

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

**MINUTES**

**August 7, 2012**

**PUBLIC FORUM — 5:45 p.m.**

The Board of Directors held a public forum on Tuesday, August 7, 2012, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

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

Speakers: Steve Gude, 3111 40<sup>th</sup> Place                      Andrew Rasmussen, 206 Center St.  
Pam Bemis, 2824 Woodland Ave.                      Rebecca Greenway, 14104 Ridgemoor Dr., Urbandale

**REGULAR MEETING — 6:00 p.m.**

The Board of Directors met in regular session on Tuesday, August 7, 2012, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

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

**APPROVAL OF AGENDA — 6:01 p.m.**

Ms. Boesen moved approval of the agenda; second by Howard.

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

Motion carried 7-0.

**APPROVAL OF MINUTES — 6:02 p.m.**

Mr. Howard moved approval of the minutes for July 10, 2012, and July 20, 2012; second by Boesen.

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

Motion carried 6-0.

**DISTRICT RECOGNITIONS — 6:03 P.M.**

Mr. Ahart recognized the East High School softball team, 2012 state champion runner-up. Athletic Director Ric Powell provided comments about the season, introduced the

individual members and coaches, and thanked everyone for their support of the softball team and especially the support received following a recent fire in the locker room at Williams Stadium.

The Community Relations staff recently won eight publication awards from the National School Public Relations Association which were listed by Mr. Ahart, including the highest honor of Award of Excellence for use of social media. Director Phil Roeder provided additional explanation and comments.

Four Culinary Arts students at Central Campus were honored for recent awards received in the FCCLA national competition in Orlando, Florida, in June.

**CONSENT ITEMS — 6:15 p.m.**

7. Construction Payments ..... 1

8. Approval of Contract(s) ..... 2

9. Award of Contract(s) on Bid ..... 6

10. Final Acceptance B6411—Front Entry Renovations, Central Campus ..... 9

11. Final Acceptance of B6312—Window Replacement, Meredith Middle School ..... 10

12. Approval of Diesel Fuel Expenditures ..... 11

13. Des Moines Teachers Retirement System..... 12

14. Personnel Recommendations ..... 16

15. Administrative Appointments..... 21

16. Approval of Bills ..... 23

Minutes

Mr. Sweeney moved to approve the consent items, including payment of previously authorized and certified bills reviewed by him in the amount of \$9,115,924.97 and unpaid bills in the amount of \$2,341.981.67; second by Jongewaard. Contract No. 12-026 was pulled from the consent items to be submitted at a future meeting.

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

Motion carried 7-0.

**Public Hearing and Action**

17. System Center Configuration Manager 2012 Update (passed 7-0)..... 24

**Other — 6:10 p.m.**

18. Emergency Repairs at Williams Stadium (passed 7-0) ..... 26

19. Resolution to Hold Public Hearing — Easement to MidAmerican Energy for  
Underground Easement, Lovejoy Elementary (passed 7-0)..... 27

20. McKee Middle School Alternative Education Center Window Replacement *	29
21. Potential Attendance Area Changes for Middle and High Schools *	30
22. Appointment of Acting Board Secretary (passed 7-0)	33
23. Superintendent Search *	34
24. Advanced Placement Update *	35
25. Remaining Administrator Compensation for FY 12-13 (passed 5-2)	36

\* *Information or discussion item – no action.*

### **SUPERINTENDENT’S REPORT — 8:17 p.m.**

Mr. Ahart thanked Jessica Gogerty, Melissa Spencer and Dick Murphy for joining him on the panel at the Governor’s Teacher Leadership Symposium last Friday where the district’s school improvement leader positions and the alternative teacher contract were part of the discussion.

August 16 is the date new teachers in the noncontinuous-calendar schools report for work. Board members are invited to welcome new staff and he will email details.

Board training is scheduled for early September. A reminder will be sent later.

New teachers at Downtown School and Edmunds Elementary School started their orientation today.

Thanks expressed to the board for receiving the meeting agenda electronically allowing for one printing that’s more accurate on the day of the meeting.

The morning of August 18 is the date for a tour of construction over the last year at several buildings. Details will be sent later.

### **REQUESTS FOR INFORMATION — 8:20 p.m.**

Mr. Howard commented that some of the board members were able to attend the Highland Park/Oak Park neighborhood feed recently. The summer school graduation will be held at Hoyt Sherman on August 14, and board members are encouraged to attend for the 60-plus graduates.

### **CHAIR’S REPORT — 8:27 p.m.**

Ms. Caldwell-Johnson asked that Mr. Amos and/or Mr. Schott contact the Community Foundation regarding the Charter School and provide an update.

The Council of Great City Schools Annual Report for 2011-12 was distributed to each board member.

The board appointment process for committees has been drafted by Mr. Roeder. The item will be placed on the September 4 agenda to discuss the process and determine if

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specific appointments need to be made for certain committees and how director districts may affect appointments.

Ms. Boesen and the Linkage Committee have been asked to move forward the district ends. The feedback from the community input will help identify ways to streamline and clarify the district ends statements.

Final maps and recommendations from the director district committee are anticipated in September or October.

Information from the Des Moines Police Department on utilizing canine units had been requested. She met with DMPD staff and the response was that they were not willing to provide canine units and, per direction of the county attorney, they did not believe it was feasible. A copy of the legal opinion will not be provided. Opinions on the issue were solicited. Ms. Boesen feels alternatives may be possible since Police Chief Bradshaw commented that locker searches could be done. The West Des Moines school district does searches. Mr. Jongewaard suggested contacting other enforcement groups, specifically the sheriff, who also has canine units. Ms. Caldwell-Johnson has left messages with the sheriff, but has not heard back. She is hopeful that is an option to pursue. Mr. Howard suggested contacting the West Des Moines school district and find out who they use. Ms. Caldwell-Johnson will follow-up with district staff.

Ms. Caldwell-Johnson will not be at the next meeting nor connect by phone. Mr. Murphy will chair the meeting.

**ADJOURN — 8:30 p.m.** with a short break before moving into closed session.

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**Item No. 7****Page 1 of 1****Subject: CONSTRUCTION PAYMENTS****For: ACTION****Contact: BILL GOOD**

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

**Attachments: None**

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**Issue:** Payment of contractor invoices.**Superintendent's Recommendation:** The superintendent recommends that the following contractor and supplier payments be authorized.

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<b><u>Edge Commercial LLC</u></b>				
Hoover Meredith (SWP)	100%	\$2,900,347.00	\$2,755,329.65	\$145,017.35
RETAINAGE RELEASE				

**Presenters:** None**Background:** None

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**Item No. 8****Page 1 of 4****Subject: APPROVAL OF CONTRACTS****For: ACTION****Contact: Various****Attachments: None**

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**Contract No. 12-025**

**Project:** Contract between Polk County Early Childhood Iowa (formerly Empowerment), United Way of Central Iowa, and DMPS

**Contractor:** United Way of Central Iowa as the fiscal agent

**Background:** Polk County Early Childhood Iowa provides full funding for a teacher and associate for each of three classrooms in DMPS at the following sites: Woodlawn Early Learning Center, McKee Early Learning Center, Mitchell Early Learning Center, as well as partial funding for the Early Childhood Enrollment Specialist position.

**Financial:** Revenues: \$300,000.00  
Expenses: \$300,000.00

**Funding Source:** Polk County Early Childhood Iowa

**Term:** July 1, 2012 – June 30, 2013

**New or Renewal:** Renewal

**Contact:** Susie Guest  
(susan.guest@dmschools.org; 242-8424)

**Contract No. 12-027**

**Project:** Specialized School Health Services

**Contractor:** Iowa Health Home Care

**Background:** Several students attend Des Moines Public Schools who have significant health needs warranting continuous care by a one-to-one nurse. The care is provided to the child both at home and at school. In the past, the district has arranged and paid for the health care provided during transport to and from school and during the school day. Care has been coordinated with and provided by the health care agency serving the child in the home.

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There are advantages in subcontracting with the home agency provider versus the district hiring a nurse to provide the care. First, it is best for the child because the care is coordinated by the same caregiver across the various settings. As a result, the child's life is less disrupted. Secondly, the district is only obligated to pay for the hours the child actually attends school. Because children with the complexity of needs necessitating this level of service miss more school than other students, this would be a cost savings move. Finally, the liability for adverse outcomes of care is not totally assumed by the district.

**Financial:**

Revenues: \$100,000 - \$105,000 for the 2012-2013 school year

Expenses: \$100,000 - \$105,000 for the 2012-2013 school year

**Funding Source:** Medicaid for the current year. In cases where Medicaid cannot be billed, special education funding will be used.

**Term:** July 1, 2012 – June 30, 2013

**New or Renewal:** Renewal

**Contact:** Shelly Bosovich or Marci Cordaro

(shelly.bosovich@dmschools.org, 242-7714; marci.cordaro@dmschools.org, 242-8931)

**Contract No. 12-028**

**Project:** English Language Learning (ELL)

**Contractor:** Imagine Learning

**Background:** English language learners will learn both basic and academic vocabulary, including valuable cross-curricular words common to social studies, science, and math. This implementation will help expand students' English through all four domains: speaking, listening, reading, and writing. Students 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 be able to track student progress instantly. The Imagine Learning software will be used as an additional instructional opportunity, not to supplant the current ELL services.

These licenses will be distributed among the ELL elementary schools based on need and are intended for newly arrived or struggling English language learners.

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**Financial:** \$90,000 for 600 licenses @ \$150 each with option of purchasing 100 additional licenses at the same rate prior to August 15, 2012.

**Funding Source:** Title III  
**Term:** FY 2013

**Contact:** Vinh Nguyen  
(vinh.nguyen@dmschools.org; 242-7691)

**Contract No. 12-029**

**Project:** Equipment Insurance Program for Multifunctional Copiers

**Contractor:** Specialty Underwriters Group, LLC

**Background:** Insurance for equipment repair is available to Iowa school districts under the Equipment Insurance Program provided by Specialty Underwriters Group, LLC.

The policy written for Des Moines Public Schools supports the cost of replacement parts and the use of outside-contracted labor to repair the multifunctional copiers leased in FY11. The Technology Department will track repair work done and review claims for reimbursement as specified by program rules.

The cost for the policy is \$241,202 annually and will be paid in four equal installments over the twelve-month period. The premium payments will be made from the Management Fund.

**Financial:** Revenues \$0.00 (none)  
Expenses (Management Fund): \$241,202

**Funding Source:** Management Fund

**Term:** FY 2013

**New or Renewal:** Renewal

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

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**Contract No. 12-030**

**Project:** Emergency replacement of football uniforms and equipment for East High School.

<b>Contractors:</b>	Riddell	Hopkins Sporting Goods, Inc.
	669 Sugar Lane	1000 Hickman Road
	Elyria, OH 44035	Des Moines, IA 50325-5326

**Background:** On Tuesday evening, July 31, 2012, a fire at Williams Stadium destroyed football equipment and the locker room. With football season beginning, emergency purchasing procedures will be invoked per Section 300 of the Purchasing Manual.

**Financial:**

Expenses: \$75,893.69 (Riddell)  
\$12,297.00 (Hopkins)

**Funding Source:** General Fund/Insurance

**Contact:** Bryce Amos  
([bryce.amos@dmschools.org](mailto:bryce.amos@dmschools.org); 242-7660)

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**Item No. 9****Page 1 of 3****Subject: AWARD OF CONTRACTS ON BID****For: ACTION****Contact: Various****Attachments: None**

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**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. B6555 Electrical Services FY 2012-2013**

Facility Management requires the use of electrical services on an as needed basis. 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 Facility Management.

M & S Electric	Mitchellville, IA	Primary
Cox Electric	Polk City, IA	Secondary
Baker Electric	Des Moines, IA	Secondary
TOTAL		\$100,000.00

Bids were examined by the Purchasing and Facility Management Departments. 19 bids were mailed; 3 Bids were received, 16 did not respond. A complete tabulation of the bid is available at [B6555-Electrical-Servicebidtab](#).

**Funding Source:** Variety of district funding sources.

**Contact:** Dave Silver

(david.silver@dmschools.org; 242-7700)

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**B. B6548 Musical Instruments FY 2012-2013**

Becker Instruments	Windsor Heights, IA.	5 items	\$14,170.00
Interstate Music	New Berlin, WS.	1 item	830.00
Rieman Music	Des Moines, IA.	1 item	11,060.00
Taylor Music	Aberdeen, SD	6 items	55,199.00
Washington Music	Wheaton, MD	<u>3 items</u>	<u>12,867.00</u>
Total		16 items	\$94,126.00

Bids were examined by the Purchasing Department and the music curriculum coordinator.

A complete tabulation of the bid is available for review online at <http://www.dmschools.org/wp-content/uploads/2011/10/B6548instrumentsbidtab.pdf>

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

**Contact:** Ryan Rowley  
(ryan.rowley@dmschools.org; 242-7858)

**C. B6551 Trash Can Liners FY 2012-2013**

Interboro Packaging	Montgomery, NY	4 items	\$ 29,077.20
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Trash can liner pricing has stabilized and the Purchasing Department has determined that an annual bid (versus every six months) holding pricing firm for FY12-13 will reduce the district's overall cost. This includes an estimated 130 additional cases to accommodate the "Breakfast in Classroom" program being offered in FY12-13.

Trash can liners will be ordered monthly and stocked in Central Stores to be issued to individual sites throughout the school year. 45 bids were sent out; 15 bids were received, 2 bids were received late, 2 no-bid responses, and 26 no response. The complete bid tabulation is available online at [Trash can liners B6551](#).

FY 11-12 annualized amount is \$30,405.13

**Funding Source:** Central Stores account /various districtwide accounts

**Contact:** Sheila Mason  
(sheila.mason@dmschools.org, 242-7981)

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**D. B6550 Copier Paper FY 2012-2013**

The Paper Corp	Des Moines, IA	\$ 242,275.68
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Copier paper will be ordered monthly and stocked in Central Stores to be issued to the individual site throughout the school year.

16 bids were sent out; 6 bids were received, 2 no-bid responses, and 8 no response. The complete bid tabulation is available online at [Copier Paper B6550](#)

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

**Funding Source:** Central Stores Account

**Contact:** Sheila Mason

([sheila.mason@dmschools.org](mailto:sheila.mason@dmschools.org), 242-7981)

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**Subject: FINAL ACCEPTANCE OF BID NO. B6411:  
FRONT ENTRY RENOVATIONS — CENTRAL CAMPUS**

**For: ACTION**

**Contact: Bill Good**

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

**Attachments: None**

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

**SCHOOL:** Central Campus

**PROJECT:** Front Entry Renovations

**CONTRACTOR:** Neumann Brothers Inc.

**CONTRACTED AMOUNT:** \$1,193,631.00

**CONTRACT BALANCE:** \$59,681.55

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**Subject: FINAL ACCEPTANCE OF BID NO. B6312:  
WINDOW REPLACEMENT — MEREDITH MIDDLE SCHOOL**

**For: ACTION**

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

**Attachments: None**

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

**SCHOOL:** Meredith Middle School

**PROJECT:** Window Replacement

**CONTRACTOR:** REEP, Inc.

**CONTRACTED AMOUNT:** \$399,007.00

**CONTRACT BALANCE:** \$20,497.36

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**Item No. 12**
**Page 1 of 1****Subject: APPROVAL OF FY 2013 DIESEL FUEL EXPENDITURES****For: ACTION****Contact: Todd Liston****Attachments: None**

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

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**Issue:** The unpredictability of diesel fuel pricing during recent years has led to different approaches to securing the lowest price for the district, including the district's exploration of buying bulk fuel quantities when the timing is financially beneficial. The Transportation and Purchasing departments need to continue to procure diesel fuel during FY 2013 in amounts that may exceed the \$25,000 threshold for individual purchases and the authorization to purchase fuel following a competitive bid process without prior approval from the Board.

**Superintendent's Recommendation:** The superintendent recommends the Board approve authorization.

**Presenters:** None

**Background:** Diesel fuel has been routinely purchased approximately every six school days in 7,000 gallon increments at current market rates. Below is a recap of DMPS' annualized usage and costs.

	<u>Total Gallons</u>	<u>Total Cost</u>	<u>Average Cost Per Gallon</u>
FY03	245,000	\$227,480	\$0.93
FY04	231,000	\$230,700	\$1.00
FY05	240,000	\$358,500	\$1.49
FY06	242,000	\$443,000	\$1.83
FY07	248,000	\$508,700	\$2.05
FY08	263,500	\$770,215	\$2.92
FY09	273,000	\$533,730	\$2.07
FY10	251,300	\$541,084	\$2.16
FY11	252,000	\$703,000	\$2.79
FY12	252,000	\$791,253	\$3.14

In order to secure the lowest price and timely delivery of fuel for the district's bus and support vehicle fleet, Transportation and Purchasing are seeking approval to purchase fuel through individual expenditures that exceed the \$25,000 threshold or a forward contract for fuel delivered as needed. The estimated usage for FY 2013 is approximately 250,000 gallons.

**Funding:** Transportation Account

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**Item No. 13****Page 1 of 4****Subject: DES MOINES TEACHERS RETIREMENT SYSTEM (DMTRS)****For: ACTION****Contact: Thomas Harper**  
(thomasharper@dmschools.org; 242-7745)**Attachments: 12-048**  
**12-049**

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**Issue:** Annually at this time of year, the Board, acting as trustee of the Des Moines Teachers Retirement System (DMTRS), needs to take action on several DMTRS-related issues. These include receipt and approval of:

- Annual Report (unaudited) of the DMTRS.
- Appointment of DMTRS Advisory Committee Member.
- DMTRS FY 2012-2013 Expense Budget.
- Determination of the rate of actual new earnings (guaranteed interest rate) for FY 2011–2012.
- Determination of the excess earnings distribution rate for use in 2012-2013.

**Superintendent's Recommendation:** The superintendent recommends that the Board approve the aforementioned issues that relate to DMTRS.

**Presenters:** None. Thomas Harper and Roger Hudson (administrator of DMTRS) will be available to answer questions.

**Background:**

- **Annual Report (unaudited) of the DMTRS:** Each year, the Board of Directors is to receive and place on file the annual report (unaudited) of the Des Moines Teachers Retirement System (see attachment).
- **Appointment of DMTRS Advisory Committee Member:** It is recommended that the Board re-appoint Tim A. Lewis, associate actuary with the Principal Financial Group, as the citizen representative on the advisory committee for 2012-2013.

- **DMTRS FY 2012-2013 Expense Budget:** The recommended DMTRS budget for fiscal year 2012–2013 is adjusted up from fiscal year 2011-2012 and is as follows:

	2011-2012 Actual Expenditures <sup>(1)</sup>	2011-2012 Budgeted Expenditures	2012-2013 Budgeted Expenditures	
Software Documentation	39,798.72		40,000.00	
Legal Fees	2,000.00	2,000.00	2,000.00	
Audit Fees	2,000.00	2,000.00	2,000.00	
Administrative Services	46,059.96	46,060.00	46,060.00	
Benefit Payment Services	16,571.08	28,000.00	20,000.00	
Actuarial Services	8,000.00	8,000.00	8,000.00	
Investment Services		160,000.00	140,000.00	(2)
	124,887.20			
Custodial Services		50,000.00	50,000.00	(2)
	39,798.72			
Supplies/Printing/Postage	2,543.20	5,000.00	5,000.00	
Total	<u>\$281,635.16</u>	<u>\$301,060.00</u>	<u>\$313,060.00</u>	

(1) *Unaudited.*

(2) *Actual cost dependent on market value of portfolio.*

- **Determination of the rate of actual new earnings (guaranteed interest rate) for FY 2011–2012:** Section 8.10 of the DMTRS rules reads as follows:

“Each year the board of trustees shall calculate the interest on the mean amount for the preceding year and earning distributions. At a regular meeting, held between July 1 and September 1 of each year, the board shall determine the rate of actual net earnings on investments of the Plan for the preceding Plan year and shall allocate such rate of interest as in its judgment may appear fair and equitable, said interest to be compounded annually. The amount so allowed shall be due and payable to said funds and shall annually be credited thereto by the board from interest and other earnings on the moneys, properties, and other assets of the Plan.”

The investment earnings of the DMTRS for the year ended June 30, 2012, to be distributed is:

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Interest on bonds	9,961,541.91
Dividends on stock	2,000,288.90
Interest on short-term investments	14,458.95
Change in accrued interest	(5,715.85)
Amortization of discount and premium, net	(390,283.12)
Amortization of realized gains/losses on sale of securities	45,059.41
Investment income for 2011-2012	11,625,350.20
Less: Required interest on fixed benefit options	(12,564.35)
Less: New retirees interest distributed	(441,673.05)
Investment income to be distributed	<u>\$11,171,112.80</u>

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The mean amount of actuarial reserves for the year was \$220,490,848.70, so that the ratio of total investment income to mean actuarial reserves was 5.0655 percent. It is recommended that the interest rate for the year ended June 30, 2012, be 5.0 percent. The rate for the previous year was 4.6 percent.

Robert Hopson, actuary for the retirement system, and Roger L Hudson, administrator for the retirement system, have reviewed the earnings of the DMTRS for the fiscal year June 30, 2012 and based upon the investment earnings and plan defined rules have determined the earnings rate for the fiscal year ending June 30, 2012 to be 5.0 percent. Using this rate will result in an increase of \$75,665.94 to the plan's retirement reserve fund.

Analysis of the fiscal year ending June 30, 2012, shows that the amortization of realized net gains/losses on the sale of securities has provided increased gains over the prior year.

- **Determination of the Excess Earnings Distribution Rate:** Section 5.13(c) of the rules of the Des Moines Teachers Retirement System reads as follows:

"After the earnings and losses of the Trust for a plan year have been allocated pursuant to Section 4.5 above, the annuity payments made under paragraphs (a)-(c) of Section 5.9 and Section 5.13 for each plan year shall be increased to reflect the amount by which the 'Earnings Rate' for the previous plan year exceeds the guaranteed interest rate at which the Participant's annuity payment was calculated. For the purpose of Section 5.13, the 'Earnings Rate' shall be the rate at which net earnings and losses are allocated to the Participant's accounts for such plan year pursuant to Section 4.5 above."

Robert Hopson, actuary for the retirement system, and Roger L Hudson, administrator for the retirement system, have reviewed the earnings of the DMTRS for the fiscal year

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June 30, 2012, and, based upon the investment earnings and plan defined rules, have determined the earnings rate for fiscal year ending June 30, 2012, to be 5.0 percent.

They recommend that, within the rules of the plan, there are excess earnings and the excess earnings distribution rate should be set for participants retiring as follows:

- Prior to July 1, 1981, at 0 percent.
- Between July 1, 1981, and June 30, 1986, at 0 percent.
- Between July 1, 1986, to June 30, 2003, at 0 percent.
- After July 1, 2003, at 6 percent.

To summarize, the guaranteed interest rates and the excess earnings rates for the four categories of retirees are:

<b>CATEGORY Retired by:</b>	<b>Guaranteed Benefit Rate</b>	<b>Approved Excess Earnings Rate FY 2012</b>	<b>Recommended Excess Earnings Rate FY 2013</b>
Prior to July 1, 1981	5.00%	0.0%	0.0%
Between July 1, 1981, and July 1, 1986	5.25%	0.0%	0.0%
Between July 1, 1986, and July 1, 2003	5.50%	0.0%	0.0%
After July 1, 2003	4.50%	1.0%	6.0%
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Rate of Actual New Earnings		4.6%	5.0%

**Item No. 14****Page 1 of 5****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Scott R. Mikesch**  
(scott.mikesch@dmschools.org; 242-7972)**Attachments: 12-050**  
**12-051****Superintendent's Recommendation:** The superintendent recommends the Board approve the following personnel recommendations:**Background:****ELECTIONS - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Aaron, Devon	Alternative	1	08/14/2012	\$40,532

BA from West Chester University, West Chester, PA; Address/Cedar Rapids, IA; Central Campus/ELL

Badger, Catherine	1	8	08/09/2012	\$45,631
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; Downtown/4<sup>th</sup> & 5<sup>th</sup>

Beetler, Robert	1	2	08/16/2012	\$39,168
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BA from University of Texas at San Antonio, San Antonio, TX; Address/Madrid, IA; McCombs/Math

Boland, Emily	1	3	08/16/2012	\$39,168
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BA from Luther College, Decorah, IA; Address/Coralville, IA; Willard/Vocal Music

Boley, Jamie	Alternative	1	08/14/2012	\$40,532
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Altoona, IA; Morris/5<sup>th</sup>

Bowers, Tammy	Alternative	1	08/14/2012	\$40,532
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BA from Iowa State University, Ames, IA; Address/Ames, IA; McCombs/Social Science

Buyck, Joshua	Alternative	1	08/14/2012	\$40,532
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Algona, IA; Windsor/.5 In-Class Reading/.5 In-Class Math

Caskey, Alexandria	Alternative	1	08/14/2012	\$40,532
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BA from Drake University, Des Moines, IA; Address/Scandia, MN; Hoover/Math

Christenson, Courtney	Alternative	1	08/14/2012	\$40,532
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BS from Iowa State University, Ames, IA; Address/Johnston, IA; Wright/2<sup>nd</sup>

Eichmeier, Amanda	Alternative	1	08/14/2012	\$40,532
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BA from Upper Iowa University, Fayette, IA; Address/Altoona, IA; Brubaker/.5 In-Class Reading/.5 In-Class Math

Good, Jennifer	3	1	08/14/2012	\$42,687
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MA from Drake University, Des Moines, IA; Address/Urbandale, IA; Morris/Counselor

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Gordon, Karen	3	2	08/14/2012	\$42,687
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MA from Wheaton College, Wheaton, IL; Address/West Des Moines, IA; King/.5 ELL, Samuelson/.5 ELL

Graber, Amy	Alternative	1	08/14/2012	\$40,532
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BA from Iowa State University, Ames, IA; Address/Urbandale, IA; Willard/Kindergarten

Grevengoed, Amy	6	14	08/16/2012	\$62,573
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DPT from Des Moines University, Des Moines, IA; Address/West Des Moines, IA; Student and Family Services/Physical Therapist

Hanrahan, Sarah	3	7	08/16/2012	\$48,432
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MA from Viterbo College, LaCrosse, WI; Address/Cumming, IA; Willard/.5 In-Class Reading/.5 In-Class Math

Harder, Alyssa	Alternative	1	08/14/2012	\$40,532
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BA from Grand View University, Des Moines, IA; Address/Des Moines, IA; Art /.8 King/.2 Brubaker

Helt, Deborah	1	12	08/16/2012	\$51,304
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BA from Victoria College, Australia; Address/Runnells, IA; East/Family and Consumer Science

Hickling, Charlene	1	7	08/16/2012	\$44,338
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BA from Monmouth College, Monmouth, IL; Address/West Des Moines, IA; Willard/Kindergarten

Jenn, Kelsey	Alternative	1	08/14/2012	\$40,532
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BA from University of Iowa, Iowa City, IA; Address/Waterloo, IA; King/4<sup>th</sup>

Jensen, Courtney	Alternative	1	08/14/2012	\$40,532
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BA from University of Iowa, Iowa City, IA; Address/Iowa City, IA; Wright/4<sup>th</sup>

Lingren, Leah	3	1	08/14/2012	\$42,687
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MA from Buena Vista University, Storm Lake, IA; Address/Ankeny, IA; Meredith/Weeks/Counselor

Lovig, Andrea	Alternative	1	08/14/2012	\$40,532
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BS from Drake University, Des Moines, IA; Address/Norwalk, IA; Morris/4<sup>th</sup>

Nessa, Stacie	5	11	08/16/2012	\$57,049
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MA from University of Iowa, Iowa City, IA; Address/Des Moines, IA; Van Meter/Social Worker

Peterson, Teresa	6	10	08/16/2012	\$13,903
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PHD from University of Northern Iowa, Cedar Falls, IA; Address/Johnston, IA; Central Campus/.25 Social Science

Pritchard, Caitlin	Alternative	1	08/14/2012	\$40,532
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BA from Iowa State University, Ames, IA; Address/Ames, IA; Hoover/ELL

Sanford, Christopher	Alternative	1	08/14/2012	\$40,532
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BA from Upper Iowa University, Fayette, IA; Address/Urbandale, IA; King/2<sup>nd</sup>

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Schrock, Larry	3	9	08/16/2012	\$51,376
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MA from Azusa Pacific University, Azusa, CA; Address/Adel, IA; King/5<sup>th</sup>

Schryver, Lindsay	1	2	08/16/2012	\$39,186
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BA from Drake University, Des Moines, IA; Address/Elkhorn, WI; Wright/Kindergarten

Sherwood, Jessica	2	7	08/16/2012	\$45,775
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BA from University of Iowa, Iowa City, IA; Address/Brooklyn, IA; Carver/ELL

Smith, Rachel	Alternative	1	08/14/2012	\$20,266
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BA from Grandview University, Des Moines, IA; Address/ Des Moines, IA; Callanan/.5 Social Science

Sondag, Adam	1	2	08/16/2012	\$39,168
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; South Union/4<sup>th</sup>

Spellman, Stephany	3	1	08/14/2012	\$42,687
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MA from Drake University, Des Moines, IA; Address/Des Moines, IA; Studebaker/3<sup>rd</sup>

Tate, Andrea	Alternative	1	08/14/2012	\$40,532
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Meredith/Science

Trizila, Laura	Alternative	1	08/14/2012	\$40,532
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; Park Avenue/.5 In-Class Reading/.5 In-Class Math

Visser, Cindra	5	1	08/14/2012	\$45,559
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MA from University of Iowa, Iowa City, IA; Address/Washington, IA; Madison/ELL

Weston, Denise	Alternative	1	08/14/2012	\$40,532
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BA from Upper Iowa University, Fayette, IA; Address/Grimes, IA; Willard/ELL

Wittcomb, Michelle	Alternative	1	08/14/2012	\$40,532
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BS from Morningside College, Sioux City, IA; Address/Waukee, IA; Monroe/1<sup>st</sup>

**INTERIM TO CONTRACT - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Ortiz, Abigail	Alternative	1	08/14/2012	\$40,532

BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Hillis/3<sup>rd</sup>

Wittrock, Erin	Alternative	1	08/14/2012	\$40,532
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BS from Drake University, Des Moines, IA; Address/Waukee, IA; Morris/Unassigned

**ELECTIONS - SPECIAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Brower, Brian	1	9	08/16/2012	\$46,995

BA from Upper Iowa University, Fayette, IA; Address/Ankeny, IA; Harding/Multi-categorical

Cooper, Amy	Alternative	1	08/14/2012	\$40,532
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BA from William Penn University, Oskaloosa, IA; Address/Reasnor, IA; Carver/Mental Disabilities

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Coulthard, Veronica	1	3	08/14/2012	\$39,168
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BA from Graceland College, Lamoni, IA; Address/Lamoni, IA/ Walnut Street/Multi-categorical

Cyran, Christopher	5	12	08/16/2012	\$58,485
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MA from George Mason University, Fairfax, VA; Address/Fort Mohave, AZ; North/Behavior Disabilities

Dejong, Felecia	Alternative	1	08/14/2012	\$40,532
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BA from Luther College, Decorah, IA; Address/Decorah, IA; Orchard Place/Behavior Disabilities

Guetzko, Lauren	2	2	08/16/2012	\$40,604
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BA from Iowa State University, Ames, IA; Address/Johnston, IA; Harding/Multi-categorical

Holmes, Mary Jane	4	6	08/16/2012	\$48,432
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MA from Central Missouri State University, Warrensburg, MO; Address/Windsor Heights, IA; Monroe/Mental Disabilities

Maguire, Darien	1	12	08/16/2012	\$51,304
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BA from University of Nebraska Lincoln, Lincoln, NE; Address/West Des Moines, IA; East/Multi-categorical

Jeffrey, Mercedes	1	4	08/16/2012	\$40,460
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BA from Iowa State University, Ames, IA; Address/West Des Moines, IA; Mitchell/Early Childhood Special Education

Ortega, Joseph	5	7	08/16/2012	\$51,304
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MA from Iowa State University, Ames, IA; Address/ Des Moines, IA; Callanan/Behavior Strategist

Payvandi, Darius	3	4	08/16/2012	\$44,123
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MA from Morningside College, Sioux City, IA; Address/Monticello, IA; North/Multi-categorical

Pelton, Abby	2	2	08/16/2012	\$40,604
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BA from Iowa State University, Ames, IA; Address/Johnston, IA; East/Multi-categorical

Pithan, Justin	3	6	08/16/2012	\$46,995
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MA from Grand Canyon University, Phoenix, AZ; Address/Lake Havasu, AZ; Harding/Multi-categorical

Puczynski, Michelle	2	4	08/16/2012	\$41,897
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BA from University of Toledo, Toledo, OH; Address/Waukeet, IA; Ruby Van Meter/Mental Disabilities

Raanan, Ben	Alternative	1	08/14/2012	\$40,532
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Ruby Van Meter/Behavior Disabilities

Rochford-Boettger, Natasha	Alternative	1	08/14/2012	\$40,532
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BA from Upper Iowa University, West Des Moines, IA; Address/West Des Moines, IA; North/Multi-categorical

Williams, Lynn	Alternative	1	08/14/2012	\$40,532
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Woodward, IA; Smouse/Mental Disabilities

Windsor, Barbara	3	7	08/14/2012	\$48,432
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MA from Pacific University, Forest Grove, OR; Address/McIntosh, FL; Hanawalt/Behavior Disorders

Ziemann-Dow, Nichole	5	9	08/16/2012	\$54,177
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MA from University of New Orleans, New Orleans, LA; Address/Des Moines, IA; Student and Family Services/Special Ed Consultant

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**RESIGNATION**

Name	School, Position	Effective Date	Reason
Claassen, Devin	Meredith, Science/Math	08/22/2012	Position out of District
Dougherty, Rami	Brody, Multi-categorical	08/22/2012	Position out of District
Hildreth, Thomas	East, Social Studies	08/22/2012	Personal
Lester, William	North, Smaller Learning Coordinator	08/22/2012	New Position
Miller, Nicholas	McCombs, Social Science	08/22/2012	Personal
Rahfeldt, Suzanne	Mitchell/Head Start	08/22/2012	Personal
Rosenberg-Wager, Stefanie	Callanan, Social Studies	08/22/2012	Personal
Sullivan, Morgan	McCombs, Multi-categorical	08/22/2012	Position out of District

Item No. 15

Page 1 of 2

**Subject: ADMINISTRATOR APPOINTMENTS****For: ACTION****Contact: Scott R. Mikesh****Attachments: None**

(scott.mikesh@dmschools.org; 242-7972)

**Superintendent's Recommendation:** The superintendent recommends the Board approve the following administrator appointments.

**Background:**

Name	Position	Amount	Effective Date
Gajdel, Wilma M.	Director, Federal and Grant Programs	\$102,025 (to be prorated)	08/06/2012

Master's Degree in Counseling and Personnel Services, Drake University, Des Moines, Iowa, 1982. Bachelor's Degree in Elementary Education, Drake University, 1975. Experience: Administrative Consultant, Iowa Department of Education, Des Moines, Iowa, July 2011-August 6, 2012; School Improvement Consultant, Iowa Department of Education, Des Moines, Iowa, August 2006-July 2011; Principal, Monroe Elementary School, Des Moines Public School District, 2002-2007; Principal, Lovejoy Elementary School, Des Moines Public School District, 1996-2002; Administrative Intern (Acting Principal), Studebaker/Lovejoy Elementary Schools, Des Moines Public School District, 1994-1996; Consultant/Grant Writer and Program Assistant, New Horizons Program, Des Moines Public School District, 1987-1994; Behavior Disorders Teacher, Cattell Elementary School, Des Moines Public School District, Des Moines, Iowa, March –June 1987; Mental Disabilities Teacher, Callanan Transitional School, Des Moines Public School District, 1976-1981. Address: Des Moines, Iowa.

Name	Position	Amount	Effective Date
Jones, Barry M.	Director, Elementary School Services	\$102,025 (to be prorated)	07/19/2012

Master's Degree in Elementary Administration, University of Northern Iowa, Cedar Falls, Iowa, 2002. Bachelor's Degree in Elementary Education, Upper Iowa University, West Des Moines, Iowa, 1997. Experience: Principal, Windsor Elementary School, Des Moines Public School District, 2004-July 19, 2012; Released Assistant Principal, Cowles Montessori School, Des Moines Public School District, 2003-2004; Dean of Students, Capitol View Elementary School, Des Moines Public School District, 2002-2003; Fourth Grade Teacher, Greenwood Elementary School, Des Moines Public School District, 1999-2002; Prevention Specialist, Employee Family Resource, Des Moines, Iowa, 1997-1999. Address: Des Moines, Iowa.

Name	Position	Amount	Effective Date
Lord, Michael F.	Director, Elementary Student Services	\$102,025 (to be prorated)	07/19/2012

Master's Degree in Educational Leadership, Drake University, Des Moines, Iowa, 2003. Bachelor's Degree in Elementary Education, Iowa State University, Ames, Iowa, 1996. Experience: Principal, Brubaker Elementary School, Des Moines Public School District, 2007-July 19, 2012; Released Assistant Principal, Edmunds Academy, Des Moines Public School District, 2005-2007; Dean of Students, Brubaker Elementary School, Des Moines Public School District, 2004-2005; Fourth Grade Teacher, Lovejoy Elementary School, Des Moines Public School District, 2003-2004; Second and Fourth Grade Teacher, McKinley Elementary School, Des Moines Public School District, 1997-2003. Address: Des Moines, Iowa.

Name	Position	Amount	Effective Date
Tichy, Noelle R.	Director, Teaching and Learning	\$102,025 (to be prorated)	07/16/2012

Master's Degree in Education Administration, University of Iowa, Iowa City, Iowa, 2011. Master's Degree in Education, Viterbo University, LaCrosse, Wisconsin, 2006. Bachelor's Degree in Elementary Education, Simpson College, Indianola, Iowa, 2000. Experience: School Improvement Leader, Hiatt Middle School, Des Moines Public School District, 2011-2012; Elementary Literacy Coordinator, Des Moines Public School District, 2008-2011; Literacy Leader, Garton Elementary School, Des Moines Public School District, 2007-2008; Reading Coach, Adams Elementary School, Des Moines Public School District, 2003-2007; First and Third Grade Teacher, Martin Luther King Academy, Des Moines Public School District, 2000-2003. Address: Indianola, Iowa.

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Name	Position	Amount	Effective Date
Wiegmann, Amy J.	Principal, Brubaker Elementary School	\$94,361 <i>(to be prorated)</i>	08/09/2012

Master's Degree in Educational Administration, Iowa State University, Ames, Iowa, 2006. Bachelor's Degree in Elementary Education, University of Iowa, Iowa City, Iowa, 1990. Experience: School Improvement Leader, Smouse Opportunity School, Des Moines Public School District, 2011-present; Dean of Students, Brubaker Elementary School, Des Moines Public School District, 2006-2011; Positive Behavior Support Teacher (K-12), West Zone, Des Moines Public School District, 2005-2006; Special Education Behavior Interventionist, Merrill Middle School, Des Moines Public School District, 2000-2005. Self-Contained Autism Teacher, Hanawalt Elementary School, Des Moines Public School District, 1992-2000. Address: Ankeny, Iowa.

Name	Position	Amount	Effective Date
Nichols, Robert Scott	Principal, Windsor Elementary School	\$94,361 <i>(to be prorated)</i>	08/09/2012

Specialists Degree in Education, Education Leadership, Drake University, Des Moines, Iowa, 2009. Master's Degree in Education, Effective Teaching, Drake University, Des Moines, Iowa, 2005. Bachelor's Degree in Elementary Education, Iowa State University, Ames, Iowa, 1992. Experience: Dean of Students, River Woods Elementary School, Des Moines Public School District, 2010-present ; Third and Fourth Grade Teacher, Knoxville Community Schools, Knoxville, Iowa, January 4, 1999-2010; Sixth and Seventh Grade Teacher, St. Mary's School, Humboldt, Iowa, November 1, 1995-January 4, 1999. Address: Pleasant Hill, Iowa.

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**Item No. 16**

**Page 1 of 1**

**Subject: LIST OF BILLS FOR APPROVAL**

**For: ACTION**

**Contact: Thomas Harper**

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

**Attachments: None**

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**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.

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**Item No. 17****Page 1 of 2****Subject: SYSTEM CENTER CONFIGURATION MANAGER 2012 UPDATE****For: PUBLIC HEARING/ACTION****Contact: Bill Good**

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

**Attachments: None**

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**Issue:** Bids have been advertised, issued and received for acquiring a new deployment solution.

**Superintendent's Recommendation:** The superintendent recommends the System Center Configuration Manager be approved as the new deployment solution and awarded to Moran Tech, Naperville, IL in the amount of \$53,100.00.

**Background:** DMPS is currently using its existing SCCM 2007 implementation for the following feature set:

- Asset Inventory Services
- Forefront Endpoint Protection Services
- Application Deployment
- Remote Control Access

The update to SCCM 2012 will include the following:

- Deployment of a new SQL environment to support SCCM 2012.
- Deployment of new SCCM 2012 management servers.
- Migration of existing SCCM 2007 settings to SCCM 2012.
- Verification of core SCCM services: such as FEP, application deployment, asset inventory, and remote control capabilities under SCCM 2012.
- Implementation of six additional SCCM 2012 Distribution Points.
- Utilization of SCCM 2012 for patching and integration with WSUS.
- Implementation of Windows OSD, application packaging, and retirement of Altiris.

System Center Configuration Manager 2012 is currently part of our agreement with Microsoft so DMPS owns the license. By retiring our current solution (Altiris Deployment Solution), the district would save \$33,720.00 annually in renewal cost.

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

Dan Warren (danny.warren@dmschools.org; 242-7993)

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**Item No. 17**

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Minutes

Ms. Caldwell-Johnson opened the public hearing. No speakers were present, so the public hearing was closed.

Mr. Murphy moved approval of updating to the SCCM 2012 system, Ms. Boesen seconded.

Explanation was provided that the system will improve asset inventory services, the technology firewall, remote access to buildings, as well as other functions.

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

Motion carried 7-0.

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**Item No. 18****Page 1 of 1****Subject: EMERGENCY REPAIRS AT WILLIAMS STADIUM****For: ACTION****Contact: BILL GOOD**

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

**Attachments: 12-054**

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**Issue:** Restoring fire damaged area and replacement of athletic equipment directly impacting East High School

**Superintendent's Recommendation:** The superintendent recommends that the Board authorize the district to proceed with the necessary repairs at Williams Stadium.

**Background:** Due to a recent fire at Williams Stadium, considerable damages have resulted in the need to move as quickly as possible to provide student equipment and facility repairs. Though all costs are important, the highest cost items include athletic uniforms and equipment, electrical repairs, and mechanical repairs. With a considerable focus and effort, the school district will restore a safe environment as quickly as possible.

The district submitted an emergency repair certificate to the Heartland AEA. This procedure is required pursuant to Iowa Code 297.8 when a situation necessitates emergency repairs that will cost more than the competitive bid threshold. The AEA approved the District's request. The AEA approved that the District could make the emergency repairs to perform air testing, mechanical repairs, and masonry repairs.

The attachment to this agenda item includes the district's request for an emergency repair certificate and the approval from the Heartland AEA.

Minutes

Ms. Boesen moved approval of emergency repairs at Williams Stadium, second by Mr. Murphy.

Mr. Howard asked about preventive measures. Mr. Good responded that mechanical malfunctions can happen anywhere. The district has some detection equipment at most facilities and will look into installing some at the stadium.

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

Motion carried 7-0.

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**Item No. 19****Page 1 of 2**

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

**For: ACTION**

**Contact: Bill Good**

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

**Attachments: None**

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**Issue:** MidAmerican is requesting the granting of an underground electric line easement at Lovejoy Elementary School, 801 E. Kenyon Ave.

**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 Lovejoy Elementary School, 801 E. Kenyon and is legally described as follows:

DESCRIPTION OF PROPERTY: Revised for exceptions of street right of way and the east part of the N1/2, SW1/4 SE ¼ NE ¼, commencing at the Southeast corner of the Southwest Quarter of the Northeast Quarter of Section 27, Township 78 North, Range 24 West of the 5<sup>th</sup> p.m., Iowa, running thence northerly 640 feet to Kenyon Street, thence West 280.15 feet, thence South 620 feet, thence West 129 feet, thence South 20 feet, to the south line of said Southwest Quarter of the Northeast Quarter, thence East 409.1 feet to the place of beginning, except for street right of way; and the West 300 feet of the North half of the Southwest Quarter of the Southeast Quarter of the Northeast Quarter (except road) of said Section 27, Township 78 North, Range 24 West of the 5<sup>th</sup> P.M. now included in and forming a part of the City of Des Moines, Iowa.

EASEMENT AREA: A 10-foot wide underground electric line easement on each parcel 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 August 21, 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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**Item No. 19**

**Page 1 of 2**

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Minutes

Ms. Elsbernd moved / public hearing for an easement with MidAmerican at Lovejoy Elementary School, second by Ms. Boesen.

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

Motion carried 7-0.

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**Item No. 20**

**Page 1 of 1**

**Subject: MCKEE MIDDLE SCHOOL ALTERNATIVE EDUCATION CENTER  
WINDOW REPLACEMENT**

**For: INFORMATION**

**Contact: Bill Good**

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

**Attachments: None**

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**Issue:** Due to deterioration, the windows are in need of replacement.

**Background:** To improve energy efficiency, maintenance, neighborhood enhancement, and student environment, windows will be removed and replaced. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the August 21, 2012, Board meeting. Bids are due on September 5, 2012. Facility Management will seek Board approval of the lowest responsive, responsible bid at the September 18, 2012, Board meeting.

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

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**Item No. 21****Page 1 of 3****Subject: POTENTIAL ATTENDANCE AREA CHANGES FOR MIDDLE AND HIGH SCHOOLS****For: DISCUSSION****Contact: Bill Good**

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

**Attachments: None**

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**Issue:** Adjustment of middle and high school attendance areas.**Presenters:** Tom Ahart and Bill Good**Superintendent's Recommendation:** Board review of the potential middle school attendance area review process.**Background:** The Superintendent's Facilities Advisory Committee has recommended changes to middle and high school attendance areas to better align the student feeder system.

Through a series of public forums, input will be sought about the proposed changes.

Reasons for moving toward a better feeder system:

- Easier to accurately predict the number of incoming 6<sup>th</sup> grade students and 9<sup>th</sup> grade students at middle and high schools each year. This is a very important factor in determining the proper number of staff needed to efficiently staff the schools; a key educational and financial factor.
- Leadership in each feeder system can more effectively work with families, sharing meaningful information about interventions, special services, etc.
- Leadership in each feeder system can more effectively collaborate on instructional matters, student behavior, neighborhood concerns, etc.
- Planning for special programs (ELL, SPED) would be more effective as well.

#### Minutes

A PowerPoint presentation was made. Mr. Ahart stated approximately half of the students in the district attend middle and high schools, and attendance areas have not been reexamined for about twenty-five years. A review of building utilization to serve district students has been needed to make the best use of our facilities; plan future facility needs; help effectively partner the middle schools with the high schools; and build better links instructionally, with families, with special programs, and with institutes of higher education. A regular rotation to

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**Item No. 21****Page 1 of 3**

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examine boundaries will be recommended with this initial focus on the middle and high school boundaries. Those changes will help drive the approach to the elementary feeder patterns.

Mr. Good reviewed maps showing potential changes in the distribution of students throughout the district in both the middle and high school areas showing changes that would be discussed with the building staff and community. Natural boundaries, ethnicity and poverty rate ratios were considered. No changes are being suggested in the district's open enrollment policy. All middle schools would be aligned with one high school with the exception of Weeks Middle School. Ms. Boesen would like discussion regarding Goodrell Middle School as an IB school of choice. Mr. Murphy would like to see something done to align the free or reduced-priced lunch students between Merrill and Callanan. Ms. Caldwell-Johnson asked about students in the Oakridge neighborhood who attend Callanan rather than their home school of Brody, yet a number of students attend Brody. This may be due to ELL programming. A map was reviewed that used color-coded dots to show by households where students live and which schools they attend. The dots do not indicate if households have chosen open enrollment or if the location of ELL services is a factor in determining school location. The southeast area around Easter Lake was examined. The distance to either McCombs or Weeks and additional growth may determine a need for a new building, possibly preK-8.

The process to determine boundary changes was to first align each middle school to one high school, review effect on ethnicity and poverty, and ensure building space to accommodate the students.

High school boundary map changes were shown with the effect on student numbers. Of note, 239 students in the East boundary currently attend Lincoln.

High school students in the class of 2014 and class of 2015 would complete their education at their current school. Freshmen and sophomores would be matched to the school of residence with plenty of notice to apply for open enrollment. Eighth graders for 2013-14 would complete middle school in their current building. Sixth and seventh graders for 2013-14 would be assigned to the appropriate middle school based on their address with the option to utilize the open enrollment process.

A plan to inform the public and receive input was shared with the board. Ms. Caldwell-Johnson requested a tutorial on open enrollment including steps to be taken, timeline, etc. to inform the board and the public.

Boundary changes were recently implemented at four elementary schools. Mr. Good received one phone call regarding the change. Executive Director of Elementary Susie Tallman confirmed that she worked with one parent for placement of one student.

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**Item No. 21****Page 1 of 3**

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Ms. Caldwell-Johnson summarized requests from board members as follows: Goodrell follow-up, reconciling demographic profile at Callanan and Merrill, and reviewing the open enrollment criteria and process. Performing a more regular review every two to three years is more to monitor alignment rather than making changes in the boundaries.

Mr. Good mentioned coming to the board in the fall for discussion of future bonding and projects which will include growth on the southeast side. Elementary boundaries could potentially have more of an impact there. The current boundary focus is on middle and high schools, but aligning the elementary boundaries has the same philosophy, just not the same timing.

A meeting is scheduled for August 16 with the secondary principals. Individual meetings have been held with them. Community forums would begin in September in each attendance center, with a presentation to the board in October to share information from the community forums and any resulting adjustments prior to asking for board approval.

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**Item No. 22****Page 1 of 1****Subject: APPOINTMENT OF ACTING BOARD SECRETARY****For: ACTION****Contact: Thomas Harper****Attachments: None**

(thomas.harper@dmschools.org; 515-242-7745)

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**Issue:** Thomas Harper is the acting Board Secretary. It has been determined that the Board and district would benefit by assigning the district's Controller/Executive Director of Business & Finance, Nicholas Lenhardt, to act as Board Secretary in the absence of Thomas Harper should the need arise, thus preventing any delays in Board operations.

**Superintendent's Recommendation:** The superintendent recommends that Nicholas Lenhardt be appointed to serve as a secondary Board Secretary in the absence of Thomas Harper.

**Presenters:** None. Thomas Harper will be available to answer questions.

**Background:** By law, the person designated as Board Secretary must be a non-teacher chosen by the Board and not the district.

Minutes

A motion to approve the appointment of Nicholas Lenhardt as acting board secretary in the absence of Thomas Harper was moved for approval by Mr. Sweeney, second by Ms. Boesen.

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

Nay: None

Motion carried 7-0.

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**Item No. 23****Page 1 of 1****Subject: SUPERINTENDENT SEARCH****For: DISCUSSION****Contact: Board****Attachments: 12-053**

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**Superintendent's Recommendation:** The superintendent recommends the Board discuss the process for awarding an RFP to hire a search firm that will assist the Board in identifying suitable candidates for the position of superintendent of schools.

**Background:** The vacancy was created by resignation in May. Since then the Board has appointed an interim to serve during the search process and reached consensus on contracting with a search firm to coordinate the identification of candidates for permanent appointment.

**Presentation:** None

#### Minutes

Director of Community Relations Phil Roeder reviewed the draft Request for Proposal (RFP) for a search firm. Applicants will be requested to provide a budget, timeline, and plan to present their qualifications with the goal to have a superintendent in place no later than July 1, 2013. Final approval of a search firm would be taken at the first meeting in October.

Ms. Caldwell-Johnson requested board members review the draft RFP prior to the next board meeting and provide feedback to her and Mr. Roeder in order to approve the RFP at the next meeting.

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**Item No. 24****Page 1 of 1****Subject: ADVANCED PLACEMENT UPDATE****For: INFORMATION****Contact: Crista Carlile, Central Academy**

(crista.carlile@dmschools.org; 242-7888)

**Attachments: 12-052****Amber Graeber, Advanced Placement Coordinator**(amber.graeber@dmschools.org; 242-7947)

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**Issue:** The Advanced Placement program

**Background:** A DMPS Vision Statement created in early 2011 has set clear goals for expansion and improvement of our Advanced Placement program. This presentation will demonstrate our programmatic change over time – both in areas of success and areas for improvement.

**Presenters:** Crista Carlile, Supervisor; Central Academy and Amber Graeber, Advanced Placement Coordinator & Social Studies Curriculum Coordinator

#### Minutes

The Advanced Placement program was initiated with The College Board whose goal is to provide college access to students. Approximately 70% of public high schools offer AP courses, and 94% of four-year colleges and universities award college credit to students who pass AP exams in high school. Additional benefits include scholarship opportunities and admission preference.

The district has three goals for the AP program: increase enrollment, increase AP exam takers, and increase scoring averages. See handout for additional data. As the number of AP offerings is broadened at each of the comprehensive high schools, the district hopes to expand the variety of offerings and enrollment in more specialized courses at Central Academy. The district hopes to have 60% of the students take AP exams. Each exam fee is \$87 with fee reductions and waivers provided by The College Board (\$26 each year) and the federal and state government (amount varies depending upon funding). GearUp Iowa and GearUp Des Moines also helped with the testing fees. This year, 58% tested. Teacher support is key in promoting the importance of testing. The AP test is scored on a scale of 1-5 with a 3, 4, or 5 as passing. The average AP test score for Des Moines students is 2.89.

A short documentary film on project-based learning, featuring North High School, was shown. It can be found on Edutopia.org. Additional discussion regarding project-based learning in the Des Moines Public Schools followed. Ms. Caldwell-Johnson mentioned receiving updates periodically.

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**Item No. 25**
**Page 1 of 3****Subject: REMAINING ADMINISTRATOR COMPENSATION FOR FY 12-13****For: ACTION****Contact: THOMAS AHART**  
(thomas.ahart@dmschools.org : 242-7766)**Attachment: None**


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**Issue:** Seven administrators' compensation agreements for 2012-2013 need to be completed.

**Superintendent's Recommendation:** The superintendent recommends that the Board approve the proposed salary adjustments for the CFO, COO, and five executive directors as shown below.

POSITION	11-12 SALARY	12-13 SALARY	INCREASE
Chief Financial Officer	\$125,000	\$129,938	3.95%
Chief Operations Officer	\$120,000	\$124,740	3.95%
Executive Director of High Schools & Learning Services	\$115,000	\$119,543	3.95%
Executive Director of Middle Schools	\$115,000	\$119,543	3.95%
Executive Director of Elementary Schools	\$115,000	\$119,543	3.95%
Executive Director of Curriculum, Instruction & Assessment	\$115,000	\$119,543	3.95%
Executive Director of Student & Family Services	\$115,000	\$119,543	3.95%

The salary increase for principals and other special education administrators was 2.47%.

## Minutes

A motion to approve the salary increases as shown in the list above was made by Ms. Boesen, second by Ms. Elsbernd.

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Mr. Sweeney mentioned that all staff received an increase this year and feels a comprehensive salary study for everyone be done, starting with the lowest pay grade and working up.

Mr. Jongewaard commented that this has been a topic of discussion at several meetings in the past and raised a concern about the compensation for high school principals with four male principals receiving a higher salary than the one female principal.

Mr. Jongewaard moved to amend the motion to include correcting the inequity in pay for the comprehensive high school principals, second by Mr. Howard.

There was an adjustment of \$3,000 for FY 2013 made to the female principal. This did not make the salaries the same. Mr. Ahart believes that when the district was competing with other Polk County and Iowa schools to fill vacancies and the additional requirements and sanctions for schools with the No Child Left Behind designation of Persistently Low Achieving School (PLAS), additional measures needed to be taken to attract quality candidates. One way to accomplish that was to offer a competitive salary. This was prior to Mr. Ahart's appointment to central office.

There is a base salary for the principals with additional compensation parameters based on percentage of students receiving free or reduced-price meals, PLAS status, enrollment, and a high school incentive which was given to Roosevelt.

Mr. Murphy stated some schools became more complex to work in which started the differentiation of salaries.

Mr. Jongewaard believes high schools with greater ELL enrollment have greater staffing, higher enrollment provides more vice principals and student improvement leaders, and there is very little difference in the amount of work or difficulty between the high schools. Competitive salaries should be set at all high schools.

Ms. Boesen prefers it be a separate issue and would like additional information and background.

Mr. Howard would like to table the motion until pertinent information is provided.

Mr. Murphy stated additional building staff increases the principal's responsibility and would also like additional data.

Mr. Jongewaard brought the motion forward to bring the discussion to the table. Principal compensation based on total enrollment, ELL enrollment, free or reduced-price lunch enrollment, etc., is not the district standard.

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Mr. Jongewaard moved to table his amendment to correct the inequity in pay for the comprehensive high school principals until the first meeting in September in order to receive additional information, second by Mr. Murphy.

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

Motion carried 7-0.

With no further discussion on the main motion of administrator compensation, the board voted.

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

Motion carried 5-2.

Ms. Caldwell-Johnson commented that arguments applying to the high school principals' salaries may be applied to middle and elementary school principals; e.g., size of school, scope of responsibility, number of employees supervised, etc. A request was made for a list of all schools designated as PLAS.