

June 5, 2012

DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
BOARDROOM — 1800 GRAND

MINUTES
June 5, 2012

PUBLIC FORUM — 5:45 p.m.

The Board of Directors held a public forum on Tuesday, June 5, 2012, in the boardroom at 1800 Grand; Dick Murphy presiding.

Present: Boesen (by phone), Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Absent: None

Speakers: Elaine Wolfe, Culinary Arts Instructor
Mary Ann Spicer, 6001 Creston Ave.
Ila R. Plasencia, 801 SE Scott Ave.

REGULAR MEETING — 6:00 p.m.

The Board of Directors met in regular session on Tuesday, June 5, 2012, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

Present: Boesen (by phone), Caldwell-Johnson, Elsbernd, Howard, Jongewaard, Murphy, Sweeney

Absent: None

APPROVAL OF AGENDA — 6:05 p.m.

Ms. Caldwell-Johnson recommended Item No. 26 be removed from the agenda and deferred until the June 19 meeting. She also asked that Item No. 18 be removed from the consent agenda and be considered separately as the last item on the agenda.

Ms. Elsbernd moved approval of the amended agenda; second by Howard.

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

The motion carried, 7-0.

APPROVAL OF MINUTES — 6:05 p.m.

Mr. Sweeney moved to approve the minutes for May 14, 15, and 29, 2012; second by Howard.

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

June 5, 2012

Nay: None

The motion carried, 7-0.

DISTRICT RECOGNITIONS — 6:10 p.m.

Mr. Ahart recognized Roosevelt Girls’ Track Coach Brianne Burns and team members Erin Hawkins, Alexa Hunt and Emma Huston for their accomplishments this year at the Drake Relays and the state track meet.

CONSENT ITEMS — 6:10 p.m.

7. Construction Payments ----- 1

8. Approval of Contract(s) ----- 3

9. Award of Contract(s) on Bid ----- 5

10. Community Education Catalogs Renewal — 2012-13 ----- 7

11. Inventory and Distribution of Commodity Food Products ----- 9

12. Online Payments of School Meal Accounts ----- 11

13. Final Acceptance of Contract — Harding Middle School ----- 13

14. Award of Quote No. 6531 — Parking Lot Resurfacing Project, Merrill ----- 15

15. Award of Quote No. 6532 — Interior Painting, Hoover ----- 17

16. Award of Bid 6528 — Boiler Replacement, Hoover ----- 19

17. 2012 Digital Direct Control Retrofit — Central Campus ----- 21

18. Staff Compensation moved to Item 30 ----- 49

19. Personnel Recommendations -----23

20. List of Bills for Approval ----- 29

Minutes

Mr. Howard moved to approve the consent items, with the exception of item 18 which was removed for separate consideration at the request of Ms. Caldwell-Johnson, including payment of previously authorized and certified bills reviewed by him in the amount of \$3,818,111.65 and unpaid bills in the amount of \$2,559,305.65; second by Elsbernd.

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

The motion carried, 7-0.

Other — 6:10 p.m.

21. Resolution to Hold Public Hearing — Easement to MidAmerican, Edmunds ----- 31

22. Fort Des Moines Park Expansion — Outdoor Learning Classrooms -----	33
23. Superintendent’s Facility Advisory Committee -----	35
24. East High Naming Rights (Savage Plaza) -----	38
25. Smaller Learning Communities (SLC) — Jan McMahon -----	39
26. Sales Tax Oversight Committee (removed for consideration at June 19 meeting) -----	41
27. Community Conversations — SPPG -----	43
28. CGCS Staffing Report -----	45
29. Monitoring Report ML 2.3 — Financial Conditions and Activities -----	47
30. Staff Compensation -----	49

REQUESTS FOR INFORMATION — 8:30 p.m.

N/A

CHAIR’S REPORT — 8:30 p.m.

Ms. Caldwell-Johnson provided the Board with a summary of upcoming meetings, work sessions and tasks to be accomplished during the summer months in the areas of Board development, Director Districts, the superintendent search process, review of the Board’s Policy Governance model, the ongoing community conversation[s] and Board committee assignments.

SUPERINTENDENT’S REPORT — 8:35 p.m.

Mr. Ahart recognized and thanked the district’s Executive Directors (Bryce Amos, Susie Tallman and Tim Schott) and Holly Crandell, the district’s Director of Curriculum, for their help as he transitioned into the role of interim superintendent.

ADJOURN — 8:45 p.m.

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 the following contractor and supplier payments be authorized:

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<u>REEP, Inc</u> Roosevelt High School A3 Renovations (LOSST) PARTIAL RETAINAGE RELEASE Sealed Bid No. 5226-09	99%	\$18,036,590.00	\$17,759,760.50	\$200,000.00
TOTAL				\$200,000.00

Presenters: None**Background:** None

Item No. 8**Page 1 of 2****Subject: APPROVAL OF CONTRACT(S)****For: ACTION****Contact: Various****Attachments: None**

Contract: 12-010**Project:** Space Rental for Special Education Support Staff**Contractor:** Cadle's Wakonda, LLC**Background:** Since the year 2000, office space has been leased in the Wakonda on Fleur building for the South Zone Special Education support staff. The Department of Special Education is seeking permission to extend this lease.**Financial:** Under the agreement, the Department of Special Education will pay a monthly fee of \$1,602.25. Funding will come from AEA special education support dollars.**Term:** The agreement is for a 1-year period of time commencing September 1, 2012 through August 31, 2013. The agreement allows for one 2-year option to renew the lease at the end of this term.**New or Renewal:** Renewal**Contact:** Shelly Bosovich, Executive Director**Contract No. 12-011****Project:** Community Impact Investment Agreement**Contractor:** United Way of Central Iowa**Background:** From 2007-08 to 2009-10 school years, United Way of Central Iowa provided funding for two preschool teachers and two associates at Carver Elementary School. During the 2010-11 school year preschool funding was expanded to Moulton Elementary. Funding will continue for the 2012-13 school year at both Carver and Moulton. The students attend full day programming, are from the neighborhood and meet income requirements. The preschool classrooms support United Way's mission of school readiness and preparing children to enter school developmentally on track in terms of literacy, social, emotional, and intellectual skills

Item No. 8**Page 2 of 2**

Financial:

Revenues: \$250,000.00
Funding Source: United Way of Central Iowa

Expenses: \$250,000.00

Term: July 1, 2011 to June 30, 2012 – See attached explanation

New or Renewal: Renewal

Contact: Susie Guest

(susan.guest@dmschools.org; 242-8424)

(shelly.bosovich@dmschools.org/242- 7714)

Item No. 9
Page 1 of 2**Subject: AWARD OF CONTRACT(S) ON BID****For: ACTION****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. B6525 Fresh Produce FY 2012-2013

Loffredo Gardens Des Moines IA Various \$934,124.78

Bids were examined by the Purchasing and Food & Nutrition Management departments. A complete tabulation of the bid is available online @ <http://www.dmschools.org/wp-content/uploads/2011/10/B6525-Fresh-Produce1.pdf>. 13 bids were mailed; 1 bid was received, 12 did not respond.

Funding Source: Food & Nutrition accounts.

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

B. B6516 Technology – Incidental Electronic Products FY 2012-2013

Over 346 electronic products were identified as purchased from multiple vendors in 2011/2012. In order to maximize the district's purchasing power, Purchasing and Technology have standardized the product line into 52 core items, and will augment this list with items being offered through cooperative procurement agreements such as the Iowa Educators Consortium (IEC).

CDW-G Vernon Hills, IL 52 Items \$165,000.00

Bids were examined by the Purchasing and Technology departments.

A complete tabulation of the bid is available online @ <http://www.dmschools.org/wp-content/uploads/2011/10/B6516technologybidtab.pdf>. 89 Bids were sent; 10 Bids were received, 7 replied with "no-bid," 3 bids were incomplete and 69 did not reply.

Item No. 9

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Funding Source: Various individual building accounts.

Contact: Dan Warren
(dan.warren@dmschools.org; 242-7993)

C. B6517 HVAC and Mechanical Services FY 2012-2013

Facility Management requires the use of Heating, Ventilation, Air Conditioning (HVAC) and Mechanical Services. In order to maximize the district's funds, a bid proposal was released to area providers to secure competitive rates. The result is the selection of one primary and two secondary firms to provide these services when required by the district's Facility Manager.

Central Iowa Mechanical	Des Moines IA	Primary
Baker Group	Des Moines IA	Secondary
Wolin Group	West Des Moines IA	Secondary
TOTAL		\$450,000.00

Bids were examined by the Purchasing and Facility Management Departments. A complete tabulation of the bid is available: <http://www.dmschools.org/wp-content/uploads/2011/10/B6517-HVAC-Services-Bid-Tabulation.pdf>. 80 Bids were mailed; 8 Bids were received, 1 No Bid, and 71 did not respond.

Funding Source: Facility Management general funds

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

D. Bid B6482 Office Supplies District Wide

Office Max	Naperville, IL	1,420 items	\$ 182,068.10
<u>Staples</u>	<u>Framingham, MA</u>	<u>62 items</u>	<u>\$ 144,120.65</u>
Total		1,482 items	\$ 326,188.75

Bids were examined by the Purchasing Department.

A complete tabulation of the bid is available:
<http://www.dmschools.org/departments/operations/purchasing-central-stores/purchasing/open-proposals/>

42 Bids were mailed; 7 Bids were received, and 35 did not respond.

Funding Source: Funds are provided in: Individual Site / Central Stores Accounts

Item No. 10**Page 1 of 1****Subject: COMMUNITY EDUCATION CATALOGS RENEWAL; FY-2012-2013****For: ACTION****Contact: David Albee**

(david.albee@dmschools.org; 242-8529)

Attachments: None

Issue: Renewal of contract for printing and distribution of Community Education catalogs.

Background: The Community Education Department publishes and distributes three catalogs per fiscal year detailing the courses offered to the community by DMPS. The vendors have agreed to extend the contract terms, conditions and pricing for FY 2012-13.

This is the third extension

Des Moines Register	Des Moines, IA	Distribution	\$ 30,000.00
Daily Freeman Journal	Webster City, IA	Printing	\$ 42,000.00
2011-2012	Estimated Award	Des Moines Register	\$30,000.00
		Daily Freeman Journal	\$42,000.00
2010-2011	Estimated Award	Des Moines Register	\$ 32,000.00
		Daily Freeman Journal	\$ 45,000.00
2009-2010	Estimated Award	Des Moines Register	\$ 32,000.00
		Daily Freeman Journal	\$ 45,000.00

Funding Source: Funds are available in account: 24DWCONTED

Item No. 11

Page 1 of 1

Subject: INVENTORY AND DISTRIBUTION OF COMMODITY FOOD PRODUCTS

For: ACTION

Contact: Bill Good / Sandy Huisman

Attachments: None

(harold.good@dmschools.org : 242-8321/sandy.huisman@dmschools.org : 242-7636)

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

Superintendent's Recommendation: The superintendent recommends approval of the commodities processing and distribution in the amount of \$110,000.

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

Background: The National School Lunch Program allocates commodities to local school districts for use in their school lunch programs. The State of Iowa has awarded Keck, Inc., the contract for processing and distribution for this service. Des Moines Public Schools is required to pay Keck, Inc. to inventory and deliver product to the Central Nutrition Center.

Funding Source: Food & Nutrition Service account.

Item No. 12**Page 1 of 1****Subject: ONLINE PAYMENT OF SCHOOL MEAL ACCOUNTS****For: ACTION****Contact: Bill Good / Sandy Huisman****Attachments: None**

(harold.good@dmschools.org : 242-8321/sandy.huisman@dmschools.org : 242-7636)

Issue: Award of purchase order to Process Point, the software provider of the online pay system for the MCS food service computer system. To encourage use of this convenient feature, Food & Nutrition assumes responsibility for credit card fees and does not pass on any fees to parents.

Superintendent's Recommendation: The superintendent recommends approval of the online payment system award to Process Point in the amount of \$55,000.

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

Background: The online pay service, available at www.schoolpaymentsolutions.com has been provided since November of 2010. The service has been well received by parents; approximately 45% of fees are being paid online. The online system allows parents to view student usage of their meal account as well as make credit card payments online and to sign up for e-mail notification of low balances.

Funding Source: Food & Nutrition Service account.

Item No. 13**Page 1 of 1****Subject: FINAL ACCEPTANCE OF CONTRACT — HARDING MIDDLE SCHOOL****For: ACTION****Contact: BILL GOOD**

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

Attachments: None

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

SCHOOL: Harding Middle School – Interior Door Hardware – Bid No. B6399

CONTRACTOR: Ball Team LLC

CONTRACTED AMOUNT: \$ 214,021.00

CONTRACT BALANCE: \$ 10,701.05

Item No. 14
Page 1 of 1
**Subject: AWARD OF QUOTE NO. Q6531 PARKING LOT RESURFACING
PROJECT — MERRILL MIDDLE SCHOOL**
For: ACTION
Contact: Bill Good

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

Attachments: None

Issue: Quotes were solicited and received for the Merrill Middle school parking lot resurfacing project.

Superintendent's Recommendation: The superintendent recommends approval of a purchase order to OMG Midwest of Des Moines, IA in the amount of \$122,000.00

Background: The parking lot is in need resurfacing.

- Base Quote Installation of new asphalt surfacing on north parking lot.
- Alternate No. 1 Removal and installation of new sidewalk on the north side of the building.
- Alternate No. 2 Removal of old modular foundation.

The district received quotes on May 25, 2012. The results are as follows.

ITEM	OMG Midwest Des Moines, IA	Grimes Asphalt & Paving Grimes, IA
Base Quote	\$ 95,000.00	\$93,000.00
Alternate #1	\$15,000.00	\$ 19,400.00
Alternate #2	\$ 12,000.00	\$ 18,000.00
Total with alternates	\$ 122,000.00	\$ 130,400.00

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 15**Page 1 of 1****Subject: AWARD OF QUOTE NO. 6532 INTERIOR PAINTING — HOOVER HIGH SCHOOL****For: ACTION****Contact: Bill Good**

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

Attachments: None

Issue: Quotes were solicited and received for the Hoover High school interior painting project.

Superintendent's Recommendation: The superintendent recommends approval of a purchase order to JC Tolland Painting of Des Moines, IA in the amount of \$98,716.00

Background: The interior of the school is in need of repainting.

- Base Quote Paint interior walls
- Alternate #1 Paint hollow metal door frames
- Alternate #2 Paint hollow metal window frames
- Alternate #3 Paint interior doors
- Alternate #4 Paint second floor locker room

The district received quotes on May 25, 2012. The results are as follows:

ITEM	JC Tolland Painting Des Moines, IA
Base Quote	\$ 72,201.00
Alternate No.1	\$ 5,800.00
Alternate No. 2	\$ 9,375.00
Alternate No. 3	\$ 8,475.00
Alternate No. 4	\$ 2,865.00
Total with alternates	\$ 98,716.00

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 16**Page 1 of 1****Subject: AWARD OF BID NO. B6528 BOILER REPLACEMENT — HOOVER HIGH SCHOOL****For: ACTION****Contact: BILL GOOD**

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

Attachments: None

Issue: Award of contract for the boiler replacement at Hoover High School.**Superintendent's Recommendation:** The superintendent recommends a contract for the Base Bid be awarded to the lowest responsible bidder, The Waldinger Corporation in the amount of \$514,820.00.**Presenters:** None, Bill Good will be present to answer any questions.**Background:** This is a project under the statewide penny funding.

The district received bids on May 29, 2012. The results are as follows:

Bidder	Base Bid
The Waldinger Corp. DM, IA	\$514,820
Capital City Boiler DM, IA	\$555,454
AJ Allen DM, IA	\$571,800
Aircon Mechanical DM, IA	\$600,103

Funding Source: Statewide Penny (Students First Program)

Item No. 17

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Subject: 2012 DIGITAL DIRECT CONTROL (DDC) RETROFIT — CENTRAL CAMPUS

For: ACTION

Contact: BILL GOOD

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

Attachments: None

Issue: Award of purchase order for the technical labor and temperature controls required to update the pneumatic temperature controls on various existing mechanical systems at Central Campus to new Metasys Direct Digital Control (DDC).

Superintendent's Recommendation: The superintendent recommends approval of a purchase order to Johnson Control in the amount of \$69,350.

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

Background: This project will increase the energy efficiency of existing mechanical equipment in the auditorium, pool, and gyms.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Johnson Controls
STATE OF IOWA MASTER AGREEMENT
MA# 005 3162-08
Eff: 02/01/2011
Exp: 05/31/2012

Item No. 19**Page 1 of 5****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Scott R. Mikesh**

(scott.mikesh@dmps.k12.ia.us; 242-7972)

Attachments: None

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

Background:**ELECTIONS - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Altenhofen-Keninger, Molly	1	4	08/16/2012	\$40,460

BA from Upper Iowa University, Des Moines, IA; Address/Ankeny, IA; Cowles/Primary Grades (1-2-3)

Alvarez, Johany	3	8	08/16/2012	\$49,868
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MA from Centro de Estudios Avanzados de Puerto Rico y el Caribe, San Juan, Puerto Rico;Address/Ankeny, IA; Brody/Spanish

Bajet, Sadie	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Carver/Head Start

Batkiewicz, Sarah	3	6	08/16/2012	\$46,995
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MA from University of Nebraska, Lincoln, NE; Address/Ames, IA; Hoover/Family and Consumer Science

Berger, Howard	3	1	08/14/2012	\$42,687
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MA from University of Wisconsin Madison, Madison, WI; Address/Des Moines, IA; Lincoln/Science

Borzo, David	5	1	08/13/2012	\$36,447
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MS from Drake University, Des Moines, IA; Address/Des Moines, IA; Edmunds/.8 Art

Buckton, Katelyn	1	1	08/14/2012	\$39,168
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BA from Iowa State University, Ames, IA; Address/Cummings, IA; East/English

Coulson, Sherri	1	1	08/14/2012	\$39,168
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BA from Grand View University, Des Moines, IA; Address/Des Moines, IA; East/Family and Consumer Science

Emley, Julia	1	1	08/14/2012	\$39,168
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BA from Grand View University, Des Moines, IA; Address/Des Moines, IA; Lincoln/Family and Consumer Science

Erickson, Elizabeth	6	14	08/16/2012	\$62,573
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PHD from Drake University, Des Moines, IA; Address/Boone, IA; Scavo/English/Language Arts

Fitzgerald, Alexander	1	1	08/14/2012	\$39,168
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BM from Iowa State University, Ames, IA; Address/West Des Moines, IA; Hoover/Music

Grummer, Debra	1	12	08/16/2012	\$51,304
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Ames, IA; South Union/Instructional Coach

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Hruby, Robert	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Solon, IA; Harding/Science

Huang, Sufan	1	1	08/14/2012	\$39,168
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MA from University of Kansas, Lawrence, KS; Address/Overland Park, KS; Walnut Street/Chinese

Hurst, James	1	1	08/14/2012	\$39,168
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BS from Iowa State University, Ames, IA; Address/Des Moines, IA; Meredith/Physical Education

Kerchal, Jody	5	14	08/13/2012	\$61,573
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MA from Doane College, Lincoln, NE; Address/Urbandale, IA; Edmunds/Dean of Students/Behavior Strategist

Lin, Jianqing	3	1	08/14/2012	\$42,687
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MA from Hunter Col City University New York, New York, NY; Address/New York, NY; Meredith/Chinese

Lines, Randi	1	1	08/14/2012	\$39,168
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BS from Drake University, Des Moines, IA; Address/Cedar Rapids, IA; Harding/Science

Martin, Megan	3	1	08/14/2012	\$42,687
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MA from Drake University, Des Moines, IA; Address/Urbandale, IA; Hoover/English

Negrete Reinders, Laura	3	1	08/14/2012	\$42,687
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MS from Drake University, Des Moines, IA; Address/Des Moines, IA; Lovejoy/Counselor

Nelson, Andria	1	1	08/14/2012	\$39,168
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BS from Upper Iowa University, Fayette, IA; Address/Ankeny, IA; McCombs/English/Language Arts

Quinlan, Sean	3	13	08/16/2012	\$57,695
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MA from Command and Staff College, Quantico, VA; Address/West Des Moines, IA; North/ROTC

Rabinovich, Oren	3	1	08/14/2012	\$42,687
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MA from University of Iowa, Iowa City, IA; Address/Iowa City, IA; Roosevelt/Physics

Rosewall, Heather	1	1	08/14/2012	\$19,584
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BA from Grandview College, Des Moines, IA; Address/Des Moines, IA; North/.5 Family and Consumer Science

Smith, Sarah	1	7	08/16/2012	\$22,169
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BM from Greenville College, Greenville, IL; Address/Dallas Center, IA; Goodrell/.5 Music

Stenseng, Sarah	1	6	08/13/2012	\$43,046
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BA from St. Olaf College, Northfield, MN; Address/Des Moines, IA; Edmunds/2nd

Tague, Jessica	1	1	08/14/2012	\$39,168
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BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Harding/Science

Uhlman, Douglas	5	1	08/14/2012	\$45,559
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MA from Drake University, Des Moines, IA; Address/Carlisle, IA; Lincoln/Science

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Zahs, Theresa	3	4	08/16/2012	\$44,123
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MS from University of West Alabama, Livingston, AL; Address/Des Moines, IA; Hillis/Counselor/Dean of Students

INTERIM TO CONTRACT - GENERAL EDUCATION

Name	Class	Step	Effective Date	Amount
Anderson, Scott	1	3	08/16/2012	\$39,168

BS from Bemidji State University, Bemidji, MN; Address/Ames, IA; Harding/Science

Coonan, Marianne	4	1	08/14/2012	\$44,123
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MA from Drake University, Des Moines, IA; Address/West Des Moines, IA; Samuelson/ELL

Gertsen, Lana	5	3	08/16/2012	\$45,559
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MA from Minnesota State University, Mankato, MN; Address/Johnston, IA; North/English

Lampe, Jason	2	5	07/05/2012	\$43,189
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BA from Wartburg College, Waverly, IA; Address/Johnston, IA; Capitol View/Technology Educator

Mieth, Amelia	1	1	08/14/2012	\$39,168
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BS from Drake University, Des Moines, IA; Address/Des Moines, IA; Gateway/Math/Business

Newton, Robert	3	1	08/14/2012	\$44,687
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MA from Drake University, Des Moines, IA; Address/West Des Moines, IA; Lincoln/Math/Business

ELECTIONS - SPECIAL EDUCATION

Name	Class	Step	Effective Date	Amount
Brinkman, Alisa	3	2	08/16/2012	\$42,687

MA from Kent State University, Kent, OH; Address/Kent, OH; Special Ed/Multicategorical

Burnette, Katharine	1	1	08/14/2012	\$39,168
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BA from Grand View College, Des Moines, IA; Address/Des Moines, IA; Harding/Multicategorical

Casey, Kimberly	2	6	08/16/2012	\$44,482
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BS from Wayne State College, Wayne, NE; Address/Des Moines, IA; Weeks/Multicategorical

DeBolt, Morgan	1	1	08/13/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Urbandale, IA; Edmunds/Multicategorical

Donoho, Heather	2	8	08/16/2012	\$47,067
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BA from St. Ambrose University, Davenport, IA; Address/Ankeny, IA; Student Services/Early Childhood Special Education

Gill, Molly	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Cedar Rapids, IA; VanMeter/Mental Disability

Grinhaus, Wade	2	3	08/16/2012	\$40,604
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BS from Upper Iowa University, Fayette, IA; Address/Grimes, IA; East/Behavioral Disability

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Judas, Whitney	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Cedar Falls, IA; Lincoln/Multicategorical

Otis, Angela	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Ames, IA; VanMeter/Mental Disability

Owens, Shannon	4	5	08/16/2012	\$46,995
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MA from University of Iowa, Iowa City, IA; Address/Des Moines, IA; VanMeter/Mental Disability

Taha, Danielle	3	1	08/14/2012	\$42,687
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; North/Multicategorical

Wiesley, Hanna	1	1	08/14/2012	\$39,168
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BA from Iowa State University, Ames, IA; Address/Cedar Falls, IA; Hoyt/Multicategorical

INTERIM TO CONTRACT - SPECIAL EDUCATION

Name	Class	Step	Effective Date	Amount
Galvan, Sarah	1	1	08/14/2012	\$39,168

BA from St. Cloud State University, St. Cloud, MN; Address/West Des Moines, IA; Morris/Behavior Disorders

Schlarmann, Stephanie	1	1	08/14/2012	\$39,168
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Morris/Behavior Disorders

Schuster, Amber	1	1	08/14/2012	\$39,168
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BA from Upper Iowa University, West Des Moines, IA; Address/West Des Moines, IA; Garton/Multicategorical

Ulin, Ashley	1	1	08/14/2012	\$39,168
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Solon, IA; Smouse/Mental Disabilities

LEAVE OF ABSENCE

Name	School, Position	Effective Date	Reason
Wallace, Alyce	Moulton, .5 In-Class Reading	08/22/2012	Personal

Item No. 19**Page 5 of 5****RESIGNATION**

Name	School, Position	Effective Date	Reason
Baccam, Kevin	Business & Finance, Director / Controller	06/30/2012	New Position
Barrow, Leigh	Edmunds, 4 th	08/22/2012	Personal
Brown, Mary	Carver, Preschool	08/22/2012	Position out of District
Busby, Travis	Morris, Dean of Students	08/22/2012	Personal
Butler, Kelly	King, 1 st	08/22/2012	Position out of District
Durkop, Jessica	Downtown School, Multicategorical	08/22/2012	Position out of District
Flowers, Marjorie	Hoover, Special Education BD	08/22/2012	Personal
Harpole, Julianne	Carver, In-Class Reading	08/22/2012	Moving out of state
Ilic, Nicole	Lincoln, Spanish	08/22/2012	Personal
Johnson, Emily	Hoyt, Literacy Leader	08/22/2012	Position out of District
Kepford, Sonja	Goodrell, Spanish	08/22/2012	Personal
Lazarowicz, Michelle	Capitol View, Deaf Education	08/22/2012	Position out of District
Merkwan, Jim	Smouse, Mental Disabilities	08/22/2012	Position out of District
Nicks, Samantha	Lincoln, Math	08/22/2012	Personal
Nispel, LeAnn	McCombs, Special Education MC	08/22/2012	Personal
Price, Kari	Hiatt, Special Education MC	08/22/2012	Position out of District
Swenson, Marya	Leave of Absence	08/22/2012	Personal
Tellez, Debra	South Union, In-Class Reading	08/22/2012	Personal
Tharp, Amy	Garton, Multicategorical	08/22/2012	Moving out of District
Warren, Eric	Central Campus, ELL	08/22/2012	Personal
Wilcox, Valerie	Edmunds, 3 rd	08/22/2012	Personal
Williams, Ashley	Merrill, Social Science	08/22/2012	Personal
Woolsey, Melanie	Morris, Multicategorical	08/22/2012	Personal
Zimmerman, Cynthia	Edmunds, 1 st	08/22/2012	Moving out of state

ADMINISTRATOR APPOINTMENT

Name	Position	Amount	Effective Date
Schmit, Christopher K.	Vice Principal, Hiatt Middle School	\$81,827	07/01/2012

Masters Degree in Principalship, University of Northern Iowa, Cedar Falls, Iowa, 2007. Bachelors Degree in Elementary/Middle Level Education, University of Northern Iowa, Cedar Falls, Iowa, 2003. Experience: Assistant Middle School Principal/Activities Director, Le Mars Community Schools, Le Mars, Iowa, 2008-present; 6th and 7th Grade Social Studies, Language Arts and Math Teacher, Central Middle School, Waterloo, Iowa, 2005-2008; 6th, 7th and 8th Grade Science, Math, and Pre-Algebra Teacher, Educational Discipline Program, Waterloo, Iowa, 2004-2005; 7th and 8th Grade Teacher, Blessed Sacrament School, Waterloo, Iowa, 2003-2004. Address: Le Mars, Iowa.

Item No. 20

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Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

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

Attachments: 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. 21**Page 1 of 2**

Subject: RESOLUTION TO HOLD A PUBLIC HEARING — EASEMENT TO MIDAMERICAN ENERGY FOR UNDERGROUND ELECTRICAL LINE AT EDMUNDS ELEMENTARY SCHOOL

For: ACTION

Contact: Bill Good

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

Attachments: None

Issue: MidAmerican is requesting the granting of an underground electric line easement at Edmunds Elementary School, 1601 Crocker St:

Superintendent's Recommendation: The superintendent recommends the Board approve the resolution to hold a public hearing for the purpose of granting an underground electric line easement to MidAmerican Energy for \$1.

RESOLUTION

WHEREAS, the Board of Directors of the Des Moines Independent Community School District (the "District") desires to grant an underground electric easement to MidAmerican Energy for \$1.00. The area subject to the easement is Edmunds Elementary School, 1601 Crocker St. and is legally described as follows:

Description of property containing easement area: Lot Fifteen (15) in Block Ten (10) of Davies Third Addition, now forming a part of the City of Des Moines; and Lot Fifteen (15) and Sixteen (16) in Block Eleven (11) of Davies Third Addition, now forming a part of the City of Des Moines. Said property also includes vacated alleyways between above mentioned lots and part of the vacated Sixteenth Street between Block Ten (10) and Eleven (11).

Easement Area: A ten (10) foot wide underground electrical easement described as follows: said easement being 5 feet on each side of the following described centerline: Beginning at a point in Lot 15, Block 11 that is 230 feet, more or less, South and 5 feet East of the Northwest corner; thence running North for a distance of 95 feet, more or less; thence running East for a distance of 233 feet, more or less, thence running in a Northeasterly direction for a distance of 100 feet, more or less, to a point of terminus at an above ground transformer, as generally depicted on Exhibit "A", attached hereto and made a part hereof.

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

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

Section 1. That this Board shall set a public hearing, on the granting of an underground electrical easement of the above described property, for June 19, 2012, at 6:00 o'clock P.M. in the Des Moines Independent Community School District Board Room, 1800 Grand Avenue, Des Moines, Iowa 50309.

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

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Minutes

Ms. Caldwell-Johnson opened the public. There being no speakers she closed the hearing and asked Mr. Ahart to introduce the matter.

Mr. Murphy moved approval of the resolution; second by Howard.

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

The motion carried, 7-0.

Item No. 22**Page 1 of 1****Subject: FORT DES MOINES PARK EXPANSION AND ENVIRONMENTAL
OUTDOOR LEARNING CLASSROOMS****For: INFORMATION/DISCUSSION****Contact: Bill Good**

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

Attachments: None

Issue: The Polk County Commission wishes to present a park expansion project creating an additional outdoor classroom area that will serve McCombs Middle, Studebaker Elementary, and Central Campus programming near this location. This will also be a field trip opportunity for other schools and a community/neighborhood destination for environmental studies.

Superintendent's Recommendation: The superintendent recommends the Board review the presentation.

Presenters: Dennis Parker; Director, Polk County Conservation Board.

Background: The Polk County Commission is interested in the transfer of a portion of district property between McCombs and Studebaker Elementary to the county for the purpose of developing the area as an outdoor classroom.

Minutes

Mr. Howard said any future conveyance of the property in question should stipulate that the county's urban bow hunting program not be extended to include it.

Mr. Murphy said he's impressed by the plan and hopes the district and the county will be able to move forward with it.

Item No. 23**Page 1 of 3****Subject: SUPERINTENDENT'S FACILITY ADVISORY COMMITTEE****For: INFORMATION/DISCUSSION****Contact: Bill Good**

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

Attachments: None

Issue: The superintendent's Facility Advisory Committee update.

Superintendent's Recommendation: The superintendent recommends the Board review the planning of the advisory committee and assist with the timeline of potential next steps.

Presenters: Superintendent's Facility Advisory Committee members.

Background: The superintendent requested the Facility Advisory Committee be reconvened to review boundaries, enrollments, special programming, demographics, and future building projects.

Significant boundary changes have not taken place for 25 years. The committee is suggesting using a phased approach to boundary changes. Current suggested changes include:

- Phased movement towards pure feeder systems where possible.
- Expansion of school of choice boundaries.
- Slight modifications to two elementary boundaries for upcoming school year.

Review future building needs (2014-2016) and align with voter approved priorities which could be funded with statewide penny funding. The Revenue Purpose Statement approved in July, 2009 included the following project priorities:

- Safety and security
- Replacement of obsolete, inefficient, or worn out equipment or systems
- Money saving strategies
- Improvements to buildings that have not received major improvements
- Technology infrastructure upgrades
- Air conditioning
- Improvements to enhance research-based student achievement
- Ability to adjust to educational program changes

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Minutes

Members of the Superintendent's Advisory Committee are: Marvin Alexander, Brian Clark, Kris Cooper, Joel Doyle, Paul Kraus, Ed Linebach, Jeff Hall, Kent Mauck, Meredith Mauro, Susie Rider, Twyla Woods

Ms. Elsbernd thought the recommended changes in feeder patterns might be on too aggressive a timeline.

Mr. Ahart explained that those changes, if approved, wouldn't be slated to take effect until the fall of 2013. The idea is to make families aware a year in advance so they may plan accordingly.

Mr. Murphy wanted to clarify that the committee's report does include some boundary changes that are recommended to take effect in the fall of 2012.

Mr. Good, the district's Chief Operations Officer, said the plan is to shift a total of 90 elementary students between Stowe, Carver, Garton, Capitol View and Brubaker to alleviate overcrowding and better balance student populations.

Mr. Murphy asked how those shifts are going to be presented to the affected families.

Mr. Good said there will be community meetings held at the affected schools facilitated by those building principals.

Mr. Murphy said in the past overcrowding has been addressed with "last in-first out" policy but since this scenario involves boundary changes it may result in families that have been in a particular school for years being shifted while others fairly new to that building getting to stay. He suspects there may be some resistance and wonders if there is a contingency plan in that event.

Mr. Good said there will be some provisions for grandfathering and keeping siblings in the same school to address the sorts of concerns Mr. Murphy alluded to.

Mr. Howard asked if the boundary changes had implications for either the district's diversity plan or its busing routes.

Mr. Good said the changes are neutral demographically. The net busing impact is not as clear at this point. Some students not previously eligible for transportation now will be and vice versa.

Mr. Murphy expressed some concern about the summer timeline for the elementary boundary changes being discussed. There needs to be sufficient time for the meetings

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with the affected school communities and for the Board to receive another update subsequent to those before being it could consider voting on the changes.

Ms. Caldwell-Johnson echoed Mr. Murphy's concerns. She thinks it's misguided to be calling parents back for community meetings later this month so soon after the end of the school year to discuss changes that might transfer their children to another building in August. She suggested even the elementary boundary changes slated to take effect for the 2012-13 school year be put off until the following year. With regard to the proposed change in the attendance radii for the district's choice schools, she said population density should be a factor in addition to an arbitrary distance.

Mr. Howard said he feels rushed by the timeline for the proposed elementary boundary changes.

Ms. Elsbenrd commented that it may be difficult to communicate the community meetings schedule to all of the affected families given that it's summertime and people may be out of town.

Mr. Jongewaard said the problem of overcrowded schools is more critical than relatively short notice of proposed boundary changes and a short-term solution to that problem needs to be devised, at the very least.

Mr. Ahart responded that the situation is being addressed short-term but the proposed changes would provide a long-term solution that would be more cost-effective for the district.

Mr. Murphy said he is inclined to support the timeline as proposed but again emphasized the need for a backup plan in the event of significant resistance in the affected neighborhoods.

Ms. Susie Tallman, the district's Elementary Executive Director, said there is a backup plan already in effect pending action on the proposed changes whereby waiting lists are compiled at overcrowded schools. Students who cannot be accommodated through enrollment attritions that occur during the summer would be enrolled in neighboring schools with the assistance of the district's placement office.

Ms. Boesen said the dialogue process needs to get started right away to gauge community feedback.

Ms. Caldwell-Johnson said it will be important for the committee to directly contact every family that stands to be affected by the boundary changes slated to go into effect for the 2012-13 year. If the Board does enact those changes later this summer she does not want to hear from families when school starts that they didn't know about the boundary changes that moved their child[ren] to another building.

Item No. 24**Page 1 of 1****Subject: EAST HIGH SCHOOL NAMING RIGHTS — SAVAGE PLAZA****For: ACTION****Contact: Ric Powell**

(richard.powell@dmschools.org; 242-7945)

Attachments: None

Issue: Naming various facilities at East High School/Williams Stadium in recognition of major contributors to the school's capital improvements campaign.

Superintendent's Recommendation: The superintendent recommends the Board consider the proposed naming rights in accordance with Board Policy Code 740.

Presenters: None. Ric Powell, East AD, will be present to answer any questions.

Background: The East Alumni Foundation established the Bob Savage Plaza Committee to secure private funding for a new south entrance to Williams Stadium for football, track, soccer, baseball and softball contests. This new entrance also includes a new home concession stand, spirit shop, two ticket booths, athletic storage area and picnic area. The new plaza will also feature a "Memorial Wall" in honor of East High Alumni, Hall of Fame coaches and athletes.

Minutes

This item was deferred until the agenda for the June 19 regular meeting to allow for the Board's subcommittee on facility naming rights to review the proposal.

Item No. 25

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Subject: SMALLER LEARNING COMMUNITIES (SLC) GRANT

For: INFORMATION

Contact: Tom Ahart

(thomas.ahart@dmschools.org; 242-7536)

Attachments: None

Issue: Federal grant aimed at increased high school graduation rates

Background: DMPS received a five-year grant from the federal government to fund the establishment of smaller learning communities within district high schools. The Board has requested an update on the status and impact of those programs.

Presenter: Janet McMahonill; Dean of the Drake University School of Education and External Evaluator of the SLC grant.

Minutes

Item No. 26**Page 1 of 1****Subject: SALES TAX OVERSIGHT COMMITTEE****For: DISCUSSION/ACTION****Contact: Bill Good**

(harold.good@dmschools.org; 243-8321)

Attachments: None

Issue: During the ten years of the Polk County local option sales tax, the DMPS was required to initiate a sales tax oversight committee, which completed its service on June 30, 2010. The Board of Directors believes that such oversight is prudent and beneficial to the entire school district, and wishes to establish a committee to oversee use of the statewide penny sales tax, which funds the “Students First” construction program. There is also a requirement for the district to include statewide penny information in its certified annual report.

Recommendation: The Board is appointing a five-member committee to ensure oversight of the use of the statewide penny sales tax. Members would serve staggered terms to provide for continuity of vision. The purpose of the Committee includes the following goals:

- a. Confirm that funds are expended for infrastructure needs in accordance with Board action;
- b. Review the District’s progress in identifying the general infrastructure and maintenance needs of all schools;
- c. Confirm that a district-wide preventative maintenance policy is being implemented;
- d. Review current energy conservation practices and other cost-saving strategies;
- e. Report annually on funds and expenditures.

Members will be announced at the meeting.

Presenters: None. Bill Good will be available for questions.

Minutes

This item was deferred for an undetermined future meeting agenda.

Item No. 27**Page 1 of 1****Subject: COMMUNITY CONVERSATION UPDATE — SPPG****For: INFORMATION/DISCUSSION****Contact: Phil Roeder****Attachments: None**(phillip.roeder@dmschools.org 515-242-8153)

Issue: An update on the community conversation process.

Background: In 2007-08, the Board commissioned a process involving focus groups, surveys, and town hall meetings to assist in determining the community's priorities and objectives for the public schools. The results of this process, coordinated by the State Public Policy Group (SPPG), contributed to the "Graduate Ends," a formal statement of the skills and knowledge DMPS graduates should possess.

On November 1, 2011 the Board approved an agreement with SPPG to follow-up on the work that took place four years ago by gathering input from stakeholders to assist with future planning efforts, including possible revision of the Graduate Ends.

This presentation is an update on survey work and community meetings that were recently completed.

Presenters: Phil Roeder; representatives of SPPG

Minutes

Ms. Caldwell-Johnson asked about the next steps in the community conversation process.

Mr. Roeder, the district's Director of Board and Community Relations, said the Board would be receiving SPPG's final report very shortly. He suggested the Graduate Ends were adopted long enough ago that now the district can begin to frame them in the context of actual programs and achievements and show the community real examples of what they mean and look like in practice.

Mr. Ahart said the Board may want to consider ways of incorporating demonstration of the Graduate Ends in practice into its regular meeting schedule throughout the year so the community can more easily see how the Board's work links directly to work towards achievement of the Graduate Ends at all levels throughout the district.

Mr. Roeder commented that it's an opportune time for this community dialogue as the district goes through a period of transition in the search for a new superintendent.

Item No. 28**Page 1 of 2****Subject: COUNCIL OF GREAT CITY SCHOOLS ANALYSIS OF STAFFING LEVELS IN DES MOINES PUBLIC SCHOOLS****For: INFORMATION/DISCUSSION****Contact: Thomas Harper**

(thomas.harper@dmps.k12.ia.us;242-7745)

Attachments: 12-040

Issue: The Des Moines Public School District is the largest school system in Iowa. Our growth has been widespread with new programs, expansion of current programs, as well as numerous building improvements. The report compiled by the Council of Great City Schools was requested in order to examine appropriate staffing levels district-wide.

Superintendent's Recommendation: The superintendent recommends the Board receive and discuss the Staffing Level Review of Des Moines Public Schools completed by the Council of Great City Schools in FY2012.

Background: The Council of Great City Schools is a coalition of 66 of the nation's largest urban public school systems. Founded in 1956 and incorporated in 1961, the Council is located in Washington D.C. where it works to promote urban education through legislation, research, media relations, instruction management and technology, designed to improve urban education. The Council of Great City Schools has conducted over 200 studies nationwide for major urban school systems. The data used for this report comes from the National Center for Education Statistics of the U.S. Department of Education.

Minutes

Mr. Jongewaard said this report is credible since it measures DMPS against other urban districts around the country but the focus should really be on the nine districts within the group that are closest to us in size if they also have a similar demographic profile. He noted that while the district stacks up fairly well in terms of overall staffing levels it appears slightly understaffed in terms of teachers, which concerns him.

Mr. Harper, the district's Chief Financial Officer, said his staff has researched DMPS versus the nine districts mentioned by Mr. Jongewaard and believes they are very comparable in many key areas.

Ms. Caldwell-Johnson said it would be interesting to evaluate how these other urban districts are funded by their respective state legislatures and measure Iowa's per-pupil allocation against those of parallel districts.

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Mr. Harper said that data such as provided by this report will be useful going forward as the district works toward multi-year budgeting scenarios and systems analyses.

Mr. Ahart said it's important for DMPS to use the appropriate models and gauges as it addresses problems which are unique to it in Iowa, and to create the proper external perception of the district. The DMPS peer group, he added, is districts like the ones in the Council of Great City Schools more than it is even the others in the Urban Education Network (UEN) within its home state.

Mr. Murphy said even state legislators who've lived in the Des Moines area long-term have misperceptions about the school district and the problems it faces. He said comparative data like this report that cast DMPS in the proper light will be helpful in creating better understanding of our unique challenges and getting the proper tools to meet them.

Ms. Boesen commented that she thinks the report shows the district has made efficient use of insufficient resources and agreed with Mr. Murphy that state legislators need to be made aware of these types of data.

Item No. 29

Page 1 of 1

**Subject: MONITORING REPORT FOR EMERGENCY SUPERINTENDENT
SUCCESSION**

For: ACTION

Contact: Tom Ahart

(thomas.ahart@dmschools.org; 242-7536)

Attachments: None

Issue: Monitoring Report on Policy ML 2.6.

Superintendent's Recommendation: The superintendent recommends the Board approve district executive directors with the appropriate licensure credentials to act on behalf of the superintendent in the event the superintendent is incapacitated and unable to execute the responsibilities of the position.

EMERGENCY SUPERINTENDENT SUCCESSION MONITORING REPORT. I hereby present my monitoring report on Management Limitation Policy 2.6 in accordance with the monitoring schedule set forth in Board policy. I certify the information contained in this report to be true and accurate.

Signed _____, Superintendent Date _____

Minutes

Mr. Jongewaard moved approval of the report; second by Elsbernd.

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

The motion carried, 7-0.

Item No. 30**Page 1 of 5****Subject: STAFF COMPENSATION FOR 2012-2013****For: ACTION****Contact: Scott R. Mikesch****Attachments:****12-038**

(scott.mikesch@dmschools.org; 242-7763)

TEACHERS*Teacher Election List is Attachment 12-038*

Issue: Teacher salaries for the 2012-2013 contract year. This group is represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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.

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 starting compensation, in the amount of \$40,256. 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 Masters Degree coursework.

The total compensation package for this group will be:

Teachers	3.95%
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Item No. 30**Page 2 of 5**

SUBSTITUTE TEACHERS/NURSES/ASSOCIATES

Issue: Substitute salaries for the 2012-2013 contract year. This group is not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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)

SPECIALISTS

Issue: Specialists salaries for the 2012-2013 contract year. This group is not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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 2012-2013 contract year. These groups are not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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	4.11%
Executive Secretaries	4.11%
Sign Language Interpreters	4.11%
Support Staff	4.11%
Bi-Lingual Community Outreach Workers	4.11%

Item No. 18**Page 4 of 5**

CHILD CARE TEAM LEADERS AND FOOD SERVICE MANAGERS

Issue: Staff salaries for the 2012-2013 contract year. These groups are not represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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	4.11%
Child Care Team Leaders	4.11%

SECRETARIES/ASSOCIATES

Issue: Staff salaries for the 2012-2013 contract year. This group is represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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 increase to \$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	4.11%
Associates	4.93%

AFSCME (Child Care)

Issue: Staff salaries and benefits for AFSCME (Child Care) for the 2012-2013 contract year. This group is represented by collective bargaining.

Superintendent's Recommendation: The superintendent recommends the Board approve the 2012-2013 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.

Life and Disability coverage will remain with Principal. No coverage changes are being made.

The total compensation package for this group will be:

Child Care	3.93%
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Minutes

Ms. Caldwell-Johnson requested this item be removed from the consent agenda for separate consideration.

Speaker: Melissa Spencer, 4922 Twana

Mr. Ahart outlined an alternative contract for first-year teachers that's included as an option along with the standard contract in negotiations with the teachers. He said it should prove to be a recruiting tool in attracting promising new teachers and will also lend itself to teambuilding and staff continuity in buildings around the district by training and retaining teachers with the unique skill set to be effective in diverse, urban districts like DMPS.

Mr. Jongewaard asked if the negotiation outcomes will impact the staffing levels that were projected when the Board approved the budget.

Mr. Ahart said it appears that 31 teaching positions will be added to previous staffing projections, the majority of them at the elementary level resulting in a decrease in average class size from 25.8 to 25.

Mr. Harper said the revised staffing levels should be sustainable.

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Mr. Murphy, Ms. Elsbernd and Ms. Boesen all commended Mr. Ahart and Ms. Spencer, the outgoing President of DMEA, the teachers' bargaining unit, for their respective roles in the development of the innovative alternative teacher contract.

Ms. Elsbernd moved to approve the staff compensation packages; second by Jongewaard.

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

Nay: None

The motion carried, 7-0.