

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
AND WORK SESSION
MULTIPURPOSE ROOM
1800 GRAND
MINUTES
JUNE 3, 2014**

Public Forum—5:45 P.M. – 5:45 P.M.

1. Chair Elsbernd called the public forum to order on Tuesday, June 3, 2014, in the multipurpose room at 1800 Grand Avenue.
2. Present: Barron, Boesen, Caldwell-Johnson, Cheatom, Elsbernd, Howard, and Sweeney
Speakers: None

REGULAR MEETING — 6:00 P.M.

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

APPROVAL OF AGENDA — 6:01 P.M.

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

Mr. Sweeney requested that item #9 be removed from consent for separate action.

Ms. Elsbernd called for the vote to approve the agenda with item #9 pulled from consent.

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

Nay: None

Motion passed 7-0.

APPROVAL OF MINUTES — 6:02 P.M.

6. Minutes for the meeting of May 20, 2014, were moved for approval by Mr. Howard, seconded by Pastor Cheatom.

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

Nay: None

Abstain: Caldwell-Johnson

Motion passed 6-0-1.

District Recognitions — 6:03 P.M.

Superintendent Ahart recognized the great work in energy efficiency and continued renovation and improvement of our school buildings. In April, the US Environmental Protection Agency announced the district as a winner of the Energy Star Partner of the Year Award in Climate Communications and Sustained Excellence. Fifty-three of our buildings are energy star rated which has contributed to energy cost savings of \$2.8 million over the last five years. COO Bill Good stated this is one great example of how the district optimizes its resources for the community. It takes a lot of people to make this happen.

CONSENT ITEMS — 6:07 P.M.

7. Construction Payments.....	1
8. Award of Contracts on Bid	2
9. Open Enrollment Appeals—minutes and action recorded on page.....	4
10. Personnel Recommendations	5
11. List of Bills for Approval.....	6

Minutes

Ms. Boesen moved that the board approve the consent items including bills previously authorized and certified by the secretary and approved for payment by the board chair in the amount of \$6,696,843.56; prior p-Card transactions settled April 11, 2014, in the amount of \$6,099.70; and unpaid bills in the amount of \$1,159,647.33; seconded by Mr. Barron.

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

Public Hearing — 6:09 P.M.

12. Central Campus Elevator Update, Bid No. B7015	7
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Other — 6:10 P.M.

13. Preliminary Plans for Two Projects: Moore Elementary School Addition/Renovation River Woods Elementary School Addition	8
14. Purchase of Real Estate—2323 Grand Avenue.....	9
15. Early Retirement Incentive 2015-2016.....	10

ITEMS OF PRIVILEGE — 6:49 P.M.

16. Chair's Report — None.

17. Superintendent's Report

Dr. Ahart reported a good turnout for the Dream to Teach open house and information meeting last Thursday. Thanks go to Connie Boesen and Teacher Sarai

Tillinghast for coordinating this effort to encourage and support our minority students to return after college to teach at DMPS.

Thank you to the board members for their participation in the graduation ceremonies on and before the Memorial Day weekend. It was a great end to the K-12 academic careers of over 1700 DMPS students. Good luck to all our 2014 graduates.

School is out as of today except for the five alternative-calendar schools. See you back in the fall.

A support staff job fair will be held next Tuesday from 10 a.m. – 2 p.m. and next Thursday from 4 – 8 p.m. at the Prospect Building. There will be over 100 positions available ranging from bus drivers to clerical to associates and food service staff.

ADJOURN — 6:51 P.M.

Work Session — 6:57 – 9:35 P.M.

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

Also Present: Tom Ahart, Thomas Harper, Anne Sullivan, Holly Crandell, Tim Schott, Matt Smith, Susie Tallman, Eleanor Shirley, Shelly Bosovich and Cindy Slinger.

The board received information on the between-districts open enrollment process and how the diversity plan factors into the decision making, reviewed information to be included in upcoming monitoring reports, received plans for central office staffing and distributed forms to conduct a self-evaluation.

Item No. 7**Page 1 of 1****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>Edge Commercial</u>				
Print Shop	100%	\$521,998.00	\$495,898.10	\$26,099.90
RETAINAGE RELEASE (SWP)				
Sealed Bid No. B6787				
			TOTAL	\$26,099.90

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

Item No. 8

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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. B6544 Uniforms – Operations and Students FY 2014- 2015

Competitive Edge – Employees	Urbandale, IA	\$3,000.00
Competitive Edge – Students	Urbandale, IA	<u>\$40,000.00</u>
Total Est. Expense		\$43,000.00

The vendor provides uniform apparel for Operations and students. Uniforms for Operations will be ordered through the district's Central Stores, and school uniforms will be placed directly with the vendor.

This is the second extension of the contract.

2013 – 2014	Est.	\$50,650.00
2012 – 2013	Actual	\$69,968.05

Funding Source: Various District Accounts

Contact: Mark Mattiussi
mark.mattiussi@dmschools.org; 242-7550)

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B. B6741 Tires for Transportation FY 2014-2015

Graham Tire	Des Moines IA	\$80,000.00
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Graham Tire to provide tires and tire service for district's fleet of vehicles. The vendor has agreed to maintain their price for the upcoming year.

This is the first extension of the contract.

Funding Source: Transportation General Account

Contact: Todd Liston
(todd.liston@dmschools.org: 242-7832)

C. B6957 Food & Nutrition Uniforms FY 2014- 2015

Chef Coats: Express Press	Omaha, NE	\$16,200.00
Aprons: Quality Resource Group	Des Moines, IA	11,600.00
Hair Cover: Happy Chef	Butler, NJ	<u>3,600.00</u>
Total Expense		\$31,400.00

The vendors will provide uniforms for Food and Nutrition employees that are working in school kitchens. The new uniform consists of a chef coat and choice of hair cover.

Funding Source: Food and Nutrition Management Accounts

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

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Subject: OPEN ENROLLMENT APPEALS**For: ACTION****Presentation: None****Contact: Susie Tallman****Attachment: None**(susan.tallman@dmschools.org/242-7725)

Issue: Requests 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. Iowa Code dictates that determination needs to be made based on whether the district is able to sufficiently accommodate the student's needs.

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

Student Name	Grade	Requested District
Juarez, Mireya	02	Urbandale
Murray, Samuel	0K	SE Polk

Minutes

Mr. Barron moved approval of the superintendent's recommendation; seconded by Ms. Boesen.

Mr. Sweeney stated he appreciates the staff following the policy, but has a disagreement with it and will be voting to allow parents to choose where their students want to go to school.

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

Nay: Sweeney

Motion passed 6-1.

Item No. 10**Page 1 of 1****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 personnel recommendations.

ELECTIONS

Name	School, Position	Effective Date
Boes Chojnacki, Katherine	Howe, Art	08/11/2014
Detwiler, Christina	Hillis, Counselor	08/13/2014
Fischer, Joy	Cowles, Preschool, Kindergarten	08/11/2014
Nichols, Scott	North, Academic Interventionist	08/13/2014
Praska, David	Ruby Van Meter, Special Education BD II	08/13/2014
Schroder, Dawn	Ruby Van Meter, Special Education	08/13/2014
Shwery, Jessica	Goodrell, Physical Education	08/13/2014
Storm, Shelby	Walnut Street, Special Education	08/11/2014

RESIGNATIONS

Name	School, Position	Effective Date
Adams, Jaimie	Weeks, Multicategorical	06/03/2014
Cuellar, Gregg	Chief Schools Officer	06/30/2014
Eichenberger Hiatt, Janet	Findley, ELL	06/06/2014
Gunderson, Tiffany	Hillis, Preschool	06/06/2014
Hedgepeth, Sallie	Ruby Van Meter, Intellectual Disorders	06/06/2014
Holcomb, Leah	Hillis, 5 th Grade	06/06/2014
Kannapel, Charles	East, Social Science	06/06/2014
Liechti, Laura	Brubaker, Multicategorical	06/06/2014
Notz, Tara	Student Services, Special Ed. Consultant	06/13/2014
Smith, Amanda	Hiatt, Family & Consumer Science	06/06/2014

Item No. 11**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. 12

Page 1 of 1

Subject: CENTRAL CAMPUS ELEVATOR UPDATE, BID NO. B7015

For: PUBLIC HEARING/ACTION

Presentation: None

Contact: Bill Good

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

Attachments: None

Issue: Approval of the plans and specifications for the passenger elevator update at Central Campus.

Superintendent's Recommendation: The superintendent recommends the board approve the plans and specifications prepared by Briggs Elevator Consulting for the elevator update at Central Campus.

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

Background: This project will replace the existing east freight elevator with a new passenger elevator.

Publication for the public hearing was included in The Des Moines Register on May 29, 2014.

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

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was opened at 6:09 p.m. With no speakers present, the public hearing was closed at 6:09 p.m.

Ms. Boesen moved approval of the public hearing and the superintendent's recommendation; seconded by Ms. Caldwell-Johnson.

Aye: Barron, Boesen, Caldwell-Johnson, Cheatom, Elsbernd, Howard and Sweeney
Nay: None

Motion passed 7-0.

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**Subject: PRELIMINARY PLANS FOR TWO PROJECTS:
MOORE ELEMENTARY SCHOOL ADDITION/RENOVATION
RIVER WOODS ELEMENTARY SCHOOL ADDITION**

For: INFORMATION

Presentation: None

Contact: Bill Good
(harold.good@dmschools.org; 242-8321)

Attachments: None

Issue: Preliminary Plans for Moore and River Woods schools.

Background: As part of Students First/Statewide Penny program, preliminary plans are now available for review. This provides an early opportunity for review of project plans. At an upcoming board meeting, final plans and specifications will be formally presented for potential board approval.

The general scope for the individual projects is as follows:

Moore – Will include full renovation of the existing building and the addition of a gymnasium with miscellaneous support spaces. Site improvements will include new paving, student drop off and playground updates

River Woods – Will include a four classroom addition to replace two mobiles as well as allow for expansion. The addition will also include new student restroom areas.

Preliminary plans can be reviewed at each school listed, the district website: <http://www.dmschools.org/departments/operations/construction/students-first/renovation-construction-plans/> and the Operations Center at 1917 Dean Ave. Questions and comments are encouraged.

Presenters: None

Minutes

Bill Good stated the preliminary plans are on the district's website under the Operations area. Comments and concerns should be forwarded to his office.

Item No. 14**Page 1 of 1****Subject: PURCHASE OF REAL ESTATE – 2323 GRAND AVENUE****For: ACTION****Presentation: None****Contact: Thomas Ahart and Bill Good****Attachments: None**

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

Issue: Approve purchase of 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 approve the purchase of real estate located at 2323 Grand Avenue using statewide penny sales tax funding.

Background: This purchase will allow for expansion of the Walnut Street School. The staff would 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. Other advantages include improved access to business and human resource functions.

Minutes

Mr. Barron moved approval of the purchase of property at 2323 Grand Avenue in Des Moines; seconded by Ms. Boesen.

A presentation was made at the last board meeting. There were no additional questions or comments.

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

Nay: None

Motion passed 7-0.

Item No. 15**Page 1 of 3****Subject: EARLY RETIREMENT INCENTIVE 2015-2016****For: ACTION****Presentation: None****Contact: Thomas Ahart****Attachment: 14-034**

(Thomas.ahart@dmschools.org/242-7766)

Issue: Early Retirement Incentive 2015-2016.**Superintendent's Recommendation:** The superintendent recommends the board discuss and approve the Early Retirement Incentive program as outlined below.**Presenters:** None. Tom Ahart, Anne Sullivan, Thomas Harper, Cathy McKay will be available for questions.**Background:** The following is a summary of what was agreed upon at the May 20th board meeting regarding early retirement incentive FY 2015-2016:**Parameters:**

- Retirement in June 2016 – no guarantees beyond 2016.
- Minimum age of 55 (prior to the beginning of subsequent school year).
- Minimum of 10 years of service as a teacher/administrator as of June 2016.
- Teachers, administrators, and those who were formerly eligible as a teacher or administrator and moved to a different employee classification are eligible.

Benefits:

- Continue current plan in which benefit is based on unused sick leave for the 2015-2016 year.
- Benefits under the plan will be frozen as of June 30, 2014.
- Payout will be completed in one year.
- Payment will be made to applicable limits set in the IRS code. Payments will be made up to the IRS limits in the following order: 403(b), 457, and remaining funds will be paid as taxable income. All payments will be made by January 15, 2017.

Limitations:

- Electronic applications on first-come, first-serve basis.
- Cap of \$1,000,000 expenditure to management fund.

Minutes

Ms. Boesen moved approval of the Early Retirement Incentive program; seconded by Pastor Cheatom.

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Speakers: Patty Trump, 4109 46th Street, Des Moines
Steve Gude, 3111 40th Place, Des Moines
Lynda Bates, 6713 Three Lakes, Des Moines, IA
Rossi Frith, 1229 15th Street, Des Moines

Pastor Cheatom asked if the board voted no today, what would be the outcome for the teachers. Mr. Harper stated this is the only proposal on the table and there would be no retirement incentive at all. Superintendent Ahart stated the eligibility is the same as the previous plan, but is capped at \$1 million and is paid out in one year rather than five years in a health savings/retirement account. Pastor Cheatom feels if we vote no tonight, the program dies, so he will vote yes on the plan.

Ms. Caldwell-Johnson read through the minutes from the last meeting that she missed and there will be another opportunity to review this since it is an annual process; however, she wanted to address when this would come up next year as we owe it to everyone to do our due diligence and review or evaluate or reassess, as early as possible. The ad hoc committee spent a fair amount of time on the background early, but because the group could not come to a conclusion, it languished an additional one and a half to two months before a proposal could be advanced for serious consideration. The board needs to stay on top of the timing and be decisive and clear on expectations. There are pieces of the plan she really likes, but there are pieces she doesn't like at all. She will not vote to support the plan tonight, but will be in a position to consider future proposals and address the concerns she has about the proposal before them this evening.

Mr. Sweeney asked if we voted no tonight for 2015-16, do we address this again next year since it's an annual process? Superintendent Ahart stated we would be giving consideration on an annual basis as to what makes sense for the district and do whatever the board's pleasure is. The design of the plan using the sick-leave bank makes it difficult to be advantageous to the district on an ongoing basis. Mr. Sweeney continued that the plan calls for a freeze on everything on June 30, 2014. This does not take care of the teachers who have accumulated this sick bank. We need to honor what they have accumulated. The money part accumulated is their lives and that's what we're dealing with, not the numbers, and we need to honor that commitment. He agrees with some of the proposal, and feels the \$1 million is short. One way to pay it out after it's frozen would be to wait until the person retires and pay out what was banked as of June 30, 2014, and honor the dedication these employees have given us.

Mr. Barron's comments included that he will vote for the incentive. He believes it is a compromise; it is a continuation of present policy in that the benefits paid out are the same as those that would have been paid out whether the cap is 100 people or \$1 million. The cap provides for payout in one year without raising the management levy. While we have a commitment to honor our employees, we also have a commitment to honor the taxpayers and not raise taxes unless it's dire and needed. We need to question whether we need the program and to what end it serves. His

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understanding of the management levy is that it's not a pot of money to pay benefits, but to do a number of things which includes paying an early retirement incentive. As a board, we need to honor the public trust and use the money for the purposes for which it was allocated. Going forward, is an early retirement incentive the best use of the district's funds, and how should it be paid out? He has fought to ensure the benefit paid out in the 2015-16 incentive reflects the expectation of the staff and what we're voting on tonight is exactly what is in the sick-leave bank. He understands the desire to try to help folks and honor a trust, and we are doing it this year while also balancing our obligation to taxpayers to spend their money as wisely as possible. He doesn't expect to make everyone happy, but understands his responsibility to make tough choices, take the time to listen to everyone, to share his thoughts, and talk with others. The plan tonight is a compromise. We are elected to balance different needs and spend money wisely in the best possible way that serves the best interests of the district; our employees; our taxpayers; and, most importantly, the kids of this district.

Ms. Boesen thanked Mr. Barron for bringing forward this plan as it does honor what we've had in the past. As long as she's been on the board, it has been approved annually for one reason—it was a cost savings—and allows us to keep teaching positions. We may have done it too many years in a row. A lot has been learned about the plan, and, with the condition of the district's finances, a plan probably should not be offered since it can't be justified based on the rationale for the purpose established. This is a compromise that was talked about last year as well. Going forward, we need to look at how to handle it if there is no financial issue. If it's ongoing, it should be a benefit. We need to look at our obligation to all the people we serve—our employees and the community. We have to be open to further discussion. She's supporting this proposal since it agrees with how it has been implemented in the past with a \$1 million cap, which is the right thing to do from a taxpayer's standpoint, and not stretching the debt over five years. If we need it, we go forward. If we don't need to do this, we should not be doing it.

Mr. Howard believes the plan is a compromise to a plan that has strayed from its original goal of an early retirement incentive to save the district money. We have gone to a retention policy. If someone is sick, we want you to stay home. If it is that important, it can be brought up at the bargaining table. He has not heard anyone say it's going away forever. Again, it could come back if funding is cut. There are parts he's not totally comfortable with, but that's what comes with compromise, and he can live with that. He will vote yes for this proposal.

Ms. Elsbernd stated she plans to support this plan as a compromise, echoing much of Mr. Barron's sentiments and called for the vote.

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

Nay: Caldwell-Johnson

Motion passed 6-1.