment of Faculty/Staff****For: DISCUSSION/ACTION****Presentation: Verbal****Contact: Anne Sullivan**
(anne.sullivan@dmschools.org; 242-7972)**Attachment: 13-045**

Issue: Board Governance Policy 3.4 — Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires an annual monitoring report on Management Limitation 2.2 — Treatment of Faculty/Staff.

Superintendent's Recommendation: The superintendent recommends that the board receive, discuss, and take action on the annual monitoring report for Management Limitation 2.2 — Treatment of Faculty/Staff.

Background: The board adopted Policy Governance on November 21, 2007, which included a schedule of monitoring reports. The Management Limitation 2.2 — Treatment of Faculty/Staff report is included as Attachment 13-045.

Management Limitation 2.2 states: With respect to the treatment of employees, the superintendent shall not cause or allow conditions that are unsafe, unfair, unhealthy, or unprofessional.

Accordingly, pertaining to staff, the superintendent shall not:

1. Operate without a written personnel manual, approval by legal counsel, which clarifies personnel rules for employees, provides for effective and timely handling of complaints and grievances, and protects against wrongful conditions.
2. Retaliate against an employee for reporting to management or to the board of directors acts or omissions by personnel, management or the board of directors that the employee believes, in good faith and based on credible information, constitutes a violation of state or federal law or a governing policy of the board.
3. Prevent staff from appealing a complaint to the board when (1) all internal complaint procedures have been exhausted and (2) the employee provides a substantive and credible allegation that board policy has been violated. This policy does not apply to grievances as contemplated under the respective collective bargaining agreements governing the Des Moines Education Association union and the American Federation of State, County, and Municipal Employees union as grievances under those contracts follow contractual provision and state law.
4. Fail to acquaint staff with this policy, and the superintendent's interpretations of their protections under this policy.

Minutes

The report addresses working conditions for staff as well as operating with transparency and accountability.

As a result of the 2013 legislative session, all school districts must perform a background check on all veteran staff between July 1, 2013, and July 1, 2014, with a recheck every five years. Ms. Sullivan is working with ISFIS for a procedure. A board policy will be coming to the board to address the new practices for background checks. Mr. Ahart commented it will involve a considerable, ongoing expense to the district that is not covered by state funding. The law changed a few years ago requiring all teachers new to the profession be fingerprinted.

Ms. Caldwell-Johnson found it helpful last year to have a breakdown on investigations and would like to see that included again. Also included last year were results of exit surveys and a section on staff perceptions. Mr. Ahart stated data on exit surveys does not exist for last year, but it will be included next year. The Keys Survey was used for the previous report, and he will investigate another tool that is less cumbersome; designed specifically to measure staff perception; can be given on a regular basis; and provides actionable, reliable data. Ms. Sullivan is working with Human Resources' IT staff to create an online exit survey and will include data on founded and unfounded reports next year.

Ms. Caldwell-Johnson also brought up previous discussion of a really active, fully invested, labor-relations committee to address resolving grievances at a much lower level. Mr. Ahart started working on this and feels with more staff, progress will be made.

Mr. Howard wondered if it would help to break down and see where grievances are heading—specifically about bullying—to be discussed prior to next year's report.

Mr. Jongewaard felt it would be good know the duration of investigations. The board may want to consider an office of an ombudsman as a place where staff or the public could go with questions or where parents or students could get independent research, knowing they would be handled in a confidential manner. Mr. Ahart stated that in working with the internal auditor, a process is being set up for people to anonymously make reports on many issues, not just treatment of staff issues, and hopes to come to the board with something perhaps this fall.

Per discussion, Mr. Ahart felt an October time frame would be good for the board to review the data they would like to see in order to provide adequate time to gather data on a full year.

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Ms. Elsbernd moved acceptance of the monitoring report on the treatment of faculty and staff, seconded by Mr. Howard.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Nay: None

Motion carried 7-0.