

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
AND WORK SESSION
MULTIPURPOSE ROOM
1800 GRAND
MINUTES
MAY 20, 2014**

Public Forum—5:45 P.M. – 5:53 P.M.

1. Chair Elsbernd called the public forum to order on Tuesday, May 20, 2014, in the multipurpose room at 1800 Grand Avenue.
2. Present: Barron, Boesen, Cheatom (arrived just as the first person began speaking), Elsbernd, Howard, and Sweeney
Absent: Caldwell-Johnson
Speakers: Colleen Kinney, 632 40th Street, Des Moines
Megan Brown, 626 48th Street, Des Moines
Elizabeth Saunders, 920 43rd Street, Des Moines
Andrew Rasmussen, 313 SE Sharon, Ankeny

REGULAR MEETING — 6:00 P.M.

3. Chair Elsbernd called the May 20, 2014, meeting of the Des Moines Public Schools Board of Directors to order.
4. Present: Barron, Boesen, Cheatom, Elsbernd, Howard, and Sweeney
Absent: Caldwell-Johnson

APPROVAL OF AGENDA — 6:01 P.M.

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

Mr. Sweeney requested that items 13 & 14 be removed from consent for separate action. Mr. Howard requested item 10 also be pulled for separate action.

Ms. Elsbernd called for the vote to approve the agenda with items 10, 13 and 14 pulled from consent.

Aye: Barron, Boesen, Cheatom, Elsbernd, Howard, and Sweeney

Nay: None

Motion passed 6-0.

APPROVAL OF MINUTES — 6:02 P.M.

6. Minutes for the meeting of May 6, 2014, were moved for approval by Mr. Barron, seconded by Ms. Boesen.

Aye: Barron, Boesen, Cheatom, Elsbernd, Howard, and Sweeney

Nay: None

Motion passed 6-0.

District Recognitions — 6:03 P.M.

A video honoring the district’s graduates and the teachers who have worked with them was shown. Alisa Farmer, director of High Schools, was the brainchild behind this, and Phil Roeder’s team helped in the production. http://youtu.be/a_-DuhxnxnM is the link to the video.

CONSENT ITEMS — 6:16 P.M.

7. Architect Payments	1
8. Construction Payments.....	2
9. Award of Contracts on Bid	4
10. Contracts for Approval—minutes and action recorded on page	8
11. Inventory and Distribution of Commodity Food Products	11
12. Purchase of Literacy Solution Software Licenses—Grades 6-12 Literacy	12
13. Open Enrollment Appeal Requests I—minutes and action recorded on page.....	14
14. Certified Employees Election Lists for 2014-2015 I—minutes and action recorded on page	15
15. Personnel Recommendations	16
16. List of Bills for Approval.....	18

Minutes

Mr. Howard moved that the board approve the consent items, minus items 10, 13 & 14, including the payment of bills previously authorized and certified by the secretary in the amount of \$1,715,440.69 and unpaid bills in the amount of \$4,060,198.08; seconded by Mr. Barron.

Aye: Barron, Boesen, Cheatom, Elsbernd and Howard and Sweeney
Nay: None
Motion passed 6-0.

Public Hearing — 6:19 P.M.

17. Fiscal Year 2013-2014 Budget Amendment	19
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Other — 6:24 P.M.

18. Operations—Food Service and Transportation Presentations.....	21
19. Purchase of Real Estate—2323 Grand Avenue.....	24
20. Monitoring Report for Management Limitation 2.3 - Financial Condition and Activities for the Quarter Ending March 31, 2014.....	27
21. Depository Resolution	29
22. Early Retirement	30

ITEMS OF PRIVILEGE — 9:21 P.M.

23. Chair’s Report
Ms. Elsbernd commended the middle schools team, particularly Corey Harris, on the very successful, first annual Stellar Awards held at North High School to honor

140 middle school students across the district for a wide variety of achievements. This is evidence of the high expectations we have for all students and the belief they can reach their highest potential and be supported.

She looks forward to the upcoming graduation ceremonies and the privilege to be part of such a spectacular moment in our students' lives. Congratulations to all the graduates.

24. Superintendent's Report

Dr. Ahart reported that in conjunction with the announcement that four more schools will be participating in the President's Committee on the Arts and the Humanities Turnaround: Arts Initiative, Findley students performed at the White House today for First Lady Obama and others.

Congratulations to all the graduating seniors in the class of 2014 and to their parents, families and teachers. He is proud of them and looks forward to their future successes. Appreciation goes out to Alisa Farmer, director of high schools, for the idea of creating the video shown at the beginning of the meeting. The impact our teachers and administrators have made in the lives of these kids is amazing. What a great testament to public education.

Graduations begin Wednesday afternoon with the Districtwide Programs ceremony at North High School, followed by the Scavo graduation on Friday morning at Hoyt Sherman and Ruby Van Meter on Friday evening at RVM. North, Hoover, Lincoln and Roosevelt commencements are on Saturday and East is on Sunday at the Drake Knapp Center.

The annual DMPS retirement luncheon will be held on Friday. Congratulations to over 100 employees celebrating the end of their career with DMPS and thank you for your loyal service to the students and families of Des Moines.

Tomorrow marks the 107th anniversary of the Des Moines Independent Community School District.

ADJOURN — 9:25 P.M.

Work Session — 9:36 – 10:10 P.M.

Present: Barron, Boesen, Cheatom, Elsbernd, Howard and Sweeney
Absent: Caldwell-Johnson

Also Present: Tom Ahart, Thomas Harper, Anne Sullivan, Bill Good and Holly Crandell

Superintendent Ahart reviewed his goals for FY 2014-15 with the board of directors.

Item No. 7

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Subject: ARCHITECT PAYMENTS**For: ACTION****Contact: Bill Good**
(harold.good@dmschools.org; 242-8321)**Attachments: 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>Wells + associates</u>				
Casady Education Center Architect App. 14 (SWP)	88%	\$390,380.00	\$334,245.18	\$9,296.40
Moore Elementary School Architect App. 02 (SWP)	8%	\$298,120.00	\$3,577.44	\$19,675.92
<u>OPN Architects</u>				
Merrill Middle School Architect App. 12 (SWP)	76%	\$94,040.00	\$69,829.54	\$1,427.45
<u>Alvine Engineering</u>				
Lincoln RAILS Architect App.8 (SWP)	79%	\$273,200.00	\$207,905.20	\$7,376.40
<u>RDG Planning and Design</u>				
Central Campus Phase 4 Architect App. 6 (SWP)	64%	\$463,175.00	\$267,040.76	\$28,233.30
<u>Studio Mlee</u>				
River Woods Addition Architect App. 1 (SWP)	12%	\$66,200.00	\$0.00	\$7,944.00
TOTAL				\$73,953.47

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)

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>
<u>REEP Inc.</u> Harding Windows GC App. 5 (SWP) Sealed Bid No. B6789	72%	\$731,230.00	\$443,145.90	\$81,409.93
<u>Dean Snyder</u> Lincoln RAILS Renovation (SWP) GC App. 5 Sealed Bid No. B6808	30%	\$6,743,200.00	\$1,381,550.80	\$674,805.90
<u>Koester Construction</u> Central Campus Ph. 4 GC App. 1 (SWP) Sealed Bid No. B6948	2%	\$4,439,500.00	\$0.00	\$93,063.90
Hoover Doors / Entry GC App. 5 (SWP) Sealed Bid No. B6796	93%	\$155,841.00	\$136,136.90	\$9,310.00
<u>Rochon Corp.</u> Casady Educ. Center GC App. 7 (SWP) Sealed Bid No. B6776	61%	\$7,707,714.00	\$3,681,742.05	\$1,026,575.16
<u>DDVI, INC</u> Merrill Middle School Addition (SWP) GC App. 2 Sealed Bid No. B6832	15%	\$1,393,500.00	\$99,483.98	\$111,349.10

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Bergstrom Constr.

Harding Elevator	2%	\$344,000.00	\$0.00	\$8,322.00
GC App. 1				
Sealed Bid No. B6937				

Swanson Glass

Hiatt Windows (SWP)	6%	\$599,700.00	\$0.00	\$37,924.00
GC App. 1				
Sealed Bid No. B6882				

TOTAL	\$2,042,759.99
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 9

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Subject: AWARD OF CONTRACTS ON BID**For: ACTION****Presentations: None****Contact: Various****Attachments: 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.

A. B6318 Milk and Dairy FY 2014- 2015

Anderson Erikson Dairy	Des Moines, IA	16 items	\$1,531,268.21
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The vendor has agreed to extend the contract for FY 2014-2015 with the same terms and conditions as the original bid. Vendor pricing reflected an overall increase of 12%, related to an increase in dairy prices. Dairy pricing is based on current market, pricing may escalate or deescalate based on the status of raw materials.

This is the third extension of the contract.

2013 – 2014	Est.	\$1,377,268.56
2012 – 2013	Actual	\$1,274,743.72
2011 – 2012	Actual	\$1,119,348.98

Funding Source: Food & Nutrition Accounts

Contact: Sandy Huisman
sandy.huisman@dmschools.org: 242-7636)

B. B6751 Bread Items FY 2014-2015

Bimbo Bakery Dubuque, IA Est. \$229,566.21.00

The vendor has agreed to extend the contract for FY 2014-2015 with the same terms and conditions as the original bid. Vendor pricing reflected an overall increase of 10% related to an increase in operating costs and whole grain requirements for school meals.

Bread Items continued:

2013 – 2014	Est.	\$208,696.00
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This is the first extension of the contract.

Funding Source: Food & Nutrition Accounts

Contact: Sandy Huisman
(sandy.huisman@dmschools.org: 242-7636)

C. B6516 Incidental Technology Products & Services FY 2014-2015

CDW Vernon Hills, IL Est. \$115,000.00

The vendor has agreed to extend the contract with the same terms, conditions and pricing that is the same or reduced from the previous year. This vendor provides incidental technology products and services District wide. The expenditure variance is due to the usage of this contract by the individual sites throughout the fiscal year.

This is the second extension of the contract.

2013 – 2014	Est.	\$111,000.00
2012 – 2013	Actual	\$145,733.77

Funding Source: Various Individual Site Accounts

Contact: Dan Warren
(danny.warren@dmschools.org:242-8192)

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D. B6987 Paper Folding Machine

Infomax	Des Moines, IA	1 item	\$31,900.00
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The Stahlfolder USA B 20 paper folding machine stands out in its class with a host of standard features for efficient folding and provide an expandable platform for finishing applications for the district print shop. Bids were examined by Purchasing and Technology departments. A complete tabulation of the bid is available:
<http://www.dmschools.org/wp-content/uploads/2011/10/B6987-Folding-Machine.pdf>

Funding Source: Physical Plant and Equipment Levy (PPEL)

Contact: Dan Warren
danny.warren@dmschools.org:242-8192

E. B6550 Copier Paper FY 2014-2015

The Paper Corporation	Des Moines, IA	\$250,000.00
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In order to utilize the District's purchasing power to achieve the lowest costs for copier and other paper, the Purchasing department issued a request for bid in FY 12-13. The vendor has agreed to maintain their price for the upcoming year. Differences in expenditures reflect the fluctuation in annual usage.

This is the second extension of the contract.

2013 – 2014	Est.	\$246,000.00
2012 – 2013	Actual	\$209,688.82

Funding Source: Various Individual Site Accounts

Contact: Mark Mattiussi
mark.mattiussi@dmschools.org:242-7649

F. Bid Q6960 White Boards

Iowa Des Moines Supply	Des Moines, IA	Est.	\$30,000
Tierney Brothers	Minneapolis, MN	Est.	\$30,000

Facility Services uses white boards for various buildings and classrooms across the district. In order to maximize the district's funds, a bid proposal was released to area providers to secure competitive rates. The result is the selection of Iowa Des Moines Supply to provide traditional white board material and Tierney Brothers to provide projection white boards when required by Facility Services.

Bids were examined by Purchasing and Facility Services. A complete tabulation of the bid is available: <http://www.dmschools.org/departments/operations/purchasing-central-stores/purchasing/open-proposals/>

Funding Source: Facility Services Account

Contact: Jamie Wilkerson
(james.wilkerson@dmschools.org; 242-7700)

G. RFP6981 Travel Management Services

Contractor: Stahl Travel Services

The district went out for bid, published and received two proposals for travel management services. After district review, Stahl Travel Services has been awarded the contract. RFP6981 is available for review at <http://www.dmschools.org/departments/operations/purchasing-central-stores/purchasing/>

Travel Services are utilized for student travel and professional development opportunities. Creating efficiencies for our teachers and administrators allows them to focus their time on core tasks. Each request for travel is required to have administrative approval and, depending on the purpose/activity, each assigned appropriate funding.

Financial:

Revenues: \$0

Sample Expenses; per person:	Domestic	\$25.00
	Hotel Reservation	\$20.00
	Ground Transportation	\$20.00

Over a period of twelve months, it is a probability that the service fees would exceed \$25,000.00.

Funding Source: Various

Term: 1 year with option for 4 more

New or Renewal: New

Contact: Thomas Harper
(thomas.harper@dmschools.org; 242-7745)

Item No. 10**Page 1 of 3****Subject: CONTRACTS FOR APPROVAL****For: ACTION****Presentation: None****Contact: Various****Attachment: None**

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

Contract No. 14-025

Project: Transportation for Middle and High School Students

Contractor: Des Moines Area Transit (DART)

Background: On May 15, 2012, the Board approved a five (5) year contract from July 1, 2012 - June 30, 2017, with an annual review and approval for increases. The DART contract has been utilized to transport middle and high school students to and from school since 1993 to maximize efficiencies of the yellow bus operation. The following primary services are provided:

- 1600-1800 middle and high school students are routed on DART buses to and from school.
- All middle and high school students have unlimited access after 4:00 p.m. daily, on weekends and during all break periods.
- All employees are eligible to ride DART at no cost by showing their employee ID with an orange sticker.

Financial

Revenues: None

Expenses: \$699,266.29

Estimated increase of 2.2% or \$14,805.61 over FY14

Funding Source: Transportation Department

Term: July 1, 2014, to June 30, 2015

New or Renewal: Renewal

Contact: Todd Liston

(todd.liston@dmschools.org; 515-242-7832)

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Contract No. 14-026

Project: Juvenile Court School Liaisons

Contractor: Orchard Place/PACE

Background: Partnership with Juvenile Court and DHS for juveniles involved in the system.

Financial:

Revenues: \$

Expenses: \$159,135.00

Funding Source: Dropout Prevention

Term: Fourth year of 6-year contract

New or Renewal: Renewal

Contact: Matthew Smith

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

Contract No. 14-027

Project: Districtwide Technology; to be purchased on State Contract

Contractor: HP Financial Services

Background: The district would like to add 6000 tablets for use in all K-5 classrooms. Building on the implementation of the digital Epson machines, this K-5 math adoption will advance technology, affecting many subject areas and incorporating the use of digital textbooks as well as adding personalized digital content to K-5 classrooms.

Financial:

Revenues: \$0

Expenses: \$1,508,222.70 per year; \$6,032,890.80 over the 4-year contract

Funding Source: General Funds

Term: 4 years

New or Renewal: New

Contact: Thomas Harper

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

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Contract No. 14-028**Project:** Student teaching agreements**Contractors:** Augustana College, Buena Vista University, Drake University, Central College, Colorado State University, Grand View University, Iowa State University, Simpson College, University of Iowa, Upper Iowa University and William Penn 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 April 1 with annual renewal.**New or Renewal:** Renewal**Contact:** Anne Sullivan

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

Minutes

Mr. Howard expressed his concern of using non-yellow buses for transportation of middle and high school students. He feels only yellow buses should be used to transport students as they garner more notice and respect from drivers and provide more warning than DART buses.

Ms. Boesen stated the additional benefit of providing transportation to students participating in extracurricular activities, during the evenings and on weekends is better for the students and families.

Ms. Boesen moved approval of Item 10; seconded by Mr. Barron.

Aye: Barron, Boesen, Cheatom, Elsbernd and Sweeney

Nay: Howard

Motion passed 5-1.

Item No. 11**Page 1 of 1****Subject: INVENTORY AND DISTRIBUTION OF COMMODITY FOOD PRODUCTS****For: ACTION****Presentation: None****Contact: Sandy Huisman**
(sandy.huisman@dmschools.org: 242-7636)**Attachments: None**

Issue: The State of Iowa contracts with Keck, Inc. to distribute and fulfill orders for the National School Lunch Commodity Program.

Superintendent's Recommendation: The superintendent recommends the board approve the commodities processing and distribution in the amount of \$85,000.

Presenters: None

Background: The National School Lunch Program allocates commodities to local school districts for use in their school lunch programs. The State of Iowa has awarded Keck, Inc., the contract for processing and distribution for this service.

Schools that are unable to accept full truckload shipments of a specified commodity must utilize this service. Des Moines Public Schools does not have adequate storage space to accept shipments of this quantity and must utilize Keck, Inc. to inventory and deliver product to the Central Nutrition Center.

Funding Source: Food & Nutrition Services Account.

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**Subject: PURCHASE OF LITERACY SOLUTION SOFTWARE LICENSES—
GRADES 6-12 LITERACY****For: ACTION****Contact: Holly Crandell/Jeremy Schwennen****Attachments: None**

(holly.crandell@dmschools.org; 242-7568/jeremiah.schwennen@dmschools.org; 242-7924)

Issue: Purchase of literacy solutions software licenses.**Superintendent's Recommendation:** The superintendent recommends the board approve the purchase of differentiated literacy solutions software as proposed by ACHIEVE3000.**Presenter:** None.

Background: Achieve3000 provides a differentiated online literacy solution for grades 6-12 that reaches every student at his or her individualized Lexile®/reading level. Importantly, Achieve3000 closely aligns with the objectives of the Common Core State Standards to give students the content area literacy skills they need to succeed on the standards and prepare for college and career. The software uses a Lexile assessment tool and a proprietary software engine that distributes assignments to the entire class but tailors them according to each student's reading level. By doing so, Achieve3000 enables all students to make continual progress and improvement.

As part of our multi-tiered systems of support for struggling readers at the secondary level, Achieve3000 has already been widely implemented in five high school buildings and one middle school. It is the intervention software component of Power English, a ninth grade literacy and English intervention currently in place at all five comprehensive high schools. The software is implemented at **Amos Hiatt Middle School** in the Tier 3 reading intervention class. **Hoover High** also uses Achieve3000 and a similar instructional model to supplement and extend learning for Special Education and English Language Learner students at all grade levels throughout the building. Hoover was our initial "pilot" for use of Achieve3000 and started working with the software in Power, SpEd, and ELL classes in the spring of 2013. Additionally, **North High** uses Achieve3000 as a component of their Special Education intervention class periods. Isolated teachers in need of intervention support, including a handful of teachers at **DMAP**, are also working with their high school students using Achieve3000 to support foundational reading skills and build societal context and background knowledge.

Our successes with students this year have prompted us to broaden implementation of Achieve to all secondary schools. Consider the dramatic gains students in Achieve3000-powered interventions have accomplished: Students using Achieve3000

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made notable acceleration in their reading growth, with middle school students ranging from 3.8-4.2 times expected growth and high school students achieving nearly 3x expected growth. With this tool in the hands of our teachers, we can make substantial progress towards closing the reading proficiency gap that affects so many of our students. The adoption of Achieve3000 puts tools for structured, differentiated reading in the hands of every secondary teacher and grants us opportunities for creating text-rich classrooms in a wide variety of contents.

Expenses: \$588,031.88 (5-year online access)

Funding Source: FY2013-2014 Curriculum Materials Budget (General Fund)

Item No. 13**Page 1 of 1****Subject: OPEN ENROLLMENT APPEAL REQUESTS****For: ACTION****Presentation: None****Contact: Susie Tallman****Attachment: None**

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

Issue: Request for open enrollment for the 2014-2015 School Year**Presenters:** none

Background: State open enrollment code allows for the board to review appeals made on the basis of severe harassment or pervasive health needs or those who are disputing a denial based on a state-approved diversity plan. The Code dictates that determination needs to be made based on whether the district is able to sufficiently accommodate the students' needs.

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

Student Name	Grade	Requested District
Christian Cooper	06	Urbandale or Johnston
Austin Moore	11	CAM
Joshua Thomas	03	Carlisle
Isaac Thomas	OK	Carlisle

Minutes

Ms. Boesen moved approval of Item 13; seconded by Pastor Cheatom.

Mr. Sweeney stated he has read the detailed information that was provided and knows the policy is being followed, but he cannot vote against a parent's choice and wishes.

Aye: Barron, Boesen, Cheatom, Elsbernd and Howard

Nay: Sweeney

Motion passed 5-1.

Item No. 14

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Subject: CERTIFIED EMPLOYEES ELECTION LISTS FOR 2014-2015

For: ACTION

Contact: Anne Sullivan

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

Attachments: 14-030 & 14-031

DES MOINES PUBLIC SCHOOL DISTRICT

TEACHERS

Teacher Election List is Attachment 14-031

ADMINISTRATORS

Administrator Election List is Attachment 14-030

Superintendent's Recommendation: The superintendent recommends the board approve the 2014-2015 election lists for certified employees.

Minutes

Mr. Barron moved approval of Item 14; seconded by Ms. Boesen.

Mr. Sweeney stated he will abstain from this vote due to a conflict of interest.

Aye: Barron, Boesen, Cheatom, Elsbernd and Howard

Nay: None

Abstain: Sweeney

Motion passed 5-0-1.

Item No. 15

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Subject: PERSONNEL RECOMMENDATIONS REVISED**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 personnel recommendations.

ELECTIONS - GENERAL EDUCATION

Name	School, Position	Effective Date
*Ablor, Amy	East, Counselor	08/13/2014
Andres, John	Central Campus, Culinary Arts	08/13/2014
Bohlender, Kathryn	Student Services, Speech Language Pathologist	08/13/2014
Dupre, Danielle	Hiatt, Spanish	08/13/2014
Efkamp, Nathan	Garton/4 th	08/08/2014
Gray, Kalifornia	Roosevelt, Spanish	08/13/2014
Harmer, Timothy	Central Campus, Aviation	08/13/2014
Hiemer, Charles	Roosevelt, Special Ed/Math	08/13/2014
Kono, Paris	Hiatt, Special Education	08/13/2014
Lyons, Meredith	Garton/ .9 Title Reading, Math	08/08/2014
*Miller, Haylie	Roosevelt, Counselor	08/13/2014
Miller, Kaylee	Student Services, Speech Language Pathologist	08/13/2014
Pruckler, Asia	Willard/4 th	08/08/2014
Tarbell, Rachel	Student Services, Speech Language Pathologist	08/13/2014
Weigelt, Gwen	Student Services, Special Education Consultant	08/13/2014

*Approval delayed, pending completion of background check.

ELECTIONS – SPECIAL EDUCATION

Name	School, Position	Effective Date
Naylor, Jeffrey	McKinley/Special Education	08/11/2014
Shultz, Joan	McKinley/Special Education	08/15/2014

RESIGNATIONS

Name	School, Position	Effective Date
Byrd, Caroline	Hiatt, Vocal Music	06/06/2014
Castillo, Claudia	Weeks, ELL	06/06/2014
Davis, Kathy	Ruby Van Meter, Special Education	06/06/2014
Dawson, Carla	North/Multicategorical	06/06/2014
Erickson, Teddy	Ruby Van Meter, Intellectual Disabilities	06/06/2014
Fick, Michelle	Howe/Behavior Disorders	06/06/2014
Gaddis, Samantha	Edmunds/Preschool	06/20/2014
Glawe, Victor	Lincoln Vice Principal	06/30/2016
Hanks, Keith	North, Academic Interventionist	06/03/2014
Herrmann, Meghan	Meredith, Science	06/06/2014
Hoyt, John	East, Special Education	06/06/2014
Hughes, Glenda	Pace, Behavior Disorders	06/06/2014

RESIGNATIONS

Name	School, Position	Effective Date
Hyatt, Abby	East, Multicat	06/06/2014
McCracken, Gene	Future Pathways, Math	06/06/2014
Miller, Lauren	Downtown School/2 nd , 3 rd	06/27/2014
Nowak, Kaleena	Leave of Absence	06/06/2014
Oswald, Kevin	Capitol View/3 rd	06/06/2014
Owen, Morgan	Hiatt, Spanish	06/06/2014
Philbin, Dawn	River Woods/Speech Language Pathologist	06/06/2014
Plazyk, Michelle	Willard/1 st	06/06/2014
Schulte, Adam	Roosevelt, Math	06/06/2014
Stalter, Patricia	Brody, Social Science	06/06/2014
Stevenson, Amanda	Harding, Vocal Music	06/06/2014

ADMINISTRATOR APPOINTMENT

Name	Position	Amount	Effective Date
Modlin, Cheryl	North High Vice Principal	\$90,830	07/01/2014

Education: Doctorate of Education, Administrative Leadership for Teaching and Learning, Walden University, Minneapolis, MN, 2008; Masters of Arts in Teaching, Certified Health Education Specialist, University of South Carolina, Columbia, SC, 1994; Bachelor of Science, University of South Carolina, Columbia, SC, 1992. Experience: School Improvement Leader, Callanan Middle School, Des Moines, IA 2011-Present; School Improvement Leader, East High School, Des Moines, IA 2010-2011; Professional Learning and Leadership Consultant, Heartland Area Education Agency, Johnston, IA 2007-2010; Related Arts Team Leader and Sixth, Seventh, and Eighth grade Health Education Teacher, Busbee Creative Arts Academy, Lexington School District Two, Lexington, SC 2003-2004; Curriculum Resource Director, Alcorn Middle School, Richland School District One, Columbia, SC, 2002-2003; Health Education 9 and Wellness Education 11 Teacher, Urbandale High School, Urbandale Community School District, Urbandale, IA 1999-2002; Healthy Communities-Healthy Youth Coordinator, Colfax-Mingo Community School District, Colfax, IA 1998-1999; Adjunct Instructor, Department of Health Promotion and Education, University of South Carolina, Columbia, SC 1995-1997; Sixth, Seventh and Eighth Grade Health Education Teacher, Hopkins Middle School, Richland One Schools, Columbia, SC, 1994-1998.

Item No. 16**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 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.

Item No. 17**Page 1 of 2****Subject: FISCAL YEAR 2013-2014 BUDGET AMENDMENT****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Thomas Harper**
(thomas.harper@dmschools.org/242-7745)**Attachment: 14-033**

Issue: Budget Amendment FY 2013-2014. A budget amendment is required if the total expenditure budget may be exceeded in any of the four major expenditure areas: Instruction, Support Services, Non-Instructional Programs, and Other Expenditures. Any budget amendment must be posted 10-20 days prior to the public hearing and adopted no later than May 31st.

Superintendent's Recommendation: The superintendent recommends the board hold the public hearing and approve the proposed FY 2013-2014 budget amendment as presented.

Presenters: Thomas Harper

Background: The publication for the public hearing was included in The Des Moines Register on May 9, 2014.

The proposed FY 2014 budget amendment for All Funds, Notice of Public Hearing, as published in The Des Moines Register:

Department of Management
Form S-A Publication

**NOTICE OF PUBLIC HEARING
DES MOINES SCHOOL DISTRICT
AMENDMENT OF CURRENT BUDGET
FISCAL YEAR 2013/2014**

Date of Public Hearing: **May 20, 2014**

Time of Public Hearing: **6:00 PM**

Location of Public Hearing: **2nd Floor-Central Campus; 1800 Grand Avenue, Des Moines, Iowa**

The Board of Directors will conduct a public hearing at the above-noted time and place for the purpose of amending the current school budget by changing estimates of expenditures in the following areas by the following amounts:

Area	From	To	Reasons
Instruction	261,264,900	263,964,900	Classroom Technology, Textbook adoption
Total Support Services	115,510,000	119,730,000	Phone System, other Technology upgrades
Noninstructional Programs			
Total Other Expenditures	73,094,710	74,144,252	Debt Service on 2014 Bond issues

This change in estimates of expenditures will be financed from increased receipts and balances not budgeted or considered in the current budget. There will be no increase in taxes to be paid in the fiscal year ending June 30, 2014. At the hearing, any resident or taxpayer may present objections to, or arguments in favor of, any part of the proposed amendment. A detailed statement of additional receipts other than taxes, balances on hand at the close of the preceding fiscal year, and proposed expenditures, both past and anticipated, will be available at the hearing.

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Minutes

The public hearing was called to order at 6:19 p.m. With no speakers present, the public hearing was closed at 6:19 p.m.

Pastor Cheatom asked for clarification about the availability of textbooks for students since some parents and students have indicated they do not have textbooks.

Mr. Harper explained first that this item is to adjust the expenditures in the instructional support area that will cover adoptions for math and other smaller areas. Approximately \$8 million was sent aside a couple years ago while a plan was developed, especially as related to technology changes. This adjustment is for a combination of technology and textbooks. Dr. Ahart feels a different discussion needs to be held for the specifics Pastor Cheatom is referencing. Mr. Harper stated a textbook inventory is in process and will allow for replacements and shortages as needed.

Approval of the public hearing and the budget amendment was moved by Ms. Boesen; seconded by Mr. Sweeney.

Aye: Barron, Boesen, Cheatom, Elsbernd, Howard and Sweeney

Nay: None

Motion passes 6-0.

Item No. 18**Page 1 of 3****Subject: OPERATIONS—FOOD SERVICE AND TRANSPORTATION PRESENTATIONS****For: INFORMATION****Presentation: PowerPoint****Contact: Bill Good**
(harold.good@dmschools.org; 242-8321)**Attachments: None**

Issue: Providing scheduled departmental overviews for the board. Presentations will provide information on many initiatives and responsibilities of Food Service and Transportation. As in previous departmental presentations, key performance indicators will be provided.

Presenters: Sandy Huisman, Director of Food Service, and Todd Liston, Manager of Transportation.

Minutes

Dr. Ahart stated this is part of a series of informational presentations for the board. Presentations for very major department will occur over a two-year period.

Sandy Huisman reviewed the Food and Nutrition Department with the following highlights:

- 10,000 breakfasts, 20,000 lunches, 1100 Early Childhood meals and snacks, 3,000 after-school snacks and 10,000 fresh fruit and vegetable snacks are served every day.
- Approximately 350 employees work in the schools and at the Central Nutrition Center, including office staff.
- \$16 million budget covers food and staffing. Primary funding is from the federal government through the National School Lunch Program, breakfast program, child- and adult-care feeding program, summer food program, fruit and vegetable program and USDA foods (formerly commodities). Catering and paid meals comprise less than 20% of the budget.
- The Central Nutrition Center has been used for 10 years as of this fall. This site includes a bakery and central production cook/chill facility.
- Using a central location ensures federal guidelines are met for reducing fat and sodium.
- The warehouse includes space for frozen, cold and dry storage.
- 16 trucks deliver food to each building.
- The one-cent sales tax has allowed upgrading of kitchens at the buildings.
- Participation in the breakfast program has been increasing, as well as in lunches.
- Building staff work with students to understand how many servings of fruit and vegetables are required from the fruit and vegetable bar.

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- Whole grains, zero trans fat, low-fat dairy items, and baked rather than fried foods are being served.
- Technology enhancements have been implemented so students enter their personal pin number at the register. Parents can use on-line payments, receive alerts when balances are low, and track what items are purchased. Application for free or reduced-priced meals can be made on-line.
- Special diets can be accommodated.
- Breakfast in the classroom has been implemented with the help of a Wal-Mart Foundation grant that was used for equipment. All students in the initial 15 elementary schools are offered a free breakfast which is eaten in the classroom while attendance is taken and announcements are made. Six schools will be added next year.
- Pick-a-Better-Snack program occurs in 300 K-3 classrooms. Local dietitians and AmeriCorp volunteers provide monthly lessons and tastings.
- Fresh Fruit and Vegetable program occurs in 23 elementary schools to encourage kids to eat healthier snacks. Four schools will be added next year.
- Summer meal program is provided at no cost to anyone 18 and younger at over 30 school and park sites throughout the city.
- Healthier US School Challenge recognizes schools for strides made to improve physical activity and improve nutritional offerings. Goodrell received gold recognition and 10 elementary schools received silver recognition.
- Additional federal guidelines will be implemented next year as part of the Healthy Hunger-Free Kids Act of 2010 and are not significant changes to current production.
- Employees will be wearing chef coats next year rather than polo shirts and have options to hair nets.
- The community eligibility option is available to schools and streamlines the paperwork to approve students for free or reduced-priced meals and allows serving a greater number of students. There are 13 schools where all students are offered meals at no cost. Notification of students receiving other nutrition assistance is provided by the state, making it easier to certify eligible students.

Todd Listen reviewed the following information on the Transportation Department:

- 25,000 times a day, students are dropped off safely at school and home.
- 134 buses are used and maintained, with an average age of 7.5 years.
- Over 10,000 students use yellow buses daily.
- 43% of the work is special-needs driven.
- Fleet replacement annual budget is around \$800,000 which is 8-9 buses.
- Most staff are part-time workers, many who are retirees.
- Recruiting bus drivers includes fliers posted in the community, newspaper ads, radio spots, and probably the most effective—the banner on the side of the bus.
- Charts on the cost per pupil, cost per route mile, and other stats were included in the PowerPoint presentation and will be available online, as well as maps of routes.

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- 72,000 rides per month are provided by DART for students.
- Technology is used by buildings to request transportation and provide detailed route lists.
- 2,700 field trips occur each year.
- 1.7 million miles are driven each year, using around \$850,000 of diesel fuel.
- Bus drivers complete approximately 200 stop arm violation reports each year which are sent to the police department where they issue a citation. Stop-arm cameras are being tested which automatically record violations and eliminate the paperwork.
- Department of Education conducts inspections twice a year.
- Motorola is using Des Moines for a case study on the use of Motorola radios throughout the district to track buses.
- Video cameras have been installed on buses allowing principals and other staff to review activity.
- Boundary information is included on the Polk County GIS maps which shows the elementary, middle and high school for any address in Des Moines.
- An Infinite Camus-Educlog bridge provides details on bus pick-ups for parents.
- Awards and training are provided to staff.
- Parent notification via phone by message or text is in the works.

Summer food sites are posted on the district's website, paper menus are sent home with the students, signs are put up in the parks, and specific promotions are done at the building sites. Mr. Barron would like to see information provided in other languages and has ideas/suggestions he will share to reach those families. Also suggested to Mr. Liston that Transportation Department positions be advertised in Spanish newspapers.

Ms. Huisman reviewed recycling efforts which includes milk cartons. Use of plastics has been reduced, and the use of fresh fruits and vegetables has significantly reduced the need for cupping food. The negative balance issue continues. Limits have been implemented with -\$100 limit for elementary students, -\$15 limit for middle school students and -\$5 at high schools. Elementary and middle school students are provided an alternate meal if their negative balance has been reached. Emails and voice mails are sent on at least a weekly basis.

Mr. Good stated cost comparison for the use of biodiesel fuel has been studied. It is not financially feasible for us, but monitoring will continue.

Due to waste disposal and other challenges, students are not allowed to take food not eaten in the cafeteria to the classroom; e.g., apples. Development of districtwide policies is being considered to address this.

Item No. 19**Page 1 of 3****Subject: PURCHASE OF REAL ESTATE—2323 GRAND AVENUE****For: DISCUSSION****Presentation: PowerPoint****Contact: Dr. Thomas Ahart and Bill Good**
(harold.good@dmschools.org: 242-8321)**Attachments: None**

Issue: To purchase the building and property located at 2323 Grand Avenue in the amount of \$1,600,000.

Superintendent's Recommendation: The superintendent recommends that the board discuss the purchase of real estate located at 2323 Grand Avenue using statewide penny funding.

Presenters: Dr. Ahart and Bill Good. A short presentation about the advantages of this proposal will be presented.

Background: To allow for expansion of the Walnut Street School, it is proposed that the staff be moved from the 5th and 6th floors of Walnut Street to 2323 Grand. This is a lateral move for staff which reduces costs and provides additional opportunities for future students at Walnut Street School. Other advantages include improved access to business and human resource functions.

Minutes

Dr. Ahart reviewed the basic plan to purchase the Iowa Lottery building at 2323 Grand and move student support services there and vacating the 5th and 6th floors at 901 Walnut Street. Fifth floor and eventually 6th floor would be converted to additional classrooms as capacity warrants. The next five-year plan from the Facilities Advisory Committee, will reiterate the need for additional space at the elementary level. Approximately 50 kindergarten students per year are turned away from Walnut Street School. With the addition of housing and employment in the downtown area, demand is expected to increase. Multi-national corporations in Des Moines often recruit foreign workers who would be interested in the IB curriculum offered at Walnut Street School. The parking expense at Walnut Street is expected to climb. The 2323 Grand location has parking and would provide easier access for clients. Financially, a savings of over \$800,000 over the next ten years would be seen with reduced parking expenses. The purchase price would be \$1.6 million with approximately \$1 million additional to replace the mechanical systems and approximately \$1.9 million to renovate Walnut Street. These expenditures would not impact other projects already approved by the board.

Mr. Good stated this will come back in June for action. If the board approves the offer, it would be presented to the Lottery board. Fall 2014 would start the planning, designing and bidding of the mechanical upgrade; January 2015 the work would begin. When completed, planning, designing and bidding for Walnut Street classrooms would begin.

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Summer of 2015 would be the move to 2323 Grand, followed by classroom construction beginning September 2015, with classrooms opened when school begins in August 2016.

Following are responses to questions from the board.

- The current capacity at Walnut Street School could be doubled and become a four-section building and expand the special program. Fall 2013 enrollment was 258.
- The Metro Kids team could potentially be moved from the Welcome Center.
- The district has done hundreds of million of dollars in mechanical retrofits and our own engineers have been through the Lottery building. Their estimate should be close, barring anything unforeseen. It is seen as a horizontal move, without the need for changes to items such as carpeting or modifications to offices. Some tweaking will probably be needed, but the true cost will be the mechanical upgrade. Roofing and masonry are examples of work previously done and may be needed in the future, but not initially.
- Approximately 120 staff would be moving.
- Parking for staff at Walnut Street is provided at three parking ramps. The parking at 2323 Grand would accommodate staff with the 10 most convenient spots reserved for visitors. Discussion has been held with adjacent businesses who have offered additional parking.
- Single-family units are being built off SW 9th Street with an additional 3,000 single-family units planned in the next year. There are current downtown residents who desire classroom space. Information on where the students currently being denied live is not collected, nor is information on where those students are placed.
- Edmunds could be filled with students living within the Edmunds boundary. Some students opted to continue at their previous school when the building reopened.
- Walnut Street School is at capacity.
- There are 128 parking spaces at 2323 Grand.
- The \$1.6 million will come from the one-cent sales tax. Bonds were just issued for a face value of \$71 million, with approximately \$77 million received. The additional \$6 million was not specifically earmarked.
- Ms. Boesen reported on a conversation with Terry Rich of the Iowa Lottery who stated they cannot be shut down to upgrade the mechanicals and needed to move out of the building.
- It is not unusual for construction to occur during the school year. Having access to the entire fifth floor is a real benefit. It is possible for work to be done during the evening or on weekends when disruptive.
- Traffic flow will improve with the elimination of the multi-use of the building and a new student-reception strategy can be established.
- Lease properties are the aviation program which will expire in a little over a year, Junior Achievement meeting room space is leased, and parking spaces are leased.

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- The Mann site on SW 9th has some mobile classrooms currently in use. The building is being leased as warehouse space. The Facilities Advisory Committee is discussing this as part of their five-year plan. This is the only building not being used for its intended purpose or at capacity.
- There is undeveloped property owned by the district on the southeast side of Des Moines for potential growth and expansion.
- The Facilities Advisory Committee is expected to suggest Mann be renovated to accommodate the students in the mobiles outside Mann as well as another student location at Prospect. There are potential plans for the building.
- Projected enrollment over the next five years is expected to increase by 200-300 students per year through 2019. The gap between students open enrolling in and out is closing.
- Edmunds's enrollment for fall 2013 was 369. They are not at capacity, but their enrollment is expected to increase.
- Housing being built on Indianola Road and off East 38th and Douglas could generate additional enrollment and is being watched. Expansions can be made when the need is demonstrated.

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**Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.3 –
FINANCIAL CONDITION AND ACTIVITIES FOR THE QUARTER ENDING
MARCH 31, 2014**

For: ACTION

Presentation: None

Contact: Thomas Harper
(thomas.harper@dmschools.org/242-7745)

Attachment: 14-029

Issue: Board Governance Policy 3.4 – Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires a quarterly monitoring report on Management Limitation 2.3 – Financial Condition and Activities.

Superintendent's Recommendation: The superintendent recommends the board receive, discuss and take action on the quarterly monitoring report for Management Limitation 2.3 – Financial Condition and Activities for the quarter ending March 31, 2014.

Presenters: Thomas Harper will be available for questions.

Background: The Management Limitation 2.3 – Financial Condition and Activities Monitoring Report is included as Attachment 14-029. This report covers the quarterly period from January 1, 2014 to March 31, 2014, unless otherwise stated. Also included in the attachment is a comparison summary of the last 4 quarters. Management Limitation 2.3 states: With respect to actual ongoing condition of the district financial resources, the Superintendent shall not cause or allow the development of fiscal jeopardy, or a material deviation of actual expenditures from the Board's Ends priorities.

Accordingly, the Superintendent shall not:

1. Fail to provide quarterly summaries of the financial condition of the district.
2. Fail to settle district payroll obligations and payables in a timely manner.
3. Fail to implement prudent competitive quoting procedures for all facility improvement projects in an amount that meets or exceeds the competitive quote threshold as established by Iowa law.
4. Fail to implement prudent competitive bidding procedures for all facility improvement projects in the amount of \$125,000 or more.
5. Fail to implement prudent competitive procedures, including but not limited to RFPs, for purchasing products and securing contractual and professional services.
6. Obligate the district to contracts or expenditures greater than \$25,000.
7. Acquire, lease or dispose of real property.
8. Invest funds in securities contrary to state law.
9. Allow tax payments or other governmental ordered payments or filings to be overdue or inaccurately filed.

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Minutes

Pastor Cheatom moved and Ms. Boesen seconded approval of item 20.

Mr. Harper reported compliance in all areas.

Aye: Barron, Boesen, Cheatom, Elsbernd, Howard and Sweeney.

Nay: None

Motion passed 6-0.

Item No. 22**Page 1 of 1****Subject: DEPOSITORY RESOLUTION****For: ACTION****Presentation: None****Contact: Thomas Harper**
(thomas.harper@dmschools.org/242-7745)**Attachment: 14-032**

Issue: Depository Resolution to increase the maximum deposit amount.

Superintendent's Recommendation: The superintendent recommends the board approve the Depository Resolution thus increasing the maximum deposit amount to \$300,000,000.

Presenters: Thomas Harper will be available for questions.

Background: Currently the authorized maximum amount held at any institution is set at \$250,000,000. Investment conditions are not favorable; therefore, the majority of funds remain in the operating account at Bankers Trust. With the new bond proceeds of \$65,000,000 and the expectation of receiving regularly scheduled property tax revenues and other state and federal funding, it is likely we will exceed the maximum limit in our low-yield accounts. It is necessary to increase the maximum to \$300,000,000 in order to stay in compliance with Board policy.

Minutes

Mr. Howard moved and Pastor Cheatom seconded approval of the Resolution.

Mr. Harper stated deposits are reaching maximums due to the construction program. It can be difficult to find institutions willing to take on such large deposits due to capital requirements and insurance. Additional actions may be necessary in the future.

Aye: Barron, Boesen, Cheatom, Elsbernd, Howard and Sweeney.

Nay: None

Motion passed 6-0.

Item No. 23**Page 1 of 6****Subject: EARLY RETIREMENT INCENTIVE *REVISED*****For: DISCUSSION****Presentation: None****Contact: Thomas Ahart****Attachment: None**(thomas.ahart@dmschools.org/242-7766)

Issue: Early Retirement Incentive Proposal**Superintendent's Recommendation:** The superintendent recommends the board discuss the Early Retirement Incentive proposal.**Presenters:** Tom Ahart, Anne Sullivan, Thomas Harper, Cathy McKay will be available for questions.**Background:** After the last Board work session on Early Retirement, Dr. Sullivan and Dr. Ahart met with five representatives of the DMEA and discussed the best way forward for an early retirement incentive for FY 16 that met the Board's direction. The following plan is being presented as a result of that discussion.

Parameters:

- Retirement in June 2016
- Minimum age of 60 (prior to beginning of subsequent school year)
- Minimum of 20 years of service as of June 2016
- Teachers, administrators and those who were formerly eligible as a teacher or administrator and moved to a different classification

Using the parameters outlined above, 97 employees are eligible.

Proposed Benefit:

- A lump sum equivalent to 5 years of the current single health insurance premium, to be paid into a 403(b) or HRA per applicable tax provisions.
- Amount per retiree: \$31,210
- Estimated number of retirees supported by management fund: up to 40 eligible employees.

Minutes

Ms. Elsbernd stated various work sessions have been held with an ad hoc board committee and most recently with the full board after which parameters were given to the administrative team to work out a retirement plan based on teacher tenure and no increase in the management levy.

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Speakers: Darolyn White, 1904 NW Ashton Lane, #3, Ankeny
Mike Jones, 3331 Franklin Avenue, Des Moines
Blake Hammond, 3215 Henry, Des Moines
Gretchen Tegeler, Taxpayers Association, 400 E. Court, Des Moines

Dr. Ahart and Dr. Sullivan met with DMEA members who prefer that no changes be made to the plan. Ideas were presented that would prevent the need to increase the management levy while transitioning out of the current plan, which has been explicated over and over since there are a number of fundamental structural issues in addition to not meeting its intended purpose. The agenda represents a starting point for discussion on a proposed plan.

Ms. McKay stated letters are sent to staff once the board approves the plan, typically in the spring with early retirement meetings held in the fall where statements are produced for eligible individuals. Meetings are not mandatory but typically begin that the plan is not guaranteed and must be approved annually by the board; followed with there's no benefit for the following year if the board does not approve it.

Pastor Cheatom believes the plan should be phased out since staff believe it is a benefit.

Dr. Ahart stated it's been offered for over a decade and the expectation has been set up that it's an annual process. The Association and administrators have been made aware that the plan was being examined. It's important to recognize what some of the issues are with the current plan and at least some steps be taken to correct structural issues. One minor change was made in the latest plan, but it is important that sick leave not be turned into a commodity, employees need to be healthy, as do students. It's not good to incent staff to work when they need to be home. Because school finance is very fickle, resources available to move programs forward and improve education for the kids is uncertain. If an early retirement incentive commits dollars five years into the future, it restricts the district's ability to respond to economic fluctuations. The district is committed through 2021 to pay for existing retirement benefits. The board is urged to absorb the cost in the same fiscal year so as to not prevent future boards and administrators from responding in a proactive student- and staff-friendly manner to unpredicted changes in school finance.

Ms. Boesen stated a full explanation of the plan has never been provided other than it was saving the district money during times of massive budget reductions, and that's why it was approved. People should not be incentivized to come to work to bank sick leave, and that component should be removed. It was not offered a year ago to raise its attention—which should have been communicated by administration and DMEA. Staff are continually approaching her about approval since they knew it didn't have to be done. The district needs to return it to its original purpose. If it's a benefit, that needs to be negotiated. There are certain expectations from the taxpayers, and we need to be

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cognizant of the tax rates. The district offers a “Cadillac” benefit package and a very fair salary. This was never intended to be a benefit, rather it was meant to save money and retain positions.

Mr. Barron believes there has been an implied commitment to educators that a certain amount of money is waiting for them upon retirement due to administration and the Association not clearly communicating. After hearing from a number of teachers before the approval of the retirement incentive in December, he disagrees with the assessment that there was no discussion. Having an adjustment of this size would impact retirement planning and he does not believe eliminating the benefit entirely is appropriate. The amount proposed of approximately \$31,000 is roughly equivalent to five years of single health insurance and doesn't believe it tracks with the commitment. Levying taxpayers to pay for the cost prevents making a commitment five years out since there's no guarantee the current board members will be on the board. Any plan needs to be a one-year commitment and bad policy needs to be corrected. Management levy dollars cannot be used to pay for a benefit—this must be a retirement incentive. There's every reason to believe this is a year-to-year decision made by the board. Moving forward, he suggests a plan for 2015-16 that allocates the dollars earned in a sick leave bank as of the end of this academic year; cap it at \$1 million to hold the levy at it's current rate; and approve on a first-come, first-served filing basis to honor the commitment to educators and taxpayers.

Mr. Howard would like to see it based on years of service rather than first-come, first-served. He is not for anything that raises the tax rate. If it ends, he would like to see the taxpayers benefit from a lower tax rate. It is no longer an early retirement program, but a retention program.

Mr. Sweeney feels it's important to honor what has been said and done in the past. He suggests eliminating the program for new hires next year. We're dealing with the life and soul of the district. We need to keep that as our focus, but the core is to honor what we did.

Mr. Barron thinks we've over invested in the process to this point. There have been three meetings of an ad hoc committee, one work session in December, and another work session two weeks ago. He thinks we're leaving teachers in the lurch. We need to give people some certainty with their lives and with retirement planning. We, as a board, need to make a decision. I feel very strongly that we can agree tonight and take action in June.

Mr. Sweeney agrees that we need to make a decision. We had a goal when the ad hoc committee started and in the midst of it, everything changed when Brandstad signed that law that eliminated the use of general fund money for those over 65.

Ms. Boesen agreed that was one part of it and was a big issue. There's only a certain amount available, and we're not going to go over it. Once the whole plan was reviewed, other issues came up; i.e., the incentive for people to come in sick, not being fair to all employees, only giving it to two groups, etc.

There are 100 employees using the early retirement plan this year and next year. After that, there are approximately 75-80 annually who could retire at 55. The management fund expends right around \$5 million dollars annually for the early retirement plan.

Dr. Ahart added that those funds are amortized over five years, so it's essentially a new commitment of \$1M a year as \$1M falls off. The payout over the last two years has ranged from about \$5,200 to almost \$120,000 based on individual's sick-leave bank. If people are earning a \$100,000 benefit, then we could absorb 10 retirees. If they're getting \$5,000, it's a lot more. It's difficult to predict how many people will be approved because each person receives a different amount when it's generated by the sick-leave bank.

Mr. Sweeney asked if we can freeze benefits for those 55 or older in the current plan and start a new plan for those under 55.

Dr. Ahart responded the board may only approve one year at a time. Whatever this board's intent is for current employees not of retirement age, we don't know what the intent of future boards will be. This board, with all the best intentions, can say we're going to have a two- or three- or four-year phase-out plan, but there's absolutely no way this board can guarantee that. All this present board can do is make a decision for FY 15-16. It is his moral and ethical responsibility as a servant of the board and of the district and of the community of Des Moines when he sees that there is a foundationally flawed plan, it must be addressed. This board may only legally act one year at a time.

Ms. Elsbernd feels the board needs to commit to only one year at a time since that is what they have the authority to do.

Pastor Cheatom believes the district needs to keep it's year as a year and honor the letter sent out and the wording in the contract that calls it a benefit.

Dr. Ahart clarified it is called a bonus that the board may approve on an annual basis. Everyone understands the communication could have been more clear. Offering the plan the same way for many consecutive years creates the feeling that it is a given and he wants to get past that.

Pastor Cheatom is concerned that we offer something comparable for those reaching 55 over the next couple of years, which he understands is around 280 people.

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Dr. Ahart confirmed that's the challenge—transition out of a bad practice, which he can't support, and be respectful of everyone involved. If we're using the plan as intended and we're paying for it with management fund as intended, then what the administration should be doing on an annual basis is making an assessment of the current situation. If there's a need to be addressed and that can be met by some version of an early retirement incentive, then a plan would be crafted to achieve that goal. Some years it may look more rich than the current plan has been, many years it's likely there wouldn't be one, and other times it may look different depending on, again, achieving strategic goals to be the best stewards of the public's resources as we can be and take care of serving our students as well as we can. That's where the district, from my view, has gotten off track over time and we really do need to right that ship.

Mr. Barron clarified his suggestion that it be the closest thing to doing what we've done in the past without making a five-year commitment to people and doing it within one budget year which would be sound management and budget policy and still afford people a lucrative benefit. We have over 400 teachers who would be over the age of 55 with 10 or more years of DMPS service. Depending on who took it up, it would be eaten up a lot faster by giving people a higher benefit. If we want to honor the commitment that Pastor Cheatom and Mr. Sweeney have talked about, that's what we do. But we do it for fewer people so we don't raise the levy and do it within a one-year time frame. It's our position and obligation to find a compromise. A good compromise makes equal parts happy and unhappy, and I think we have to own that and move forward because it's time to get this one off our plates.

An estimate to offer a one-time option to everyone qualified could be \$19-20 million.

Mr. Barron suggests that's not necessarily serving our best needs because we'd be thinning out some of our most senior and experienced teachers. Again, I think we can deal with this in a fair way that balances our obligations to taxpayers and educators.

Ms. Elsbernd summarized the earlier proposal from Mr. Barron which would be to go ahead with an early retirement proposal based on a \$1M cap, paid out via the sick-leave bank for staff 55 years of age and older with a minimum 10 years of service, in a one-year payout.

Mr. Barron would entertain anybody's terms, but he would like to make one clarification which is to stop the policy of attaching a dollar figure on sick leave after this academic year.

Mr. Howard likes everything except the 10 years and believes it should be 20.

Ms. Boesen would agree with the 20 years if you want to make that modification.

Mr. Sweeney would stay with the current term of 10 years.

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There was some legality previously when considering seniority rather than first-come, first-served because the plan states 55 years of age or older.

Dr. Ahart explained the way the current plan is working, you assume an obligation for five consecutive years. We assumed \$3.6M for the retirement class of FY14, but that's split over five years. In our current state, we have committed funds for the next five years covering five different plans. If the total cost of the 2015-16 plan is paid in one year (2016-17), we can absorb another \$1M and not have to raise the levy. An additional burden would not be incurred the following year which starts creating space. Right now, we keep layering on year after year and increasing the burden.

To clarify, the plan has already been approved for 2014-15 for the maximum of 100 people. This discussion is to establish a plan for FY 2015-16. With a cap of \$1M, it is not possible to determine the number of people who could be approved since all would have different amounts built up from their sick leave.

Mr. Howard believes it needs to be made very clear that this is for one year. It can, and most likely will, go away at some time.

Ms. Elsbernd believes that we're clear on what's going to be brought forward for action for the June meeting.

Ms. Boesen stated she's clear.

Mr. Ahart believes he's clear.

Pastor Cheatom stated he's clear.

Mr. Sweeney confirmed he's clear. At 9:22 tonight, he's clear. That can waiver.

Ms. Elsbernd thanked the board for working through this.