

**DES MOINES PUBLIC SCHOOLS  
REGULAR SCHOOL BOARD MEETING  
AND WORK SESSION  
MULTI-PURPOSE ROOM  
1800 GRAND  
MINUTES  
JANUARY 21, 2014**

*Note: Technical difficulties prevented video recording and airing on DMPS TV. An audio recording was made.*

**PUBLIC FORUM — 5:48 P.M. – 5:49 P.M.**

1. The public forum was called to order on Tuesday, January 21, 2014, in the multi-purpose room at 1800 Grand Avenue, Cindy Elsbernd presiding.
2. Present: Barron, Cheatom, Elsbernd, Howard, Sweeney  
Absent: Boesen, Caldwell-Johnson  
Speaker: None

**REGULAR MEETING — 6:00 P.M.**

3. Ms. Elsbernd called the January 21, 2014, meeting of the Des Moines Public Schools Board of Directors to order.
4. Present: Barron, Caldwell-Johnson, Cheatom, Elsbernd, Howard, Sweeney  
Connected by phone: Boesen

**APPROVAL OF AGENDA — 6:00 P.M.**

5. Mr. Barron moved approval of the agenda with items 19, 20 and 21 moved to the February 4, 2014, meeting and item 17 pulled for separate discussion; seconded by Ms. Caldwell-Johnson.

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

**APPROVAL OF MINUTES — 6:01 P.M.**

6. Mr. Sweeney moved approval of the minutes for January 7, 2014; seconded by Ms. Caldwell-Johnson.

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

**CONSENT ITEMS — 6:02 P.M.**

7. Architect Payments .....1
8. Construction Payments .....2

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9. Award of Bid #B6786 Brody Middle School Roof Replacement.....	4
10. Award of Bid No.B6882—Window Replacement at Hiatt Middle School.....	5
11. Final Acceptance of Elevator Addition Lincoln RAILS Academy at Kurtz.....	6
12. Final Acceptance of Bid No. B6640 Pleasant Hill—Addition and Renovation .....	7
13. Award of Bid #B6813 Greenwood Elementary School Masonry Restoration.....	8
14. Resolution to hold a Public Hearing in Reference to the Transfer of Property Located at 1414 Fremont St. near East High School Stadium. ....	9
15. Site-Based Review Council for Teacher Leadership and Compensation (TLC) Application.....	10
16. Late Request for Open Enrollment Under the Iowa Open Enrollment Law .....	11
17. Personnel Recommendations— <b><i>minutes for this item found on page</i></b> .....	12
18. List of Bills for Approval .....	17

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## Minutes

Ms. Caldwell-Johnson moved that the board approve consent items 7-16 and 18 including the payment of bills previously authorized and certified by the secretary in the amount of \$1,115,832.40 and unpaid bills in the amount of \$2,751,380.40; seconded by Pastor Cheatom.

Aye: Barron, Boesen, Caldwell-Johnson, Cheatom, Elsbernd, Howard, Sweeney

Nay: None

Motion passed 7-0.

Following discussion on Item 17, the superintendent introduced Melvin Green, Jr., the new director of Custodial Services, to the board. Mr. Green provided many years of excellent leadership service to the district, most recently as the vice principal and athletic director at Hoover. He resigned for greener pastures and found the greener pastures are right here. It's going to be an excellent fit.

Ms. Boesen disconnected from the meeting at this time.

## Other — 6:05 P.M. (*THESE ITEMS MOVED TO FEBRUARY 4, 2014, DUE TO TECHNICAL PROBLEMS.*)

19. Series 500 Policies .....	18
20. Communications Presentation .....	19
21. English Language Learners Program .....	20

## ITEMS OF PRIVILEGE — 6:40 P.M.

### 22. Chair's Report

Ms. Elsbernd reminded the other directors that the Live Healthy Iowa, 10-week fitness challenge for 2014 takes place January 27 through April 4, and registration can be done until January 26. She invited the other members to join the team as has the district's wellness coordinator.

### 23. Superintendent's Report

Nothing additional.

Ms. Caldwell-Johnson stated she participated in a variety of King Day activities and could not have been more proud than having participated in the YMCA career breakfast where East High Basketball Coach Jamel Crawford was recognized as a Making a Difference award winner, and the Roosevelt High School Bridges to Harmony group sang four fabulous songs and wowed the crowd. It made her heart sing to be there; to be a member of this board; and to see our coaches, adults, and kids doing wonderful things.

Mr. Howard reported that if anyone has been to an Iowa Wild hockey game this year, there have been numerous Des Moines students sing the Star-Spangled Banner and other patriotic songs. They represent the district well and conduct themselves admirably.

**ADJOURN — 6:43 P.M.**

**WORK SESSION — 7:00 – 7:55 P.M.**

An ad hoc committee of the board met in the multipurpose room at 1800 Grand Avenue and discussed the goals and purpose of the early retirement plan. The next meeting date will be set later.

Present: Cheatom, Howard & Sweeney

Absent: Boesen

District Staff Participating: Ahart, Harper and McKay



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Item No. 7

Page 1 of 1

Subject: ARCHITECT PAYMENTS

For: ACTION

Contact: Bill Good

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

Attachments: None

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**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>
<b><u>Wells + associates</u></b>				
Casady Education Center Architect App. 10 (SWP)	78 %	\$390,380.00	\$297,059.59	\$9,296.40
<b><u>OPN Architects</u></b>				
Merrill Middle School Architect App. 8 (SWP)	69%	\$94,040.00	\$53,992.54	\$11,554.66
<b><u>KCL Engineering</u></b>				
Prospect Support Facility Architect App 14 (SWP)	96%	\$106,568.00	\$101,676.00	\$992.00
<b><u>Alvine Engineering</u></b>				
North High School HVAC Architect App. 2 (SWP)	37%	\$78,000.00	\$22,120.80	\$6,739.20
<b><u>RDG Planning and Design</u></b>				
Park Avenue Elementary Architect App. 16 (SWP)	95%	\$96,250.00	\$89,854.38	\$1,188.51
Pleasant Hill Elementary Architect App. 17 (SWP)	94%	\$342,000.00	\$313,025.76	\$7,086.24
Central Campus Phase 4 Architect App. 02 (SWP)	19%	\$463,175.00	\$38,211.94	\$48,633.37
<b>TOTAL</b>				<b>\$85,490.38</b>

**Presenters:** None**Background:** None**Contact:** Bill Good

Item No. 8

Page 1 of 2

Subject: CONSTRUCTION PAYMENTS

For: ACTION

Contact: Bill Good

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

Attachments: 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>
<b><u>Lang Construction</u></b>				
Findley Elementary Addition (SWP) GC App. 11	95%	\$4,717,818.00	\$4,474,082.98	\$7,844.01
<b><u>Dean Snyder</u></b>				
Hoyt Middle School Addition / Ren. (SWP) GC App. 10 Sealed Bid No. B6658	95%	\$7,921,624.00	\$7,487,086.80	\$38,456.00
Lincoln RAILS Renovation (SWP) GC App. 1 Sealed Bid No. B6808	4%	\$6,730,584.00	\$0.00	\$276,421.50
<b><u>Two Rivers Group</u></b>				
Prospect Facility App. 8 (SWP) Sealed Bid No. B6706	95%	\$2,523,354.58	\$2,300,032.30	\$93,049.60
<b><u>Koester Construction</u></b>				
Hoover Doors / Entry GC App. 1 (SWP) Sealed Bid No. B6796	37%	\$155,841.00	\$0.00	\$57,333.45
<b><u>Rochon Corp.</u></b>				
Casady Educ. Center GC App. 3 Sealed Bid No. B6776	24%	\$7,682,266.00	\$1,129,469.85	\$744,556.36

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**Edge Commercial**

Pleasant Hill School Addition (SWP) GC App. 11 Sealed Bid No. B6640	95%	\$4,130,518.00	\$3,907,199.90	\$16,792.20
Print Shop GC App. 3 Sealed Bid No. B6787	59%	\$513,732.00	\$182,831.30	\$119,413.10
Kurtz Elevator Addition (SWP) GC App. 8 Sealed Bid No. B6688	95%	\$251,981.00	\$238,617.20	\$764.75

**TOTAL \$1,354,630.97****Presenters:** None**Background:** None**Contact:** Bill Good

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**Item No. 9****Page 1 of 1****Subject: AWARD OF BID # B6786 BRODY MIDDLE SCHOOL ROOF REPLACEMENT****For: ACTION****Contact: Bill Good**

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

**Attachments: None**

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**Issue:** Award of contract to remove and replace deteriorated roofing.**Superintendent's Recommendation:** The superintendent recommends the contract be awarded to the lowest responsive/responsible bidder: Central States Roofing, Ames, Iowa, in the amount of \$419,000.**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 June 10, 2014. The project came before the board on December 10, 2013, for public hearing and action.

- **Base Bid:** Remove deteriorated insulation and roofing. Replace with new insulation and T.P.O. (Thermo Plastic Olefin) membrane.

The district received 4 bids on January 7, 2014. The results are as follows:

<b>Bidder</b>	<b>Base Bid</b>
Central States Roofing - Ames, IA	\$419,000
Jim Giese Roofing - Dubuque, IA	\$453,200
JR Roofing - Cleghorn, IA	\$440,000
McKinnis Roofing - Blair, NE	\$525,000

**Funding Source:** Physical Plant and Equipment Levy (PPEL)



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**Item No. 10****Page 1 of 1****Subject: AWARD OF BID NO. B6882 - WINDOW REPLACEMENT AT HIATT MIDDLE SCHOOL****For: ACTION****Contact: Bill Good**

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

**Attachments: None**

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**Issue:** Award of contract for the window replacement project for Hiatt Middle School.**Superintendent's Recommendation:** The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/responsible bidder Swanson Glass Inc. in the amount of \$599,700.00.**Presenters:** None, Bill Good will be present to answer any questions.**Background:** This is a project under the statewide penny funding. The work at Hiatt consists of:

- **Base Bid:** Replacement of exterior windows

The district received bids on January 14, 2014. The results are as follows:

<b>Bidder</b>	<b>Base Bid</b>
REEP, Inc. Baxter, IA	\$650,507
Swanson Glass DM, IA	\$599,700
Wilson Group Greenwood, MO	\$612,000
Strong Tower DBA Koch Corp. Louisville, KY	\$747,759

**Funding Source:** Statewide Penny (Students First Program)

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**Item No. 11****Page 1 of 1****Subject: FINAL ACCEPTANCE OF ELEVATOR ADDITION LINCOLN RAILS  
ACADEMY AT KURTZ****For: ACTION****Contact: Bill Good**  
(harold.good@dmschools.org: 242-8321)**Attachments: None**

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**Superintendent's Recommendation:** The superintendent recommends the board give final acceptance to the project listed below and approve final payment to the contractor listed, subject to the conditions and in accordance with the provisions of Chapters 26 and 573 of the Code of Iowa.

SCHOOL: Lincoln Rails Academy at Kurtz

PROJECT: Elevator Addition

CONTRACTOR: Edge Commercial LLC

CONTRACTED AMOUNT: \$251,981.00

CONTRACT BALANCE: \$12,599.05

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**Item No. 12****Page 1 of 1****Subject: FINAL ACCEPTANCE OF BID NO. B6640 PLEASANT HILL—ADDITION  
AND RENOVATION****For: ACTION****Contact: Bill Good**

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

**Attachments: None**

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**Superintendent's Recommendation:** The superintendent recommends the board give final acceptance to the project listed below and approve final payment to the contractor listed, subject to the conditions and in accordance with the provisions of Chapters 26 and 573 of the Code of Iowa.

SCHOOL: Pleasant Hill Elementary School

PROJECT: Addition and Renovation

CONTRACTOR: Edge Commercial LLC

CONTRACTED AMOUNT: \$4,130,518.00

CONTRACT BALANCE: \$206,525.90

Item No. 13

Page 1 of 1

**Subject: AWARD OF BID # B6813 GREENWOOD ELEMENTARY SCHOOL  
MASONRY RESTORATION**

**For: ACTION**

**Contact: Bill Good**

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

**Attachments: None**

**Issue:** Award of contract to repair exterior masonry deterioration for Greenwood Elementary School.

**Superintendent's Recommendation:** The superintendent recommends the contract for the base bid and alternates 1, 2 and 3 be awarded to the lowest responsive/responsible bidder Bi-State Masonry, Rock Island, IL in the amount of \$230,792.

**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 April 1, 2014. The project came before the board on December 10, 2013, for public hearing and action.

- **Base Bid:** Remove deteriorated brick, mortar and lintels; replace with new on north, south and east elevations of 1901 building.
- **Alternate No. 1:** Repair deteriorated step front of 1901 building.
- **Alternate No. 2:** Remove deteriorated brick, mortar and lintels; replace with new on south and east elevations of 1926 building.
- **Alternate No. 3:** Remove deteriorated brick and mortar, replace with new on north and west elevations of 1926 building.

The district received 6 bids on January 7, 2014. The results are as follows:

Bidder	Base Bid	Alter. No. 1	Alter. No. 2	Alter. No. 3	Total with Alternates
Bi-State Masonry, Inc. Rock Island, IL	\$172,822.00	\$3,500.00	\$19,270.00	\$35,200.00	\$230,792.00
Building Restoration Roseville, MN	\$196,100.00	\$10,460.00	\$26,170.00	\$44,661.00	\$277,391.00
Mid-Continental Restoration Fort Scott, KS	\$182,000.00	\$5,980.00	\$49,000.00	\$35,200.00	\$272,180.00
Renaissance Restoration Galena, IL	\$263,500.00	\$9,000.00	\$14,300.00	\$28,500.00	\$315,300.00
E&H Restoration Davenport, IA	\$271,993.00	\$12,410.00	\$30,479.00	\$55,957.00	\$370,836.00
MTS Contracting Kansas City, MO	\$277,880.00	\$10,250.00	\$41,500.00	\$59,000.00	\$388,630.00

**Funding Source:** Physical Plant and Equipment Levy

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**Item No. 14****Page 1 of 1**

**Subject: RESOLUTION TO HOLD A PUBLIC HEARING IN REFERENCE TO THE TRANSFER OF PROPERTY LOCATED AT 1414 FREMONT ST. NEAR EAST HIGH SCHOOL STADIUM**

**For: ACTION**

**Presentation: None**

**Contact: Bill Good**

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

**Attachments: None**

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**Issue:** An offer to trade real estate at 1414 Fremont St. owned by the school district and described as follows in trade for property located at 1436 Fremont St. which is a more desirable lot to the school district.

W ½ Lot 3 Block 33 Stewarts Addition locally known as 1414 Fremont Street, Des Moines Iowa 50316.

**Superintendent's Recommendation:** The superintendent recommends that the board approve a resolution to hold a public hearing for the purpose of selling/trading the lot at 1414 Fremont St. for the lot at 1436 Fremont St.

**Background:** The buyer of property at the corner of E. 14<sup>th</sup> and University would like to purchase the current property owned by the district and known as 1414 Fremont St. The property transaction would be contingent upon the buyer also purchasing property for trade at 1436 Fremont St. and that is currently surrounded by district-owned property.

#### **RESOLUTION**

**WHEREAS**, the Board of Directors of the Des Moines Independent Community School District (the "District") has received a proposal to trade certain of its property to University Group, LLC in trade for property at 1436 Fremont. The area subject to the sale is located on north of Williams Stadium, East High School area, Des Moines, Iowa 50315 and is legally described as follows:

W ½ Lot 3 Block 33 Stewarts Addition locally known as 1414 Fremont Street, Des Moines Iowa 50316.

Said tract of land subject to all easements of record.

**WHEREAS**, it is appropriate to publish a Notice of the proposed sale and of the hearing and to receive and consider objections and petitions.

**NOW, THEREFORE, BE IT RESOLVED** by the Board of Directors of the Des Moines Independent Community School District:

Section 1. That this Board shall set a public hearing on the proposed sale for February 4, 2014 at 6 o'clock p.m. in the Des Moines Independent Community School District Board Room, 1800 Grand Avenue, Des Moines, Iowa 50309.

Section 2. That the Secretary is authorized and directed to prepare, publish, and distribute the Notice of Hearing.

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**Item No. 15****Page 1 of 1****Subject: SITE-BASED REVIEW COUNCIL FOR TEACHER LEADERSHIP AND  
COMPENSATION (TLC) APPLICATION****For: ACTION****Presentation: None****Contact: Holly Crandell****Attachment: None**

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

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**Issue:** The Department of Education's guidance on the Iowa Teacher Leadership and Compensation System grant application stipulates that the school board shall appoint a site-based review council for the district's attendance centers. The council shall accept and review applications submitted to the school's or to the school district's administration for assignment or reassignment in a teacher leadership role, and shall make recommendations regarding the applications to the superintendent of the school district. Currently, DMPS has a standing committee (EQPD) comprised of teachers and administrators that provides oversight for legislation relative to Iowa Code Section 284. It would be a logical choice to appoint this existing committee to serve as the designated site-based review council for the purposes of the TLC application.

**Superintendent's Recommendation:** The superintendent recommends the board appoint the existing EQPD committee to serve as the site-based review council for the purposes of the TLC grant application.

**Presenters:** None

**Background:** This functionality is required by the DE in order for the grant application to receive consideration.

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**Item No. 16****Page 1 of 1****Subject: LATE REQUEST FOR OPEN ENROLLMENT UNDER THE IOWA OPEN ENROLLMENT LAW****For: ACTION****Presentation: None****Contact: Susie Tallman****Attachment: None**

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

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**Issue:** Late request for open enrollment for the 2013-2014 school year.**Presenters:** none

**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 student's needs. Additional confidential information has been provided to the board members.

**Superintendent's Recommendation:** The superintendent recommends the board deny this application.

<b>Student Name</b>	<b>Grade</b>	<b>Requested District</b>
Annicchiarico, Cody	10	Urbandale

Item No. 17 REVISION #2 (1/20/14)

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Subject: PERSONNEL RECOMMENDATIONS

For: ACTION

Presentation: None

Contact: Anne Sullivan

Attachment: None

(anne.sullivan@dmschools.org/242-7763)

**Superintendent's Recommendation:** The superintendent recommends the board approve the following personnel recommendations:

**RESIGNATION**

Name	School, Position	Effective Date
Anderson, Sara	Student Services, Special Education Consultant	1/10/2014
Hunt, Cheri	Leave of Absence	1/13/2014
Opel, Shirley	McCombs, Language Arts	1/16/2014
Sellers, Christopher	Hoover, Academic Support Lab	1/19/2014

**EARLY RETIREMENTS** (effective date for all early retirements will be the last day for the 2013-14 school year)

Name	School	Position
Ginther, Ann	East HS	Multicat
Sonntag, Kathleen	Windsor	In Class Math

**EARLY RETIREMENTS** (effective date for all early retirements will be the last day for the 2014-15 school year)

	Name	School	Position
85.	Graham, Kay	Smouse	BD
86.	Grandanette, Joseph	Windsor	Phys Ed
87.	Horn, Sarah	Capitol View	2nd Grade
88.	Johnson, Camille	Hillis	Multicat
89.	Maass, Karen	Stdnt Svc Wt	Phys Therapist
90.	Murillo, Janet	Hoover HS	Visual Arts
91.	Paulsen, Mary	Studebaker	Kindergarten
92.	Parrish, Terry	Meredith MS	Lang Arts
93.	Rodriguez, Linda	North HS	Spanish
94.	Van De Pol, Carol	Howe	Nurse

**ADMINISTRATOR APPOINTMENTS** (17-month contracts; effective Feb. 1, 2014; 2013-2014 & 2014-2015 school years)

Holly Crandell	Executive Director of Curriculum, Instruction & Assessment	\$190,837.75
Shelly Bosovich	Executive Director of Student & Family Services	\$190,837.75
Susie Tallman	Executive Director of Elementary Schools	\$190,837.75
Tim Schott	Executive Director of Secondary Schools	\$190,837.75
Bill Good	Chief Operations Officer	\$250,033.67
Thomas Harper	Chief Financial Officer	\$260,847.03
Sherri Amos	Morris	\$140,891.20
Marsha Kerper	Capitol View	\$154,989.26
Jaynette Rittman	Edmunds	\$154,989.26

**ADMINISTRATOR APPOINTMENTS**

Name	Position	Amount	Effective Date
Green, Jr., Melvin	Director of Custodial Services	\$99,457.00	1/22/2014

Education: Master's Degree in Education Administration, Iowa State University, 2002. Bachelor's Degree in Secondary Education, Grand View College, 1994. Experience: Vice Principal and Activities Director at Hoover High School, 2003-2013. High School and Middle School Teacher, DMPS 1995 – 2003. DMPS Coach 1985 – 2006. Address: Des Moines, Iowa.



**Minutes**

Ms. Caldwell-Johnson moved the item for approval for purpose of discussion; seconded by Ms. Boesen.

Pastor Cheatom stated he would like to pull the administrator appointments section, excluding the appointment of Melvin Green, Jr., and would like more information on salaries for other districts across the country. Mr. Ahart stated that had been included with the Fox Lawson report, but would provide it again.

Ms. Caldwell-Johnson stated that she did not see a salary for the chief academic officer which is on the same tier of the organizational chart as several others. Mr. Ahart stated that with no one in the position, there was no salary to adjust and confirmed it would fall under the same salary range of \$122,000 - \$208,000 with the exact salary dependent upon several factors.

Ms. Caldwell-Johnson commented that seeing all recommendations would put this portion into context and be helpful for rationale and understanding and wasn't sure why these were being acted on first.

Mr. Ahart stated the district is not moving ahead with these first—they are the ones that require board approval.

Mrs. Caldwell-Johnson thought there was a tacit understanding that the board would receive information not only on increases, but also on those red-circled or staying flat.

Mr. Ahart did not realize the board wanted a person-by-person list, but it is easy to provide.

Ms. Boesen only expected to see who was going to be changed. There was a certain group of about 130 and these are the contract ones that the board has to approve. She never thought she would see everybody, knew there were enough funds available, and knew funding was less than anticipated.

Ms. Caldwell-Johnson stated the study was done to obtain a good sense of what was happening organizationally with salaries and to determine if the district had internal and external comparability. Receiving this piece for approval is fine, but she wants to see how it all fits together.

Mr. Ahart thought that had been shared with the Fox Lawson report; reviewing all employee groups and explaining which ones were in balance or not.

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Ms. Caldwell-Johnson stated it identified groups, not individuals. This information identifies individuals and she wants to understand how other positions are impacted. A really good explanation for principal salary adjustments based on four factors—enrollment size, percentage of free or reduced lunch, percentage of ELL and tier status—was provided. How will this be used over the long term as these factors change at individual schools?

Mr. Ahart explained that the factors were applied to buildings with a vacancy in order to find the most effective person for that building. The district is hoping to have the ability to modify pay when asking people to take on a more challenging role; otherwise, a more challenging role will only bring potential risk. Salary for a new employee hired for such a position would depend on their experience, background, etc. To ensure a building with a particular concern has an effective leader, current talent would be considered first. A person from outside wouldn't necessarily be brought in at the minimum level. There are additional factors that determine someone's salary beside the four factors that delineate the building. While Morris is not a tier 4 school, the principal was moved to a building about twice the size of her previous assignment.

Mr. Ahart continued that delaying action tonight would change the effective date to March 1 as they were cautioned not to implement them retroactively. Originally, the change was to be implemented at the beginning of the fiscal year and people have been patient.

Mr. Barron applauds putting resources toward more challenging educational environments as it shows the community we value the kids in those buildings and are trying to staff them with the best educational leaders.

Mr. Sweeney believed the board would see the full list and understands it will be provided. He also feels the board should discuss the total package, including TSAs. According to the Fox Lawson report, everyone should be treated fairly, not only in a pay structure, but also in a benefits structure and would like the opportunity for the board to discuss both.

Mr. Ahart responded that the majority of the staff are covered by bargaining units and do not go into negotiations until a year from now. The directive over a year ago was to align salaries with internal equity and external competitiveness. If we want to broaden the discussion, another time might be better because we didn't put it on the agenda. It's something we're more than happy to talk about, and there is a history behind it.

Ms. Boesen thought the purpose of the Fox Lawson study was to give the administration guidance to level the salaries. One of the goals as a board was to be equitable and make sure all employees are fairly compensated for the work they're doing. The amounts for the ranges were provided, and there are a lot of other employees that will be adjusted.

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She wants to make sure she's clear on what we've charged them to do and that we are following through with what we said we would do a year ago. We really are trying to make sure that ALL employees are fairly compensated—not that we would go through every salary range.

Mr. Howard agreed that this board and the previous board wanted to be fair, competitive, etc. with employees which is why the Fox Lawson study was approved. We charged administration to take the findings and bring back the changes needed and we can decide whether or not to approve them. He expressed caution that the report not be handled as in the past and be filed away on a shelf before changes are made.

Pastor Cheatom explained that when he looks at graduation rates, the district is still in the 70s (percentage range) which is average. It is hard for him to give raises when kids can't carry books home from school. When we talk about having a product and a commodity that is average, he can't do it. That's going to be his vote every time. Until the district has a stronger graduation rate, he can't do it.

Ms. Caldwell-Johnson clarified that her comments were about the process for implementing the results of the recommendations from the Fox Lawson study. She is an advocate for the whole notion around equity and pay fairness and compensating people within this organization that not only allows us to recruit and retain the best, but to also do what is right for the kids. Regarding the action this evening, she has no problem approving resignations, both sections of early retirements and the appointment of Mel Green. The part that she is not able to support tonight because it isn't in its full context is the administrator appointments. That does not mean that she's not in favor of any and everybody on this list getting some sort of adjustment, but she needs to know how it fits with the other actions that are going to be taking place as a result of investing a quarter of a million dollars, or there about, in the Fox Lawson study.

Mr. Harper stated the study cost \$150,000 which included a classification system, the compensation study, and a new evaluation system that goes along with it.

Mr. Howard apologized if Ms. Caldwell-Johnson felt he was referring to her. He's seen things have a tendency to be put away and die a natural death, and this is too important to have that happen.

Ms. Caldwell-Johnson moved an amendment to the motion to take action on the resignations, the early retirements—both sections, and the administrator appointment of Mel Green and take up the administrator appointments that deal with the salary increases separately. Pastor Cheatom seconded the amendment.

Roll call vote:

Aye: Cheatom, Caldwell-Johnson, Sweeney

Nay: Barron, Boesen, Elsbernd, Howard

Motion on the amendment failed 3-4.

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Mr. Ahart clarified that adjustments for other groups are not typically presented in this format to the board. The board is required to act on 279-related contracts, such as teachers and administrators, which are done regularly when negotiated settlements are approved. Adjustments to the other  $\pm 130$  pay rates will be shared, but do not require board action. These are the only ones that do.

Chair Elsbernd called for a vote on the original motion to approve the superintendent's recommendation for item 17, personnel recommendations.

Roll call vote:

Aye: Barron, Boesen, Elsbernd, Howard

Nay: Cheatom, Caldwell-Johnson<sup>(1)</sup>, Sweeney<sup>(2)</sup>

Motion passed 4-3.

<sup>(1)</sup>Ms. Caldwell-Johnson clarified her descending vote by saying that it is not a no to all of the actions, but rather a no to a process on one of the actions proposed.

<sup>(2)</sup>Mr. Sweeney would like to have answers to questions on the table before an actual vote is taken, and he is not against any of these. If this had been a separate agenda item, it would have allowed for discussion at this meeting with action taken at the next meeting. Receiving it yesterday – or Friday – with questions still tonight, feels like being on a one-lane road and a disservice.

Ms. Elsbernd provided a friendly reminder that personnel recommendations are a consent item, prior discussion on the Fox Lawson study was held—without specifics—and questions did not arise until this afternoon, which could potentially have been taken care of ahead of time.

Mr. Sweeney feels the process sometimes forces action and while it's not the salary that he's concerned about, it's the questions about the process which gives the board a dysfunctional appearance. Even if he had come up with his questions before this morning, he feels they should be presented at the public table.

Ms. Elsbernd stated that when questions arise ahead of time, they are brought to the public table. There should be no misconception of any attempt to keep anything outside of the public purview. Her friendly reminder related to recent work sessions and discussion on the idea of operating and preparation agreements.

Mr. Sweeney then voted no on the motion.

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**Item No. 18**

**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**

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**Issue:** A list of previously paid and unpaid bills will be reviewed by one of the directors prior to the meeting who may randomly or specifically select various entries for detailed review with Business and Finance staff. Such director will make a motion for action to be taken by the board at the meeting.

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**Item No.** 19 *(Item moved to Feb. 4, 2014, meeting.)*

**Page 1 of 1**

**Subject:** SERIES 500 POLICIES

**For:** DISCUSSION

**Presentation:** PowerPoint

**Contact:** Patricia Lantz

**Attachment:** 14-001

(patricia.lantz@dmschools.org/242-8398)

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**Issue:** The policies under the 500 series, "Student Personnel," have been updated.

**Superintendent's Recommendation:** The superintendent recommends the board review the newly revised policies.

**Presenters:** Kregg Cuellar, Tim Schott, Patricia Lantz

**Background:** The 500 policy series was due for a review and update. The board's policy review committee met and reviewed the newly revised policies.

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**Item No.** 20 (*Item moved to Feb. 4, 2014, meeting.*)

**Page 1 of 1**

**Subject:** COMMUNICATIONS PRESENTATION

**For:** INFORMATION

**Presentation:** PowerPoint

**Contact:** Phil Roeder

**Attachment:** None

([phillip.roeder@dmschools.org](mailto:phillip.roeder@dmschools.org)/242-8153)

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**Issue:** Update on work of the Communications & Public Affairs staff.

**Superintendent's Recommendation:** The superintendent recommends the board receive a presentation on the school district's engagement efforts by its communications staff.

**Presenters:** Phil Roeder

**Background:** A part of the Board's belief statement is that DMPS will engage the community in support of public education. This presentation will review the DMPS communications staff work in this regard, and share information and data on the district's web sites, social media efforts, television programming and more.

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**Item No.** 21 (*Item moved to Feb. 4, 2014, meeting.*) **Page 1 of 1**

**Subject:** ENGLISH LANGUAGE LEARNERS PROGRAM

**For:** INFORMATION **Presentation:** PowerPoint

**Contact:** Holly Crandell/ Vinh Nguyen **Attachment:** 14-002  
(holly.crandell@dmschools.org/242-7568; vinh.nguyen@dmschools.org/242-7691)

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**Issue:** Overview of the English Language Learners Program.

**Superintendent's Recommendation:** None. The board will hear a presentation on the ELL program.

**Presenters:** Holly Crandell, Vinh Nguyen & Mary Grinstead.

**Background:** This presentation will provide an overview of DMPS English Language Learners Program including the brief history of the program, enrollment trend, entrance and exit criteria, 2012-13 program academic achievement, funding and staffing. It will also present the format for the program evaluation in the near future.