

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
1800 GRAND AVENUE
MINUTES
JUNE 18, 2013**

PUBLIC FORUM — 5:45 P.M. - 5:47 P.M.

The Board of Directors held a public forum on Tuesday, June 18, 2013, in the multi-purpose room at 1800 Grand Avenue; Dick Murphy presiding.

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

There were no speakers.

REGULAR MEETING — 6:01 P.M.

Mr. Murphy called the June 18, 2013, meeting of the Des Moines Public Schools Board of Directors to order.

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

APPROVAL OF AGENDA — 6:01 P.M.

Mr. Jongewaard moved approval of the agenda, seconded by Ms. Boesen. Mr. Jongewaard requested item 19 be removed for discussion and item 20 be removed in order to recuse himself.

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

APPROVAL OF MINUTES — 6:02 P.M.

Mr. Howard moved approval of the minutes for June 4, 2013, seconded by Mr. Sweeney.

Aye: Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney
Abstain: Boesen
Nay: None

Motion passed 6-0-1.

DISTRICT RECOGNITIONS — 6:03 P.M.

Superintendent Ahart presented the Green Ribbon Award from the U.S. Department of Education to COO Bill Good. DMPS is one of 14 school districts in the nation receiving the award which recognizes the district's efforts to demonstrate the importance of energy efficiency and environmental stewardship to our students and school community while saving the district millions of dollars in energy costs.

Consent Items — 6:15 p.m.

7. Architect Payments.....	1
8. Construction Payments.....	3
9. Contracts for Approval	6
10. Award of Contracts on Bid	8
11. Award of Goodrell Middle School Gym Floor Replacement—Quote #Q6769	10
12. Award of Bid No. B6762—Demolition Package Casady Education Center	11
13. Award of Paper Contract	12
14. FCC Narrow Band Compliance	13
15. Additional Security Cameras	14
16. Renewal of Imagine Learning Language Program	15
17. Student Identification Cards—PlascoTrac	16
18. Requests for Open Enrollment Under the Iowa Open Enrollment Law	17
19. Staff Compensation for 2013-2014*	18
20. Appointment of 2013-14 Level I and II Investigators*	25
21. Personnel Recommendations.....	27
22. List of Bills for Approval	29

Ms. Caldwell-Johnson moved that the board approve the consent items minus items 19 and 20 including payment of bills previously authorized and certified by the secretary in the amount of \$2,790,263.98 and unpaid bills in the amount of \$5,310,570.65, seconded by Ms. Boesen.

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

Nay: None

Motion passed 7-0.

*Minutes for these items are included on their respective pages.

Public Hearings — 6:42 p.m.

23. Harding Middle School Wall Restoration	30
24. Central Nutrition Center Freezer Addition.....	31

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Other — 6:44 p.m.

25. 2003 Legislative Session32

26. Student Achievement Monitoring Report: Part 2 (Spring)36

27. Monitoring Report 2.1 Student Conditions Non Academic38

28. Resolution Committing Fund Balance40

29. Resolution Approving Application for Hearing Before the School Budget
Review Committee Regarding the Preschool Deficit Balance41

30. Belief Statements and Student Expectations42

Items of Privilege — 9:39 p.m.

Chair’s Report

There was no report from the chair.

Superintendent’s Report

Mr. Ahart thanked the board for their continuing advocacy for the students of DMPS, especially with legislators. Speaking as one voice and advocating effectively has really been successful this year and established good momentum going into next year.

Recognition goes out to the central office leadership team for their efforts during the last two years and the astounding results that have been achieved.

Adjourn — 9:41 p.m.

Item No. 7

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

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

Attachment: None

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

<u>Architect/Engineer/Project</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment</u>
<u>KCL Engineering</u>				
Prospect Support Facility Architect App 8 (SWP)	73%	\$106,568.00	\$74,598.00	\$3,159.00
<u>Design Group</u>				
Edmunds Elementary Architect App 28 (SWP)	90%	\$566,500.00	\$499,244.06	\$10,621.00
Hoyt Middle School Architect App 11 (SWP)	78%	\$375,000.00	\$279,307.71	\$12,823.71
<u>Wells + associates</u>				
Findley Elementary Architect App. 101 (SWP)	77%	\$253,686.00	\$190,660.47	\$5,860.19
Casady Education Center Architect App. 3 (SWP)	53%	\$378,780.00	\$103,028.16	\$98,482.80
Jefferson Elementary Architect App. 11 (SWP)	76%	\$251,400.00	\$188,369.24	\$6,598.80

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RDG Planning and Design

Park Avenue Elementary Architect App. 9 (SWP)	73%	\$96,250.00	\$65,223.24	\$4,654.26
Pleasant Hill Elementary Architect App. 10 (SWP)	73%	\$342,000.00	\$234,272.74	\$14,019.26
Central Campus Phase 3 Architect App. 15 (SWP)	91%	\$312,741.00	\$258,971.90	\$25,467.10

TOTAL	\$181,686.12
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Presenters: None**Background:** None**Contact:** Bill Good

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Subject: CONSTRUCTION PAYMENTS

For: ACTION

Contact: Bill Good

Attachment: None

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

Issue: Payment of contractor invoices.

Superintendent's Recommendation: The superintendent recommends that the following contractor and supplier payments be authorized.

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<u>Cerebral</u> Jefferson Elementary Addition (SWP) GC App. 4 Sealed Bid No. B6641	28%	\$5,215,859.00	\$868,241.20	\$575,807.49
<u>ESA Inc.</u> Studebaker Elementary Asbestos Abatement App. 2 (SWP) Quote No. Q6507	100%	\$94,639.00	\$34,536.00	\$60,103.00
<u>Dean Snyder</u> Hoyt Middle School Addition/Ren. (SWP) GC App. 3 Sealed Bid NO. B6658	12%	\$7,549,104.00	\$331,411.30	\$564,149.90
Hiatt Middle School Addition/Ren. (SWP) RETAINAGE RELEASE Sealed Bid No. B6486	100%	\$6,694,783.00	\$6,657,114.95	\$37,668.05
<u>DDVI</u> Central Campus Phase 3 Renovation GC App. 11 (SWP) Sealed Bid No. B6499	98%	\$4,120,221.00	\$3,848,677.54	\$176,768.47

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Stahl Construction

Edmunds	87%	\$10,497,448.00	\$8,417,486.40	\$728,701.61
GC App. 12 (SWP)				
Sealed Bid No. B6504				

Edge Commercial

Pleasant Hill School	27%	\$3,883,260.00	\$545,074.85	\$496,888.95
Addition (SWP)				
GC App. 4				
Sealed Bid No. B6640				

Kurtz Elevator	27%	\$243,194.00	\$31,819.30	\$33,867.50
Addition (SWP)				
GC App. 2				
Sealed Bid No. B6688				

Lang Construction

Findley Elementary	29%	\$4,615,590.00	\$945,348.08	\$370,296.03
Addition (SWP)				
GC App. 4				
Sealed Bid No. B6613				

Pro Commercial LLC

Park Avenue School	15%	\$1,945,388.00	\$190,985.15	\$104,467.70
Renovation (SWP)				
GC App. 3				
Sealed Bid No. B6693				

REEP, Inc.

Kurtz Building	80%	\$515,623.00	\$340,871.67	\$73,994.68
Windows (SWP)				
GC App. 4				
Sealed Bid No. B6586				

Wilson Group

Prospect	41%	\$107,116.00	\$1,602.65	\$42,517.25
Windows				
App. 2 (SWP)				
Sealed Bid No. B6614				

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Seneca Environmental

Hoyt Middle School Asbestos Abatement App. 3 (SWP) Sealed Bid No. B6672	82%	\$109,900.00	\$85,872.87	\$5,130.00
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Kurtz Building Asbestos Abatement App. 3 (SWP) Sealed Bid No. B6592	95%	\$41,260.00	\$28,343.25	\$10,853.75
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Kurtz Building RETAINAGE RELEASE Sealed Bid No. B6592	100%	\$41,260.00	39,197.00	\$2,063.00
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Rochon Corp.

Harding Middle School RETAINAGE RELEASE Sealed Bid No. B6321	100%	\$4,864,998.00	\$4,857,559.36	\$7,438.64
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<u>A J Allen</u> Hoover VAV GC App. 1 (SWP) Sealed Bid No. B6722	3%	\$711,000.00	\$0.00	\$18,715.95
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Two Rivers Group

Prospect Facility App. 1 (SWP) Sealed Bid No. B6706	3%	\$2,441,000.00	\$0.00	\$68,656.50
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TOTAL			\$3,378,088.47	
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 9**Page 1 of 2****Subject: CONTRACTS FOR APPROVAL****For: ACTION****Presentation: None****Contact: Bill Good**

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

Attachment: None

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

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

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

Contract No. 13-026

Project: Lease Agreement with DSM International Airport

Contractor: Des Moines International Airport

Background: The Des Moines Independent Community School District has leased space at the Airport since 2000 for the district's aviation program. Administration will revisit the airport authority final site plans in the spring of 2014 to further evaluate potential location options for the program.

Financial:

Revenues: 0

Expenses: One year lease rate of \$19,600.

Funding Source: General Funds

Term: July 1, 2013 – June 30, 2014

New or Renewal: Renewal

Contact: Bill Good, COO

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

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Contract No. 13-027**Project:** LEASE AGREEMENT WITH DSM INTERNATIONAL AIRPORT**Contractor:** Des Moines International Airport

Background: The Des Moines Independent Community School District has leased space at the Airport since 2000 for the district's aviation program. The airport authority will not extend the lease in the existing building beyond July 1, 2014 and have offered another building at the airport as a back-up plan. Administration will revisit the airport authority final site plans in the spring of 2014 to further evaluate potential location options for the program. The district has the option to terminate this lease should a more viable program option be determined.

Financial:

Revenues: 0

Expenses: July 1, 2014-June 30, 2015 annual lease rate will be \$30,127.64

July 1, 2015-June 30, 2016 annual lease rate will be \$45,191.45

Funding Source: General Funds**Term:** July 1, 2014 – June 30, 2016**New or Renewal:** Renewal**Contact:** Bill Good, COO

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

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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. B6763 Kitchen Equipment

Buller Fixture	Omaha, NE	\$69,718.58
Reinhart	Cedar Rapids, IA	\$233,029.09
Total		\$302,747.67

The suggested award is the low bid meeting specifications. Bids were examined by the Purchasing and Food Service Departments. A complete bid tabulation is available online @ www.dmschools.org/departments/operations/purchasing/open-proposals

Funding Source: Food & Nutrition Account

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

B. B6655 High Bay Lighting for Central Campus

MCOR Lighting	Laguna Hills, CA	300 Fixtures	\$35,625.00
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As part of the Central Campus renovations, new fluorescent fixtures and bulbs will be purchased. The new fluorescent fixtures will improve lighting and energy efficiency at the school. The fixtures will be installed under a separate district contract, B6555 Electrical Services. A complete tabulation of the bid is available: <http://www.dmschools.org/departments/operations/purchasing-central-stores/purchasing/open-proposals/>.

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Bids were examined by Purchasing and Facilities Management departments. 34 bids were sent out, 5 bids were received, 1 no bid was received, and 28 did not respond.

Funding Source: Physical Plant and Equipment Levy (PEEL)

Contact: Dave Silver
(david.silver@dmschools.org; 242-7700)

Item No. 11**Page 1 of 1****Subject: AWARD OF GOODRELL MIDDLE SCHOOL GYM FLOOR REPLACEMENT—QUOTE #Q6769****For: ACTION****Contact: Bill Good**harold.good@dmschools.org: 242-8321)**Attachment: None**

Issue: Award of contract for gym floor replacement at Goodrell Middle School.

Superintendent's Recommendation: The superintendent recommends a contract for the Base Quote be awarded to the lowest responsive/responsible bidder, Glascock Floors, in the amount of \$73,185.00.

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

Background: The existing gym floor at Goodrell is in need of replacement. Because of the number of cracked and damaged boards, the existing wood floor will be torn out and a new gym floor will be installed.

The district received quotes on May 31, 2013. The results are as follows:

Bidder	Base Quote
FLR Sanders Princeton, MN	\$92,900.00
Glascock Floors Indianola, IA	\$73,185.00
Phillips' Floors Indianola, IA	\$88,800.00

Funding Source: Physical Plant and Equipment Levy (PPEL)

Contact: Bill Good

Item No. 12**Page 1 of 1****Subject: AWARD OF BID NO. B6762—DEMOLITION PACKAGE CASADY EDUCATION CENTER****For: ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

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

Issue: Award of contract for the demolition package for Casady Education Center.**Superintendent's Recommendation:** The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/responsible bidder GreenTrac LLC in the amount of \$171,885.**Presenters:** None, Bill Good will be present to answer any questions.**Background:** This project will demolish the existing building and miscellaneous other site items in preparation for the construction of the new Casady Education Center.

The district received bids on June 11, 2013. The results are as follows:

	<u>Base Bid</u>
American Demolition – Elgin, IL	\$355,000
DeCarlo Demolition – DM, IA	\$388,448
Dore & Assoc. – Bay City, MI	\$198,600
GreenTrac – Bunker Hill, IL	\$171,885
Iowa Demolition – Altoona, IA	\$234,800
P & P Contr's. – Winterset, IA	\$323,000
Robinson Bros – Waunakee, WI	\$297,785

Funding Source: Statewide Penny (Students First Program)**Contact:** Bill Good

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Subject: AWARD OF PAPER CONTRACT

For: ACTION

Contact: Sheila Mason
(sheila.mason@dmschools.org; 242-7981)Attachments: None

Issue: Renewal of contract.

Background: In order to utilize the district's purchasing power to achieve the lowest costs for copier and other paper, the Purchasing Department originally issued a request for bid in FY 12-13. This is the second of four renewals. The vendor has agreed to maintain their price for the second year.

Superintendent's Recommendation: The superintendent recommends the contracts as shown to be approved. Where cost comparisons are shown, they are merely a representative sample of the items on the bid and are not intended to be all inclusive. Product will be ordered on an as needed basis. Copier paper will be ordered monthly and stocked in Central Stores to be issued to the individual site throughout the school year.

B6550 Copier Paper FY 2013-2014

The Paper Corp	Des Moines, IA	1 item	\$235,000.00
Total			\$235,000.00

FY 12-13 annualized amount was \$235,012.00

FY 11-12 annualized amount was \$236,400.00

Funding Source: Individual district accounts**Contact:** Sheila Mason

Item No. 14**Page 1 of 1****Subject: FCC NARROW BAND COMPLIANCE****For: ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

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

Issue: Comply with FCC narrow band guidelines for radio communication.**Superintendent's Recommendation:** The superintendent recommends the board approve this contract as presented.**Presenters:** None, Bill Good will be present to answer any questions.**Background:** The FCC had a 2013 deadline for narrow band compliance requiring all radios to be digital. This purchase, through Electronic Engineering, allows the middle schools and high schools to come into compliance.

Electronic Engineering works under the state contract MA0053807-10. The Quote received as follows:

1 Network Repeater
70 Portable Digital Radios
83 Ear pieces
Total: \$49,980.00

Funding Source: Facilities Management General Fund

Item No. 15**Page 1 of 1****Subject: ADDITIONAL SECURITY CAMERAS****For: ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

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

Issue: Additional Security Cameras**Superintendent's Recommendation:** The superintendent recommends the board approve this contract as presented.**Presenters:** None, Bill Good will be present to answer any questions.**Background:** Additional security cameras were added to match money from the COPS grant. The project adds 182 security cameras throughout the district to improve security. The purchase is through Johnson Controls under State Contract Number MA0053162-08.

Cops Grant:
96 Cameras
1 Admin Server
Total: \$183,985.00

General and Statewide Penny Funds:
86 Cameras
2 Admin Servers
Total: \$185,775.00

Project Total: \$369,760.00

Funding Source: Cops Grant, General Fund, and Statewide Penny Funds

Item No. 16**Page 1 of 1****Subject: RENEWAL OF IMAGINE LEARNING LANGUAGE PROGRAM****For: ACTION****Presentation: None****Contact: Vinh Nguyen****Attachment: None**(vinh.nguyen@dmschools.org/242-7853)

Issue: Renewing Imagine Learning licenses, educational language software program catering to the English language learners. We request to renew 800 licenses with an additional bonus of 300 licenses for \$125,000 if purchased before July 2013. These licenses will be distributed among the ELL elementary schools depending on the need of the building and are intended for newly arrived English language learners (ELL) and students (ELL) with a low language proficiency level who need more exposure to listening, speaking, reading and writing. This will provide more services to English language learners. The renewal fees will be supported by fiscal year 2012-13 Title III funds.

Superintendent's Recommendation: The superintendent recommends the board approve the license renewal of ELL materials with Imagine Learning in the amount of \$125,000.

Presenters: None

Background: To be able to perform well in school, English learners must master not only the basic interpersonal communication skills, but also the academic vocabulary in content subject areas. With Imagine Learning language software program, English language learners will have opportunities to learn both basic and academic vocabulary, including valuable cross-curricular words common to social studies, science, and math. English language learners will receive one-on-one instruction through thousands of engaging activities specifically designed to meet their individual needs and provide real results. The building administrators or classroom teachers will have a capacity to monitor and track student progress instantly with their data system.

In the Des Moines Public Schools, the ELL program plans to use the Imagine Learning software program as an additional learning opportunity, not to supplant the current ELL services. This implementation will help expand students' English language learning through all four domains: speaking, listening, reading and writing.

Funding Source: Title III (ELL Federal Funding)

Item No. 17**Page 1 of 1****Subject: STUDENT IDENTIFICATION CARDS—PLASCOTRAC****For: ACTION****Presentation: None****Contact: Bryce Amos**
(bryce.amos@dmschools.org / 242-8508)**Attachments: None**

Issue: PlascoTrac system for making student identification cards.**Superintendent's Recommendation:** The superintendent recommends the board approve the purchase of the PlascoTrac system for high schools for making student IDs.**Presenters:** None, Bryce Amos will be available to answer questions.**Background:** All comprehensive high schools have implemented required student identification cards as part of their school safety plans. Starting next year schools will have identification card systems on site to allow for more efficient distribution and production of student and staff identification cards. The district currently uses the PlascoTrac system to track tardies. Each school will have two systems on site.**Vendor:** PlascoTrac (Miami, Florida)**Cost:** \$34,193.70**Funding:** General Fund – Secondary Schools**Contact:** Bryce Amos

Item No. 18**Page 1 of 1****Subject: REQUEST FOR OPEN ENROLLMENT UNDER THE IOWA OPEN ENROLLMENT LAW****For: ACTION****Presentation: None****Contact: Pat Lantz****Attachment: None**

(patricia.lantz@dmschools.org/242-7850)

Issue: Request for open enrollment for the 2013-2014 school year.**Presenters:** Pat Lantz/Eleanor Shirley

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

Superintendent's Recommendation: The superintendent recommends the board deny these applications for the following reasons:

Student Name	Grade	Requested District	Reason for denial
Martin, Jonas	02	Clayton Ridge	DMPS is able to address concerns expressed with our Home Instruction Program
Nelson, Laurena	08	Urbandale	DMPS is able to address the concerns expressed within the building.

Item No. 19**Page 1 of 7****Subject: STAFF COMPENSATION FOR 2013-2014****For: ACTION****Contact: Thomas Harper**
(thomas.harper@dmschools.org; 242-7763)**Attachments: 13-037 &
13-038**

DES MOINES PUBLIC SCHOOL DISTRICT
Wellness Program

Issue: The Des Moines Public Schools Wellness Program for the 2013-2014 contract year.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 Wellness Program for all of the employee groups.

Background: The District will provide a wellness program to benefit the health and wellness of all employees. The Wellness Program shall be voluntary on the part of the individual employee. The District will not receive individual personal health information pertaining to individual employees. The District will only receive data in aggregate form.

The 2013-2014 Wellness Plan will consist of the following components: a comprehensive wellness program will be offered to DMPS employees; employees will be eligible to receive up to \$200 for completing specified wellness actions/activities in 2013-2014. The incentive will be broken down as follows:

- \$100 for completing biometric and assessment
- \$100 for completion of 6 wellness activities
- Incentives will be applied toward premiums for the 2014-2015 plan year
- Individuals not enrolled in the DMPS health plan will be eligible for \$100 incentive for completion of 6 wellness activities only. Incentive will be paid as taxable income to participants.

TEACHERS

Teacher Election List is Attachment 13-037

Issue: Teacher salaries for the 2013-2014 contract year. This group is represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee group.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at

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\$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

In order to meet the changing needs of DMPS students, the district and DMEA have agreed to an alternative salary schedule and alternative contract terms for those teachers who are new to the teaching profession. In consideration of the alternative contract provisions, teachers will receive increased compensation. Annual increases will be 1% or 1.5%, dependent upon a teacher successfully completing professional development programs and, in later years, completing district and DMEA developed Master's Degree coursework.

The total compensation package for this group will be:

Teachers	3.98%
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SUBSTITUTE Teachers/Nurses/Associates

Issue: Substitute salaries for the 2013-2014 contract year. This group is not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee groups.

Background:

Substitute Teachers	
• Daily Rate	\$130 per day (no benefits)
• After 10 consecutive days in an assignment	\$165 per day (no benefits)
• After 80 consecutive days in an assignment may be placed on appropriate salary schedule	(eligible for benefits)

Substitute Nurses	
• Degree	\$130 per day (no benefits)
• After 10 consecutive days in an assignment	\$165 per day (no benefits)
• RN	\$126 per day (no benefits)
• After 10 consecutive days of an assignment	\$160 per day (no benefits)

Substitute Associates	
• Daily Rate	\$79 per day (no benefits)
• After 10 consecutive school days in the same assignment (Substitute Associates will be paid retro starting on the 11 th day of their assignment.)	\$84 per day (no benefits)

ADMINISTRATORS*Administrator Election List is Attachment 13-038*

Issue: Administrators salaries for the 2013-2014 contract year. This group is not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee group.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

The total compensation package for this group will be:

Administrators	3.95%
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SPECIALISTS

Issue: Specialists salaries for the 2013-2014 contract year. This group is not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee group.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

The total compensation package for this group will be:

Specialists	3.95%
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PARAPROFESSIONALS

Issue: Paraprofessional salaries for the 2013-2014 contract year. These groups are not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee groups.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

The total compensation package for these groups will be:

Campus Monitors	3.97%
Executive Secretaries	3.95%
Sign Language Interpreters	3.97%
Support Staff	3.95%
Bi-Lingual Community Outreach Workers	3.95%

SECRETARIES/ASSOCIATES

Issue: Staff salaries for the 2013-2014 contract year. This group is represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee group.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

The total compensation package for this group will be:

Secretaries	4.62%
Associates	8.62%

CHILD CARE TEAM LEADERS AND FOOD SERVICE MANAGERS

Issue: Staff salaries for the 2013-2014 contract year. These groups are not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the board approve the 2013-2014 total compensation package for the listed employee groups.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes will be made.

The total compensation package for these groups will be:

Food Service Managers	3.95%
Child Care Team Leaders	3.98%

AFSCME

AFSCME Compensation was included in the May 7, 2013, board agenda. Slight modifications to the Wellness Program appear below. The modifications align with the Wellness Program that applies to all of the other employee groups.

Issue: Staff salaries and benefits for AFSCME for the 2013-2014 and 2014-2015 contract years. These groups are represented by collective bargaining.

Superintendent's Recommendation: The Superintendent recommends the Board approve the 2013-2014 and 2014-2015 total compensation package for the listed employee groups.

Background: Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1000/\$2000 and out-of-pocket maximums will remain at \$2000/\$4000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and Disability coverage will remain with Principal. No coverage changes are being made.

The District will provide a wellness program to benefit the health and wellness of all employees.

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The Wellness Program shall be voluntary on the part of the individual employee. The District will not receive individual personal health information pertaining to individual employees. The District will only receive data in aggregate form.

The 2013-2014 Wellness Plan will consist of the following components: a comprehensive wellness program will be offered to DMPS employees; employees will be eligible to receive up to ~~\$250~~ \$200 for completing specified wellness actions/activities in 2013-2014. The incentive will be broken down as follows:

- ~~\$125~~ \$100 for completing biometric and assessment
- ~~\$125~~ \$100 for completion of 6 wellness activities
- Incentives will be applied toward premiums for the 2014-2015 plan year
- Individuals not enrolled in the DMPS health plan will be eligible for ~~\$125~~ \$100 incentive for completion of 6 wellness activities only. Incentive will be paid as taxable income to participants.

The total compensation package for these groups will be:

2013-2014		2014-15	
Operations /Transportation	3.79%	Operations /Transportation	3.79%
Child Care	4.16%	Child Care	4.16%
Food Service	3.97%	Food Service	3.97%

The overall total average for the AFSCME groups is 3.85%.

Minutes

Ms. Boesen moved approval of item 19, seconded by Ms. Elsbernd.

Mr. Jongewaard congratulated the administration, Cathy McKay and the Wellness Committee for negotiating a wellness program to help put restraints on health care costs. The budget sets aside \$1.5 million for the wellness program and a detailed budget on the expenditures for the upcoming year was requested. Who are the other companies interviewed to be vendors for the program besides Wellmark? Cathy McKay stated a vendor has not been selected; however, the current contract with Wellmark includes services to utilize for tracking wellness program participation. They just went through a full RFP process for a vendor for those services and the district will utilize that vendor. A new wellness coordinator, Tammy Steinwandt, has been hired and comes from a wellness vendor. An RFP process would be used if the district determines the need for a vendor.

Additional explanation for total compensation on administrator salaries was requested, which is 3.95%. It would be helpful to show the calculations to ensure equal treatment. The firm of Fox Lawson has been hired to perform a study which is due in the fall. A

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previous request to equalize some principals' salaries was postponed until the study is done. Mr. Ahart explained the statistics that are used to determine additional compensation which isn't part of the base salary. Adjustments are now being made based on the board's wish to bring the salaries together prior to contract settlements.

Speaker: Andrew Rasmussen, DMEA president, 313 SE Sharon, Ankeny

Mr. Sweeney referenced an email that was received which indicated a 3.37% increase in straight salary. Mr. Ahart explained that people are moved to the next step where applicable; 3.95% of that total compensation is determined; then, person by person, back out FICA, IPERS, medical insurance, life insurance, TSA, etc. What remains is then applied to the salary. Mr. Harper is putting the information on administrators and teachers in a format requested by Mr. Jongewaard which can be checked for computation and correction.

Mr. Jongewaard feels this issue should come to the board for discussion at one meeting to allow time to receive responses to questions with approval requested at the following meeting. Mr. Howard commented that the negotiated tentative agreement is a confidential item. Discussing such in an open board meeting may not be possible under collective bargaining law. Ms. Lantz stated an exempt session would allow for board discussion. Mr. Jongewaard's recommendation would be for non-covered employee groups for future years, not to postpone action now.

Ms. Boesen noted the increase for the associates and is very appreciative of the work to bring up the salaries for that group.

Mr. Murphy called for the vote.

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

Nay: None

Abstain: Jongewaard

Motion passed 6-0-1.

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Subject: APPOINTMENT OF 2013-14 LEVEL I AND II INVESTIGATORS**For: ACTION****Contact: Thomas Harper****Attachments: None**thomas.harper@dmschools.org; 242-8527

Issue: Chapter 102, Rules of Department of Education describes the procedures for investigating allegations of abuse of students by school district employees. These rules require the annual appointment of Level I and Level II investigators for the district.

Superintendent's Recommendation: The superintendent recommends the board approve the Level I and Level II investigators for the 2013-2014 school year.

Presenters: None

Background: The Department of Education developed a policy and rules for investigating claims of physical or sexual abuse by a school district employee involving a student. The district will respond promptly to allegations of abuse of students by school employees by conducting an investigation or arranging for investigation of any allegation. The district will take appropriate disciplinary action when abuse is found. (Chapter 102, Rules of the Iowa Department of Education.)

During the Des Moines Public Schools 2011-2012 and 2012-2013 school years, the Human Resources Management Department provided Student Abuse training to approximately 600 employees. The training provided information about 102 investigation criteria, non-physical intervention strategies, and "best practice" techniques when dealing with students in difficult situations. The purpose of the training was to reduce the number of founded student abuse complaints. During the 2012-2013 school year, there were four student abuse complaints filed alleging physical abuse. No complaints were filed alleging sexual abuse. Three of the complaints were unfounded at Level 1. One complaint of physical abuse was founded at Level 1 and unfounded at Level 2. In comparison, there were five student abuse complaints filed during the 2011-2012 school year.

Level II investigators are not employees of the school district and are paid a fee for their investigative work. The approximate cost per Level II investigation is \$2,500.

LEVEL I Investigators	Current Position
Amanda Easton	Investigations Specialist
Steve Garrison	Investigations Specialist

LEVEL II Investigators	Current Position
Dr. Sheila Pottebaum	Therapist – private practice
Dr. Thomas Jeschke	Investigator-Private Practice
Connie Cook	Former Associate Superintendent
Mike Hupfer	Investigator—Private Practice

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Minutes

Ms. Elsbernd moved approval of the superintendent's recommendation, seconded by Ms. Boesen.

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

Nay: None

Abstain: Jongewaard (conflict of interest)

Motion passed 6-0-1.

Item No. 21**Page 1 of 2****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Attachment: None****Contact: Thomas Harper****Presentation: None**thomas.harper@dmschools.org; 242-7763)

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

Background:**RESIGNATION**

Name	School, Position	Effective Date	Reason
Aaron, Devon	Central Campus, Math	06/05/2013	Position out of district
Beaudin, Kimberly	North, Multi-Categorical	06/05/2013	Position out of district
Borts, Candice	Smouse, Behavior Interventionist	06/04/2013	Personal
Gerdis, Tony	McCombs, Math	06/05/2013	Position out of district
LaMar, David	North, Multi-Categorical	06/05/2013	Personal
Ludwig, Michelle	Downtown School, K-1 st	06/25/2013	Position out of district
Lynam, Heather	Brubaker, Intellectual Disabilities	06/05/2013	Personal
Mansheim, Patrick	Callanan, Math/Social Science	06/05/2013	Personal
McLean, Elizabeth	Madison, Preschool	06/05/2013	Personal
Moffitt, Cassandra	Walnut St., 2 nd	06/05/2013	Moving out of state
Porter, Mara	Oak Park, 5 th	06/05/2013	Personal
Porter, Rebecca	Merrill, Multi-Categorical	06/05/2013	Personal
Wilson, Alyssa	Cattell, 4 th	06/05/2013	Position out of state

ADMINISTRATOR APPOINTMENTS

Name	Position	Amount	Effective Date
Sullivan, Anne	Chief Human Resources Officer	\$171,300	07/01/2013

Education: Doctorate Degree in Education Administration, Drake University, 2000. Education Specialist's Degree in Education Administration, Drake University, 1997. Master's of Science Degree in Educational Administration, Iowa State University, 1994. Bachelor's Degree in Elementary Education, 1987. Experience: AEA 267 Assistant Chief Administrator, Director of Human Resources, Cedar Falls, 2010- Present. Associate Clinical Professor, Educational Administration, University of Iowa, 2008-2010. Associate Superintendent, Ankeny Community School District, 2004-2008. Superintendent, Norwalk Community Schools, 2002-2004. Elementary Principal, Gifted and Talented Director, Norwalk Community School District, 1996-2002. Elementary Principal, Gifted and Talented Coordinator, K-12 Special Education Coordinator, Technology Coordinator, Martensdale-St. Mary's School District, 1994-2006. Teacher, Gifted and Talented, West Des Moines Community School District, 1991-1994. Teacher, Upper Elementary, Greene, Urbandale and Grinnell Community School Districts, 1987-1991. Address: Cedar Falls, IA.

Name	Position	Amount	Effective Date
Cuellar, Gregg	Chief Schools Officer	\$151,800	07/01/2013

Education: Doctorate Degree in Education, Educational Leadership, University of Houston, Houston, TX, 2011. Master's Degree in Education, Administration and Supervision, University of Houston-Victoria, Houston, TX, 2008. Bachelor's Degree in Interdisciplinary Studies, University of Houston-Victoria, Houston, TX, 2006. Experience: Executive Director of School Transformation, Regional Superintendent, Providence Public School District, Providence, RI, 2012-Present. Adjunct Professor, University of St. Thomas, Houston, TX, 2011-2012. Adjunct Professor, University of Houston-Victoria, Houston, TX, 2011-2012. Principal, Jackson Middle School, Houston Independent School District, Houston, TX, 2010-2012. Dean of Students, Sharpstown High School, Houston Independent School District, Houston, TX, 2008-2010. English, Reading, and Writing Instructor, C.C.B. Preparatory Academy, Houston, TX, 2004-2008. Special Education Teacher, Behavior and Life Skills, Alief Independent School District, Houston, TX, 2002-2008. Special Education Teacher, Behavior and Life Skills, Spring Branch Independent School District, Houston, TX, 2002-2008. Address: Cranston, RI.

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Name	Position	Amount	Effective Date
Vukovich, Michael	Principal, North High School	\$122,455	07/01/2013

Education: Master's Degree in Educational Leadership, Iowa State University, 2010. Bachelor's Degree in History Education, Southern Illinois University, 2002. Experience: Vice Principal, North High School, Des Moines, 2011-Present. School Improvement Leader, North High School, 2010-2011. Interim Dean/Vice Principal, Hoover High School, 2009-2010. Academic Interventionist, Hoover High School, 2008-2009. Special Education Teacher, Hoover High School, 2007-2009. Head Basketball Coach, Hoover High School, 2007-2010. Social Studies Teacher, North Springs High School, Atlanta, GA. 2003-2007. Address: Des Moines, IA.

Name	Position	Amount	Effective Date
Constable, Angela	Special Education, Zone Supervisor	\$92,805	07/01/2013

Education: Master's Degree in Special Education, Iowa State University, 1995. Bachelor's Degree in Elementary Education and Special Education, Northwest Missouri State University, 1987. Experience: Lead Support, South Zone, Des Moines, 2006-Present. Special Education Consultant, South Zone, 2000-2006. Special Education Teacher, Studebaker, 1995-2000. Special Education Teacher, McCombs Middle School, 1989-1995. Address: Indianola, Iowa.

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Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

Presentation: None

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

Attachment: None

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

Item No. 23**Page 1 of 1****Subject: HARDING MIDDLE SCHOOL WALL RESTORATION****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Bill Good****Attachment: None**harold.good@dmschools.org; 242-8321)

Issue: Due to water leaks from masonry deterioration, the building is in need of masonry repair.

Superintendent's Recommendation: The superintendent recommends the board approve the plans and specifications prepared for the repairs to the exterior of the building.

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

Background: To correct the moisture infiltration problems masonry will be removed and replaced. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. Bids are due July 1, 2013. Facility Management will seek board approval of the lowest responsive, responsible bid at the July 9, 2013, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

The public forum was called to order at 6:42 p.m. With no speakers, the public forum was closed.

Ms. Elsbernd moved approval of the superintendent's recommendation, seconded by Mr. Jongewaard.

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

Nay: None

Motion passed 7-0.

Item No. 24

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Subject: CENTRAL NUTRITION CENTER FREEZER ADDITION

For: PUBLIC HEARING/ACTION

Presentations: None

Contact: Bill Good

Attachments: None

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

Issue: Need for more freezer storage space.

Superintendent's Recommendation: The superintendent recommends that the board approve the plans and specifications prepared to add freezer space.

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

Background: To correct the shortage of freezer space, an addition will be added. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. Bids are due July 1, 2013. Facility Management will seek Board approval of the lowest responsive, responsible bid at the July 9, 2013, board meeting.

Funding Source: Physical Plant and Equipment Levy and Central Nutrition Account

Minutes

The public forum was called to order at 6:43 p.m. With no speakers, the public forum was closed.

Mr. Sweeney moved approval of the superintendent's recommendation, seconded by Ms. Boesen.

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

Nay: None

Motion passed 7-0.

Item No. 25**Page 1 of 4****Subject: 2013 LEGISLATIVE SESSION****For: DISCUSSION****Presentation: PowerPoint****Contact: Phil Roeder****Attachment: None**(phillip.roeder@dmschools.org/242-8153)

Issue: Review of the 2013 Iowa General Assembly.**Superintendent's Recommendation:** The superintendent recommends the board be presented with an overview of education-related issues approved.**Presenters:** Andrea Jansa/Joe Shannahan, LS2Group; Margaret Buckton, UEN; Phil Roeder, DMPS**Background:** The most recent session of the Iowa General Assembly discussed and acted upon several issues relating to education, including an education reform package that was recently signed into law, an expansion of ELL support that is in the "standings bill" (which at this writing has not yet been signed), and various financial and tax issues. This presentation is to review these issues from the 2013 legislative session.

Minutes

Mr. Roeder summarized the board's desire to have more flexibility in providing educational services, particularly for ELL students; various activities; increased presence on "The Hill" during the session; and outreach with various constituencies including the business community, LULAC, United Way, and other groups with vested interest and strong support for the district.

Ms. Jansa reviewed the work that was done to pass legislation to expand ELL services to students to five years from four. The legislation passed both chambers on May 22, and it is anticipated the governor will sign the bill. Rep. Ron Jorgensen from Sioux City, the House Education Committee chair, requested the Department of Education conduct a study to include a deep data study, an enhanced data study, a multistate/district and national comparison, research-based practices for LEPs including teacher prep programs, monitoring weighted funds and tiered weighting systems, and community collaboration. The Task Force began meeting on May 23. Board member Murphy, ELL Coordinator Vinh Nguyen, Ms. Jansa and Margaret Buckton are serving on the Task Force with a report due by December 1.

Ms. Boesen personally thanked Senator Janet Petersen for championing this cause.

Mr. Murphy stated ELL students have been with us since 1975, and this is the first year the legislature has requested a study. Some real issues regarding ELL students are going to be addressed now that the Des Moines Public Schools has brought it forward.

Mr. Jongewaard stated one important reason for the action is that Ms. Boesen convinced the United Way to become active statewide—involving affected districts throughout the state so it wasn't seen as just a Des Moines issue. Thanks were also given to Mr. Murphy for joining the Task Force and providing his expertise in languages and experience.

Ms. Buckton reviewed changes. Allowable growth will be called supplemental state aid. Modified allowable growth—the term used when asking the School Budget Review Committee for additional property tax authority (spending authority)—will be called a modified supplemental amount. The property tax component of the additional levy is about one-eighth of the funding and will now be taken over by the state and will be called the state supplement.

There is a one-time funding supplement equal to 2% of allowable growth on your regular program. It does not apply to any of the categorical weightings so it's not equal to 2% allowable growth. It doesn't apply to preschool, teacher salary supplement, professional development, early intervention class size, special ed, ELL, or any of those types of funding streams. It will be more problematic next year since the base did not grow.

There was a big compromise on property tax reform that included some income tax reform.

General valuation growth should be sufficient to avoid a nominal reduction over time. The impact will really be seen in PPEL and a slight reduction in PERL.

A lot of appropriations were included in House File 604. Early Head Start received \$400,000 since Head Start is on the chopping block at the federal level. Early Childhood funding is important as we partner with community providers and it stayed level. Student achievement/teacher quality—\$1.5 million—probably had the biggest bump which is in the area of mentoring and induction. Early literacy is a brand new appropriation of \$8 million in hopes of ensuring students are at a level of proficiency by grade 3. Funding for one-time money for a reading research center and the statewide core curriculum was included. There is now a requirement for background checks on all employees, not just teachers, to be repeated every five years. A slight change to the statewide penny fund solidifies the property tax equity and relief fund amount.

One thing that's gone, and it's unknown if it will come back, is the state contribution to instructional support. The Iowa Code requires that the state pay 25% of that program, which has been zeroed out for two years. The district may want to be involved in this next year.

The education reform bill has been signed by the governor but there are many things that were worked out and added prior to the final printing on the day of the vote. The state board of education will need to pass some rules, several task forces need to make

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decisions and recommendations before it's legislated again in the future. Ms. Buckton will send an email with a detailed summary. There will be an Iowa learning online option. Beginning in 2017, if DMPS students access the program, the district will have to pay an access fee. All job openings must be posted online, a student teaching pilot will provide an extended residency to new teachers, and a Teach Iowa Scholar Program targets the top 25% of teacher college graduates placed in STEM shortage area positions and gives them a \$4,000 stipend for up to five years.

The assessment section is a start and allows another assessment besides the Iowa Assessments if we use the same provider. Beginning July 1, 2016, there will be an assessment testing 3rd – 11th graders in reading and math and 8th – 11th graders in science which must align with the Iowa common core standards; accurately describe student achievement growth for the school district and state accountability systems; and provide valid, reliable and fair measures of progress toward college and career readiness. A task force will make a recommendation and the legislature will legislate if the state board cannot act unilaterally to adopt it.

The teacher leadership and compensation framework provides potential for improving instruction and better outcomes for kids and offers three options that can be applied for in a year. The framework model was generated by the Teacher Leadership and Compensation Task Force and has very strict time and percent of teacher leader expectations, and those lead teachers spend some time in the classroom and some time working with other teachers. The instructional coach model is more flexible. Fiscal year 2014 is a planning year so the DE can provide guidance and technical assistance for districts to decide when to opt in. Fiscal year 2015 is when the first batch of districts will be eligible to participate based on a grant system. Fifty million dollars was appropriated for the grants and is supposed to cover about one-third of the enrollment in the state.

The comparable system criteria apply the same criteria as before—minimum salary, increase of work for teachers, different teacher-leadership roles and a rigorous selection process. The professional development process is facilitated by teachers and other education experts and aligned with the Iowa professional development model. To participate, you would apply to the DE and the teacher leaders are recommended by a site-based council. Legislation will allow for sharing the site-based council across the district. The stipends in the plan are deemed to cover the additional contract days that are part of the plan and aren't negotiated separately and determination of the supplement is not subject to appeal.

The board may want to hold a work session on breaking down all the possible uses of the funding—which is about \$305 per student—which includes the following:

- Increased pay for teacher leaders.
- Increase percent of teacher leaders.
- Getting to the minimum.
- Covering the cost for teachers and mentors and leaders to work together (substitutes, longer school year, etc.).
- Professional development time to learn best practices associated with the career pathways leadership process or other costs of the framework.
- Figure out which one has the greatest potential to meet the goals of the district in student learning and crafting a plan aligned with your understanding of that research base.

Division Seven is something the district may want to participate in from the beginning. It's state supplemental assistance for high-needs schools. It's for districts that have many low-income students, non-English-speaking students, or other students with obstacles to learning. It allows local districts to define unique local conditions as well. It's \$10 million statewide, is a standing appropriation and could grow.

There is an attendance center performance ranking performance index as part of the negotiated agreement. The DE will put together criteria to identify districts that are in six different categories of school performance and may reward the top two and provide additional supports for the bottom two tiers. Mr. Ahart stated this goes back to the assessment issue. Until the legislature decides that they will have a tool that measures student growth, Des Moines and similar districts will continue to be punished since we are measured against a norm-referenced, standardized test.

There is a Competency-Based Instruction Task Force pilot project which may apply to a building rather than a district. It is anticipated an application process will be available with the DE by September with \$400,000+ for the pilot districts to engage in competency-based education. The money has to be distributed to districts by December 1.

There will be an option to redefine your school calendar in hours rather than number of days available July 1, 2014. It does require a public hearing. The option will provide flexibility for professional development, making up snow days, structuring days differently, etc. DE guidance is potentially coming. Professional development does not count as instructional time; however, parent-teacher conference time does.

Sunset on the class size early intervention dollars has been extended until 2018 and will be included in the funding formula.

Item No. 26**Page 1 of 2****Subject: STUDENT ACHIEVEMENT MONITORING REPORT: PART 2 (SPRING)****For: DISCUSSION****Presentation: PowerPoint****Contact: Holly Crandell****Attachment: 13-041**

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

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

Superintendent's Recommendation: The superintendent recommends the board is informed of the district student performance indicators.

Presenters: Holly Crandell, Mary Grinstead, Carlyn Cox and Christi Donald

Background: Curriculum, Instruction and Assessment participated in work sessions with the board to review updated Belief Statements and Student Expectation documents created by the board. A report format with associated data points was collaboratively agreed upon for use as a monitoring tool for the board.

Minutes

The focus tonight will be on literacy and math achievement. Data shows the district is maintaining in most areas with small incremental gains. Systems have been steadily built that will provide the additional indicators needed to better monitor the overall health of the district, as well as individual students.

Background information and the purpose of the report was provided by Mary Grinstead; Carlyn Cox presented the literacy and writing data for grades one, three, eight and eleven; Christi Donald presented the data on mathematics; and throughout the presentation, Carlyn and Christi included analysis and next steps.

The spring of 2013 Iowa assessment results differ from the results in the NCLB monitoring report in the fall. This report includes all students—those who were here a full academic year and students who moved into the district during the year. The NCLB report only includes students who have been in the district a full year.

Mr. Jongewaard would like to see trend lines relative to achievement gap and the trend lines relative to those students and wants to know if our curriculum is culturally sensitive.

Mary Grinstead stated increased efforts are going into ELL programming which is expected to boost achievement of African-American students. The low achievement is caused more by non-English-speaking students whether African-American, Asian, etc.

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Mr. Ahart stated the lack of exposure to vocabulary from an early age has a dramatic impact on students' ability to read and to read complex text. There are multiple approaches being used, as well as a variety of texts that are culturally appropriate.

Ms. Caldwell-Johnson feels that we need to do a complete about-face addressing not only ELL students, but those minority students who are non-English Language Learners in order to make significant strides to address student achievement. She feels the report is short on content in this area.

Ms. Crandell feels the strategies in motion will increase all student scores throughout the district. The appendix was included to be clear on scores for all students. Mr. Ahart stated the report included all gaps in order to be as transparent as possible. There was no overlooking of gaps that need to be overcome among the various subgroups.

Mary Grinstead stated all longitudinal data available is included in the appendix. With the change to Iowa Assessment, only two years of data are available. She confirmed that the only test used for AYP, SINA, DINA—federal accountability—is the Iowa Assessment. It is a computer-adaptive test that determines the next question based on the individual's ability to answer the previous question. SRI and SMI are used because they are computer adaptive, are really short—about 15-minutes, provide interim assessments that help teachers align instructional materials and provide predictive value to how students will score on summative assessments. Parents do have the ability to have their students opt out of any activity.

Speaker: Andrew Rasmussen, DMEA, 313 SE Sharon, Ankeny

Item No. 27**Page 1 of 2****Subject: MONITORING REPORT 2.1 STUDENT CONDITIONS NON ACADEMIC****For: DISCUSSION****Presentation: PowerPoint****Contact: Bryce Amos****Attachment: 13-039**

(Bryce.amos@dmschools.org/242-7660)

Issue: Monitoring Report 2.1 Student Conditions**Superintendent's Recommendation:** The superintendent recommends the board review Monitoring Report 2.1.**Presenters:** Bryce Amos**Minutes**

Mr. Amos reviewed the report which was created with data points as agreed upon at the board's work session.

The School Climate Survey was created with high school student input, receiving about 1,500 responses. It shows that staff members are building relationships with students and counselors are being utilized as a resource by students for support.

Bullying and harassment referrals remain consistent. The districtwide percent is .28% with 89% of referrals founded. All new staff receive training plus administrators receive training yearly.

Discipline for suspensions and expulsions is based on a level system for consistency and equity and provides better documentation of habitually disruptive behavior which allows earlier intervention. District staff worked with the office of Criminal Juvenile Justice Planning to develop a cultural response and a six-hour professional development program for all teaching staff. Schools with the biggest improvements will become model schools. Schools with the least improvement will receive focused training. Students identified with a pattern are also referred to community-based services for additional support.

Attendance rate is one of the biggest indicators of potential dropouts. The high school attendance rate has increased almost 3% over the last couple of years. Attendance officers have been hired to pursue students who are not attending school. All schools have student assistance teams to review early indicators and identify students who need help.

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Dropout data by subgroups has been included for the first time. African Americans make up 21% of dropouts and white students make up almost half of the dropouts. There were a total of 619 students considered dropouts this past school year.

Staff will continue reviewing information and doing deeper data analysis to identify specific strategies to help families and students. Re-engagement is one of the more successful programs and will continue.

United Way is our biggest supporter and partner in efforts with the community. Reach Out to Drop Outs has been successful over the past four years and will be changed to Graduation Walk to target seniors who are under credited.

Re-engagement is one of the most successful strategies used. Last year, 127 students were re-enrolled through March. Over the last four years, 87 re-engaged students have graduated.

Des Moines is one of a few districts able to provide all local services where smaller districts utilize their AEA and community-based organizations for support.

Speaker: Andrew Rasmussen, DMEA, 313 SE Sharon, Ankeny

Item No. 28**Page 1 of 1****Subject: RESOLUTION COMMITTING FUND BALANCE****For: ACTION****Presentation: None****Contact: Thomas Harper****Attachment: 13-040**

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

Issue: Resolution to commit funds. GASB 54, Committed Fund Balances are constrained by limitations that the district imposes on itself. This means certain balances now require specific board action in order to commit the funds. At any point in the future, if the district wishes to remove the commitment, it would require a formal board action to do so.

Superintendent's Recommendation: The superintendent recommends the board approve the resolution committing fund balances in accordance with GASB 54 regulations. Action requested by 06/18/2013.

Presenters: Thomas Harper will be available for questions.

Background: At the April 9th Board meeting, the board authorized the transfer of \$5,000,000 from the unrestricted general fund balance to the committed fund balance for common core upgrades such as textbooks, the motion was approved 7-0. In accordance to GASB 54, we are requesting the formal Resolution committing the \$5,000,000 be approved at this time.

Minutes

Mr. Jongewaard moved and Mr. Sweeney seconded approval of the resolution.

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

Nay: None

Motion passed 7-0.

Item No. 29

Page 1 of 1

Subject: RESOLUTION APPROVING APPLICATION FOR HEARING BEFORE
THE SCHOOL BUDGET REVIEW COMMITTEE REGARDING THE
PRESCHOOL DEFICIT BALANCE

For: ACTION

Presentation: None

Contact: Thomas Harper

Attachment: None

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

Issue: Resolution to transfer funds. The need to eliminate a negative preschool fund balance requires board approval before requesting a hearing before the School Budget Review Committee (SBRC) and possible review by the State Appeals Board as required by the Code of Iowa, section 24.22.

Superintendent's Recommendation: The superintendent recommends the board approve a request for a hearing before the SBRC to apply for a fund transfer to eliminate the negative preschool fund balance of \$677,879.

Presenters: Thomas Harper will be available for questions.

Background: In April of 2007, the legislature passed a Four Year Old Voluntary Preschool Program, thus funding preschool free for four year olds. Additional state action required funding for preschool and regular child care be divided and accounted for separately. In 2007 when preschool funds were separated from the zero-three year old childcare program funds it created a deficit, subsequently the program was discontinued due to the expense and inability to cover the ongoing cost structure. Child care programming is not in a position to cover the negative balance now or in the foreseeable future. The programs are currently self-sustaining but the minimal profits are used to improve and cover current needs, keeping the Metro Kids Care a viable option for our families and students. Based on ongoing discussions with the District's external auditors (McGladrey), it is not appropriate to keep the negative fund balance given there isn't a reasonable probability that it will be covered by other enterprise funds now or in the foreseeable future. Additional documentation is located in the Comprehensive Annual Financial Report FY 2012, page 61.

Funding Source: General Fund

Minutes

Mr. Harper reviewed the process required to eliminate the preschool deficit.

Mr. Howard moved and Ms. Boesen seconded approval of the recommendation.

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

Nay: None

Motion passed 7-0.

Item No. 30**Page 1 of 1****Subject: BELIEF STATEMENTS & STUDENT EXPECTATIONS****For: DISCUSSION****Presentation: None****Contact: Board****Attachment: 13-042 &
13-043**

Issue: Board discussion regarding the new belief statements and student expectations as related to the educational philosophy of the Des Moines Public Schools.

Superintendent's Recommendation: The superintendent recommends the board review these most recent drafts for approval at the July 9, 2013, meeting.

Presenters: None

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

Minutes

The superintendent stated the belief statements and student expectations were created from the discussion at the last board work session. No additions or changes were made by the board members.