

DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
CITY BOARDROOM — 400 ROBERT D. RAY DRIVE
MINUTES
NOVEMBER 16, 2010

PUBLIC FORUM – 5:45 p.m.

The Board of Directors met in regular session on Tuesday, November 16, 2010, in the city hall boardroom at 400 Robert D. Ray Drive., Connie Boesen presiding.

Present: Boesen, Caldwell-Johnson (by phone), Murphy, Link, Strong, Woods
Absent: None

REGULAR MEETING – 6:00 p.m.

The Board of Directors met in regular session on Tuesday, November 16, 2010 in the city hall boardroom at 400 Robert D. Ray Drive., Connie Boesen presiding.

Present: Boesen, Caldwell-Johnson (by phone), Murphy, Link, Strong, Woods
Absent: None

Ms. Link moved to approve the agenda. Second by Strong.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods
Nay: None
Motion carried 6-0.

APPROVAL OF MINUTES OF November 2, 2010

Ms. Strong moved approval of the minutes of November 2, 2010. Second by Link.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods
Nay: None
Motion carried 6-0.

DISTRICT RECOGNITIONS 6:02

Dr. Sebring introduced third grader Velouria Helgerson from Perkins Elementary, along with her teacher Karen Birchmier. Velouria entered her poem into the National Written Word Thanksgiving Expressions Competition and won first place in the k-3 division. She also recognized 27 students who have recently been chosen by the Iowa High School Music Association to participate in All-State Band, Orchestra, Chorus, Jr. Orchestra and 9th Grade Opus. Students and instructors present:

Lincoln High School Choir Director Mike Walag with students Kourtney Richards, Caleb Peterson, Kelsey Edwards, Sam Langfritz, and Aly Olson;

November 16, 2010

Roosevelt Band Director Treg Marcellus with students Corey Grief, China Mauck, and Jennifer Hugg;

Roosevelt High School Assistant Vocal Director Gloria Steger with students Hannah Carlson, Madeline Palmer-Chase, Colton Carr; and

Roosevelt High School Orchestra Director Jennifer Luft with students Reuben Kebede, Ruth Minahan, Michael Terrell, Madison Helton, Nina Liu, Joe Wandro, Grant Goss, Katie Marcus and Sofia Kaut.

In addition Dr. Sebring announced that 18 middle school band students were selected for the South Central Iowa Middle School Honor Band in October.

CONSENT ITEMS – 6:15 p.m.

7.Architect Payments ----- 1

8.Construction Payments ----- 3

9. Contracts for approval ----- 7

10. Award of Bid No. B6221 — Communications Upgrade — Hoover High School ----- 11

11. Final Acceptance of Bid No. 52-0809 — Fine Arts Addition to Roosevelt ----- 13

12. Award of Bid No B6220, Central Campus — Phase II ----- 15

13. Des Moines Public Schools Sales Tax Oversight Committee,
Annual Progress Report ----- 17

14. Dropout Prevention; Maximum Funding and Tax Levy Rate ----- 19

15. Personnel Recommendations ----- 21

16. List of Bills for Approval ----- 25

Minutes

Mr. Murphy moved approval of the consent items including payment of bills previously authorized and certified by the secretary and reviewed by her as paid in the amount of \$1,208,284.98 and unpaid bills in the amount of \$3,347,867.01. Second by Strong.

Ms. Woods asked, with regard to item No. 9 [contract No.10-069], if equipment leases don't typically cover necessary repairs. Mr. Bill Good, the district's director of operations, and Mr. Kevin Baccam, the district's comptroller, explained that leased equipment does have to be insured and that the essence of this agenda item was to transfer expenses from the budget's general fund to the management fund.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods
Nay: None
Motion carried 6-0.

PUBLIC HEARING — 6:17 p.m.

17. Complete Roof Replacement — Cattell Elementary ----- 27
18. Window Replacement — Merrill Middle School ----- 29
19. Mechanical and Electrical Retrofit — Woodlawn Educational Center ----- 31

OTHER — 6:20 p.m.

20. Partial Roof Replacement — McKee Educational Center ----- 33
21. Request for Modified Allowable Growth (MAG) for Increased Enrollment, Open
Enrollment and Limited English Proficient Programs ----- 35
22. Monitoring Report ML 2.2 — Faculty/Staff ----- 37
23. Monitoring Report ML 2.1 — Students/Public/Volunteers ----- 41

NEW BUSINESS — 6:40 p.m.

24. Appointment of School Board Member ----- 43

REQUESTS FOR INFORMATION — 7:10 p.m.

Ms. Caldwell-Johnson would like some additional information about the status of the Communities-in-Schools [CIS] program. She also called for some interim data on the disproportionality of African American students in school disciplinary actions in advance of next year’s annual monitoring report on the treatment of students.

CHAIR’S REPORT — 7:20 p.m.

Ms. Boesen reminded the Board that she and Dr. Sebring would be making a presentation at the UEN gathering in Des Moines about the process by which the district developed its Ends Statement and encouraged the attendance of whomever would be free. She also congratulated Mr. Gallardo on his appointment to the Board.

SUPERINTENDENT’S REPORT — 7:22 p.m.

Dr. Sebring noted that the UEN meetings earlier that day had included information about some new testing assessments that are to be piloted in UEN member districts as well as a demonstration of the Iowa Online Initiative which is expanding schools’ free access to online course content. She also mentioned her attendance last week with Des Moines Mayor Frank Cownie at a conference in Utah devoted to the topic of the greening of America’s schools. She said that the other cities represented were impressed with Des Moines’ strides in energy conservation programs in its schools. Finally, she said that the current issue of Ed Week has a cover story on a turnaround school in Chicago that Des Moines officials had visited and an article on the Baltimore school district’s efforts to improve outcomes with male African-American students that she felt was a good parallel to the situation in Des Moines. She commended both to the Board’s attention.

ADJOURN 7:25 p.m.

Item No. 7
Page 1 of 2**Subject: ARCHITECT PAYMENTS****For: ACTION****Contact: BILL GOOD**

(harold.good@dmps.k12.ia.us; 242-8321)

Attachments: None**Issue:** Payment of architect/engineer invoices.**Superintendent's Recommendation:** The superintendent recommends that the following architect/engineer payments be authorized.

<u>Architect/Engineer/Project</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment</u>
<u>BCDM</u>				
Hoover Meredith Complex Architect App. 8 (SWP)	73%	\$299,500.00	\$215,234.00	\$3,537.00
<u>Gould Evans Goodman</u>				
Roosevelt High School Architect App. 33 (LOSST)	91%	\$2,128,149.00	\$1,936,173.87	\$7,910.05
<u>OPN Architects</u>				
Howe Elementary School Arch. App. 11 (SWP)	92%	\$133,422.00	\$111,906.83	\$10,783.23
North High School- Arch. App. 10 (SWP)	79%	\$959,975.00	\$711,144.60	\$48,627.71
<u>RDG Planning & Design</u>				
Career Tech – Phase 2 Architect App. 5 (SWP)	60%	\$600,000.00	\$201,552.79	\$160,336.80
<u>Shive Hattery</u>				
Brody Middle School Architect App. 1 (SWP)	12%	\$110,000.00	\$0.00	\$13,200.00

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Alvine Engineering

Woodlawn Ed. Center Architect App. 2 (SWP)	46%	\$140,625.00	\$16,875.00	\$47,812.50
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Taylor Ohde Kitchell

Program Management App. No. 119 (LOSST)	93%	\$19,351,769.00	\$17,908,353.56	\$138,169.08
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Total				\$430,376.37
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Presenters: None

Background: None

Item No. 8
Page 1 of 3**Subject: CONSTRUCTION PAYMENTS****For: ACTION****Contact: BILL GOOD**

(harold.good@dmps.k12.ia.us; 242-8321)

Attachments: None**Issue:** Payment of contractor invoices.**Superintendent's Recommendation:** The superintendent recommends that the following contractor and supplier payments be authorized.

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<u>Larson & Larson</u> Roosevelt High School (LOSST) GC App. 18 Sealed Bid No. 5226-09	78%	\$17,839,971.00	\$13,802,977.64	\$199,493.15
<u>Edge Commercial</u> Hoover/Meredith (SWP) GC App 2 Sealed Bid No. B6169	12%	\$2,827,530.00	\$145,768.24	\$183,714.42
<u>Dean Snyder</u> North High School (SWP) GC App 2 Sealed Bid No. B6151	11%	\$7,283,271.00	\$405,686.10	\$381,539.95
<u>Bergstrom Constr.</u> Park Avenue Elem. (SWP) GC App 07 Sealed Bid No. B6066	95%	\$2,419,420.00	\$2,269,789.40	\$22,325.00
CC Connector (SWP) GC App. 01 Sealed Bid No. B6179	17%	\$156,703.00	\$0.00	\$26,888.80
<u>Cunningham Inc.</u> Madison Elem. School (SWP) GC App. 09 Sealed Bid No. B6063	94%	\$2,205,879.00	\$2,029,509.14	\$56,126.24

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Brockway Mechanical

Howe Elementary (SWP) GC App. 06 Sealed Bid No. B6086	94%	\$1,410,498.50	\$1,314,323.58	\$17,100.00
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REEP, Inc.

North Windows (SWP) GC App. 4 Sealed Bid No. B6087	84%	\$902,683.00	\$661,023.14	\$95,145.43
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PG Construction

Howe Drop Off (SWP) GC App. 3 Sealed Bid No. B6064	95%	\$236,768.00	\$181,904.10	\$43,025.50
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Robinson Brothers

North High School (SWP) GC App 2 Sealed Bid No. B6148	59%	\$163,089.00	\$38,912.00	\$57,000.00
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DDVI, Inc

Cowles Elementary (SWP) RETAINAGE RELEASE Sealed Bid No. B6125	100%	\$141,400.00	\$134,330.00	\$7,070.00
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Metro Demolition

Central Campus (SWP) GC App. 01 Sealed Bid No. B6191	29%	\$427,000.00	\$0.00	\$122,706.75
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Swanson Glass

Park Avenue Elem. (SWP) GC App. 04 Sealed Bid No. B6026	90%	\$266,860.00	\$201,875.00	\$30,875.00
Madison Elem. School (SWP) GC App. 03 Sealed Bid No. B6025	92%	\$247,630.00	\$218,500.00	\$9,500.00

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Lindstrom Environ.

Central Campus (SWP) GC App. 01 Sealed Bid No. B6192	29%	\$200,000.00	\$0.00	\$57,475.00
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TOTAL \$1,309,985.24

Presenters: None

Background: None

Item No. 9 — *REVISED* *(see pages 8,9)*

Page 1 of 3

Subject: CONTRACTS FOR APPROVAL

For: ACTION

Contact: Various

Attachments: None

Contract No. 10-069

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 term of this agreement is for FY11. The total cost for the policy is \$236,982, 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): \$236,982

Funding: Management Fund

Term: FY 2011

New or Renewal: New

Contacts: Dan Warren

(dan.warren@dmps.k12.ia.us; 242-7773)

Contract No: 10-070

Project: Specialized School Health Services

Contractor: Ultimate Nursing Services

Item No. 9 — REVISED (see pages 8,9)Page 2 of 3

Background: Several students attend Des Moines Public Schools that have significant health needs to warrant care by a 1:1 nurse. The care is continuously provided to the child both at home and during school. In the past, the school district has arranged and (in some cases) 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 home care agency serving the child in the home. Ultimate Nursing Services is presently providing service to several students attending our schools.

There are advantages in subcontracting with the home care agency provider versus the district hiring a nurse to provide the care. First and foremost, it is best for the child in that 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. As children with the complexity of health needs necessitating this level of service miss more school than other students, this would be a cost saving move. Finally the liability for adverse outcomes of care is not totally assumed by the district.

Financial**Revenues:** \$0

If feasible and appropriate the district may be able to recover some of the cost for payment of these services by billing the services through the School Medicaid Direct Billing program.

Expenses: An hourly rate is established at \$40.00/hour.

Term: November 1, 2010 - June 9, 2011

New or Renewal: New

Contact: Jean Phillips/Shelly Bosovich

(jean.phillips@dmps.k12.ia.us; 242-7618/shelly.bosovich@dmps.k12.ia.us; 242-7714)

Contract No. 10-070— Revised

Project: 2010-2011 Community Impact Investment Agreement

Contractor: United Way of Central Iowa

Background: Early Childhood programs continue to grow in the DMPS. Currently there are three stand alone sites including McKee, Mitchell and Casady. With the growth of our stand alone sites comes the need for comprehensive social/emotional support services. The addition of a licensed social worker in the early childhood department would assist in identification, assessment and support of individual and family needs.

Item No. 9 — REVISED *(see pages 8,9)*

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Financial:

Revenues: \$60,000

Funding Source: United Way of Central Iowa

Expenses: \$60,000

Term: *September 1, 2010 — June 30, 2011*

New or Renewal: *New*

Contact: *Susie Guest and Susie Tallman*

(susan.guest@dmps.k12.ia.us; 242-8424/ susan.tallman@dmps.k12.ia.us; 242-7725)

Item No. 10
Page 1 of 1
**Subject: AWARD OF BID NO. B6221 — COMMUNICATIONS CABLE UPGRADE
HOOVER HIGH SCHOOL**
For: ACTION
Contact: BILL GOOD

(harold.good@dmps.k12.ia.us : 242-8321)

Attachments: None

Issue: Award of contract for the communications cable upgrade project for Hoover High School.

Superintendent's Recommendation: The superintendent recommends a contract for the base bid be awarded to the lowest responsive/responsible bidder, Tri-City Electric Company of Iowa in the amount of \$108,586.00.

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

Background: This is a project under the statewide penny funding. The bid on Hoover consists of the following:

- **Base Bid:** Upgrades to the communications cable system along with modifications to certain mechanical and fire alarm system components.

The district received bids on October 29, 2010. The results are as follows:

Bidder	Base Bid
Tri-City Electric Co. Davenport, IA	\$108,586
Communication Innovators – Pleasant Hill, IA	\$142,887
Cable Tech - Waukee, IA	\$149,294
Baker Electric – DM, IA	\$183,686
ABC Electric - DM, IA	\$235,765

Funding Source: Statewide Penny (Students First Program)

Item No. 11

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**Subject: FINAL ACCEPTANCE OF BID NO. 5208-09 —
FINE ARTS ADDITION TO ROOSEVELT HIGH SCHOOL**

For: ACTION

Contact: BILL GOOD
(harold.good@dmps.k12.ia.us : 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: Roosevelt High School

PROJECT: Fine Arts Addition

CONTRACTOR: Rochon Corporation of Iowa

CONTRACTED AMOUNT: \$ 2,541,966.00

CONTRACT BALANCE: \$ 127,098.30

Item No. 12
Page 1 of 1**Subject: AWARD OF BID NO. B6220, CENTRAL CAMPUS — PHASE II****For: ACTION****Contact: BILL GOOD****Attachments: None**

(harold.good@dmps.k12.ia.us : 242-8321)

Issue: Award of contract for the first and second floor renovation project for Central Campus — Phase II.

Superintendent's Recommendation: The superintendent recommends a contract for the base bid be awarded to the lowest responsive/responsible bidder Larson & Larson Construction, LLC in the amount of \$7,770,000.00.

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

Background: This project includes:

1. Downtown School — renovation of portions of the first floor for the downtown school.
2. Career Technology — renovation of portions of the second floor for culinary arts, a multipurpose room, health career classrooms / lab and biotechnology classroom.
3. Support areas — renovation of portions of second floor for a new kitchen and commons area, new restrooms, new mechanical/electrical areas, and updated circulation spaces.

The district received bids on November 11, 2010. The results are as follows:

Bidder	Base Bid
Larson & Larson – Urbandale, IA	\$7,770,000
Dean Snyder Construction. – Ankeny, IA	\$7,823,000
Oakview DCK – Waukee, IA	\$7,823,000
Hansen Company – Johnston, IA	\$7,915,000
Rochon Corp of Iowa – Urbandale, IA	\$7,920,000
DDVI – Indianola, IA	\$7,955,000
Breiholtz – DM, IA	\$7,993,000
Neumann Bros – DM, IA	\$8,060,600

Funding Source: Statewide Penny (Students First Program)

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**Subject: DES MOINES PUBLIC SCHOOLS SALES TAX OVERSIGHT
COMMITTEE ANNUAL PROGRESS REPORT**

For: ACTION

Contact: BILL GOOD

(harold.good@dmps.k12.ia.us: 242-8321)

Attachments: 10-047

Issue: Des Moines Public Schools Sales Tax Oversight Committee Annual Report.

Superintendent's Recommendation: The superintendent recommends that the Board approve the 2010 Annual Report from the District Sales Tax Oversight Committee.

Presenters: Brian Millard, Oversight Committee Chair, and other committee members.

Background: Following the passage of the local option sales tax on November 23, 1999, the Board established an oversight committee on June 20, 2000, to report on an annual basis regarding the following issues:

1. Confirm that funds are being expended for the infrastructure needs in accordance with Board action.
2. Review the district's progress in identifying the general infrastructure needs of all schools.
3. Confirm that a district-wide preventive maintenance policy has been adopted and implemented.

The 2010 Annual Report is available on the district Website.

There will not be a county-wide oversight committee meeting in 2010.

Item No. 14**Page 1 of 2****Subject: DROPOUT PREVENTION MAXIMUM FUNDING AND TAX LEVY RATE****For: ACTION****Contact: Kevin Baccam, Bryce Amos****Attachment: 10-048**(kevin.baccam@dmps.k12.ia.us; 242-7745/bryce.amos@dmps.k12.ia.us)

Issue: The Board must approve the preliminary FY 2012 maximum funding and tax levy rate for Dropout Prevention by December 2010.

Superintendent's Recommendation: The superintendent recommends that the Board approve the maximum funding of \$9,213,308.45 and also maintain the current levy rate for FY 2012. The superintendent may recommend a change in the rate when the FY 2012 budget recommendations are made later in the fiscal year as has been done in the past.

Presenters: None

Background: Annually, the district submits a Board approved application to the Iowa Department of Education (DE) seeking DE School Budget Review Committee (SBRC) approval to use Dropout Prevention funding. The preliminary levy rate for FY 2012 is based on the maximum funding per state formula and must be approved by the Board in order to accommodate the state filing deadline of December 15, 2010.

The state formula establishes the maximum amount that can be approved for the district by the Board of Directors for Dropout Prevention and is estimated at \$9,213,308.45 for FY 2012. The formula is based on the district enrollment x 5% x district cost per pupil. Since no allowable growth rate has been set by the legislature for FY 2012, the Department of Education has indicated that we are to assume a 0% allowable growth (AG) rate resulting in the cost per pupil remaining the same for FY 2012. Thus, based on these estimates, the formula results in the following maximum funding level:

$$30,963.9 \text{ [preliminary estimate]} \times .05 \times \$5,951 \text{ [assumes 0\% AG]} = \$ 9,213,308.45$$

The current levy for FY 2011 generates \$9,210,333 and the rate is \$1.44285, representing the maximum FY 2011 Dropout Prevention funding and levy authorized by law, respectively. Although no increase is recommended at this time in the tax levy rate for FY 2012, increases or decreases in property valuation may result in some additional or reduced revenues for FY 2012. The amount generated by the levy is sufficient to accommodate current programming costs for FY 2011.

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While the levy rate for FY 2012 must be approved before December, programming decisions for FY 2012 are best made later in the year when the allowable growth for FY 2012 is known, when property valuations are known, when other budget/staffing decisions are being made and when more is known about overall district needs and priorities for FY 2012. Therefore, it is possible that budget recommendations for FY 2012 will include a change to the Dropout Prevention maximum budget and associated tax rate.

See also Attachment 10 – 048 for a listing of programs funded with DOP program funding.

Item No. 15**Page 1 of 3****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Twyla Woods****Attachments: 10-049**

(twyla.woods@dmps.k12.ia.us; 242-7972)

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

Background:**ELECTION - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Veen, Tiffany	1	1	11/01/10	\$38,757

BS from Drake, Des Moines, IA; Address/Des Moines, IA; Goodrell/Reading and Language Arts

Zepeda, Michelle	1	9	11/05/10	\$15,332
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BA Grandview University, Des Moines, IA, Address: Des Moines, IA, Assignment: King .5 In Class Reading

ELECTION - SPECIAL EDUCATION

Name	Class	Step	Effective Date	Amount
Durkop, Jessica	1	1	11/08/10	\$38,757

BA from Clarke College, Dubuque, IA; BA from University of Dubuque, Dubuque, IA; Address/Delmar, IA; Downtown/Multicategorical.

Flaa, Samantha	1	1	11/08/10	\$38,757
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BA from Simpson College, Indianola, IA; Address/West Des Moines, IA; McKinley/ Multicategorical.

Quiner, Rochelle	4	3	10/25/10	\$43,682
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BA from University of Iowa, Iowa City, IA; MA from University of Houston, Houston, TX; Address/Des Moines, IA; Madison/Multicategorical.

Von Der Linde, Rae Lynn	1	8	11/08/10	\$45,181
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BS from Iowa State University, Ames, IA; Address/Des Moines, IA; Stowe/ Multicategorical.

RESIGNATION

Name	School, Position	Effective Date	Reason
McCown, Allison	Moulton, Title Reading & Math	11/05/10	Personal
Rider, Troy	East, Multicategorical	01/14/11	Personal

COACHING DIFFERENTIAL

School	Name	Position	Effective Date	Amount
Lincoln	Sears, Sandy	Head Girls Bowling	10/31/2010	\$1,414
Lincoln	Van Dyck, Gerald	Head Boys Bowling	10/31/2010	\$2,829

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ADMINISTRATOR APPOINTMENT

Name	Position	Amount	Effective Date
Warren, Danny C.	Director of Technology	\$92,545 (to be prorated)	11/17/10

Certification: Microsoft Certified Systems Engineer, Hamilton Business College, Des Moines, 2006; Des Moines Area Community College, Des Moines, 2003. Experience: Interim Director of Technology, Des Moines Public Schools, September 2010-present; Technology Network Specialist, Des Moines Public Schools, 2000-2010; Audio/Visual Specialist, Media Services, Des Moines Public Schools, 1995-2000. Address: Des Moines, IA.

EARLY RETIREMENT

Name	School	Position	District Years	Effective Date
Adams, Donna U.	East	Family & Consumer Sci	34	06/03/11
Adams, Judith A.	Student Services	Sp Ed Consultant	27	06/03/11
Anderson, D. Eileen	Brody	Read/LArts/SStudies	24	06/03/11
Anderson, Joan M.	Brody	Nurse	18	06/03/11
Ballou, Stephen P.	Student Services	Psychologist	36	06/03/11
Behnke-Jackson, Carol J.	Jefferson/Wright	Multicategorical	25	06/03/11
Blaesing, Gail, A.	Morris	Nurse	11	06/03/11
Blanshan, Marcia Leila	Monroe	5	18	06/03/11
Blount, Rebecca A.	Goodrell	Social Science	20	06/03/11
Brennan, Pamela P.	Lincoln	ELL	28	06/03/11
Brown, Linda K.	Hoover	English	17	06/03/11
Bruner, Kathryn A.	East	Math	23	06/03/11
Butler, Nancy J.	East	Library/Media Specialist	36	06/03/11
Cady, Gayla C.	Brubaker	Vocal Music	20	06/03/11
Callaghan, Jeanette K.	Madison	Vocal Music	22	06/03/11
Cavanagh, John R.	Edmunds	Principal	34	06/30/11
Clearwater, Mary E.	Madison	1	40	06/03/11
Connelly, Janice E.	McCombs	Counselor	14	06/03/11
Conover, Ann I.	Merrill	Family & Consumer Sci	13	06/03/11
Cook, Connie S.	Regional Program	Assoc Superintendent	42	06/30/11
Crawford, Marjorie H.	East	Business	36	06/03/11
Cumpston, Dennis L.	Callanan	Vice Principal	40	06/20/11
Dane, Annette T.	Monroe	In Class Math	33	06/03/11
Davis, Jill A.	Windsor	Literacy Ldr/In Cls Rdg	28	06/03/11
Deets, Susan K.	Hoyt	In Class Reading	38	06/03/11
Dopf, Mary S.	Monroe	In Class Reading	19	06/03/11
Dorsey, Linda L.	Capitol View	3	21	06/03/11
Eppright, Marion D.	Studebaker	4	25	06/03/11
Fidler, Dagny A.	Ruby Van Meter	Vice Principal	27	06/30/11
Foote, Alan V.	Roosevelt	Counselor	32	06/03/11
Foss, Lisa K.	Student Services	Occupational Therapist	30	06/03/11
Fracek, Eugene E.	Studebaker	Principal	20	06/30/11
Gaines, Ruth Ann	East	Drama	39	06/03/11
Gass, Linda L.	Jackson	Art	19	06/03/11
Gooch, Shirley S.	East	Art	37	06/03/11
Goodman, Nancy R.M.	Capitol View	3	20	06/03/11
Grant, L. Ann	Hoover	Multicategorical	24	06/03/11
Griffin, William F.	ELL Program	ELL Consultant	33	06/03/11
Grooters, Timothy L.	Lincoln	Math	36	06/03/11
Hanlin, Janet R.	Stowe	In Cls Rdg/Rdg Rec	29	06/03/11
Hansen, G. Andrew	Music (var. schools)	Band	22	06/03/11
Harvey, Joy E.	Hillis	3	27	06/03/11
Haun, Mary Kathryn	Callanan	Literacy Leader	24	06/03/11
Hunter, Joanne M.	Wright	1	22	06/03/11
Hurley, Mark W.	East	Physical Education	37	06/03/11
Hymans-Smith, Kathryn s.	South Union	Counselor	36	06/03/11
Ira, Mary A.	Morris	4	41	06/03/11
Johnson, Dennis V.	Central Campus	HS Ext Program	37	06/30/11
Johnson, Joyce Ellen	Central Campus	English	13	06/03/11
Kerr, Eugene Robert	Student Services	Psychologist	11	06/03/11
Kimble, Harvey Harold	Gifted/Talented	G/T Consultant	11	06/03/11
King, Catherine M.	South Union	1	26	06/03/11
Koscielak, Susan J.	Weeks	Science	35	06/03/11

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Ladd, Rebecca L.	McCombs	Social Science	22	06/03/11
Lamb, Deslonde M.	Carver	K	12	06/03/11
Lander, Alan L.	Lincoln	Multicategorical	21	06/03/11
Lane, Mary Lee	Oak Park	1	26	06/03/11
Langdon, James B.	Windsor	3	15	06/03/11
Ligouri, Vicki L.	Lincoln	Math	25	06/03/11
Lingwall, David K.	Jefferson	Principal	28	06/30/11
Loveland, Victoria A.	Hubbell/Perkins	In Class Reading	32	06/03/11
Lyons, Joan L.	North	Counselor	16	06/03/11
Malm, Robbie G.	East	Math	25	06/03/11
Melick, Marilyn A.	Brubaker	5	23	06/03/11
Mennenga, Sonja A.	Gifted/Talented	G/T Consultant	24	06/03/11
Mesicek, Kristine L.	Edmunds	Tech Educator	28	06/03/11
Miller, Laurita K.	Roosevelt	Business	30	06/03/11
Mitchell, James Douglas	Student Services	Social Worker	12	06/03/11
Mortice, Cherie L.	Brody	Language Arts	38	06/03/11
Nahas, Cynthia A.	Callanan	ELL	30	06/03/11
Oster, Rose	Orchard Place	Behavior Disorders	14	06/03/11
Pashler, Patricia L.	Lincoln	English	23	06/03/11
Petts, DeAnne B.	Hoover	Multicategorical	22	06/03/11
Piffer, Susan A.	South Union	Vocal Music	23	06/03/11
Quesenberry, Phyllis J.	Jefferson	K	24	06/03/11
Reutter, Janice C.	Wright	In Cls Rdg/In Cls Math	10	06/03/11
Reynolds, Sharon E.	Technology	Impl Tech Coordinator	23	06/30/11
Ricklefs, Cheryl June	Park Avenue	Multicategorical	10	06/03/11
Rittgers, Penelope A.	Perkins	Principal	43	06/30/11
Rowland, Marjorie L.	Park Avenue	1	24	06/03/11
Safris, Richard W.	Gifted/ Talented	G/T Consultant	15	06/03/11
Schnoor, Brenda K.	Brubaker	In Class Math	38	06/03/11
Selix, Jeannette F.	Lovejoy	3	10	06/03/11
Smith, Beverly J.	Gifted/Talented	G/T Consultant	16	06/03/11
Southard, Deborah K.	Samuelson	Multicategorical	34	06/03/11
Tatge, Sandra L.	Music (var. schools)	Strings (.5)	18	06/03/11
Thompson, Paul C.	Student Services	Homebound	17	06/03/11
Thomson, Linda K.	Lincoln	English	14	06/03/11
Van Dyck, Elaine R.	Brubaker	K	21	06/03/11
Wackerbarth, Nancy M.	Hillis	Literacy Leader (.5)	20	06/03/11
Wagner, Marlis F.	Lincoln	Multicategorical	34	06/03/11
Weiberg, Janice E.	Greenwood	1	26	06/03/11
Weldon, Sandra K.	Lincoln	Library/Media Specialist	11	06/03/11
White, Alice E.	Goodrell	Multicategorical	16	06/03/11
White, Joyce I.	Hillis	In Class Reading	26	06/03/11
Wiskirchen, Mary B.	Student Services	Speech Pathologist	30	06/03/11
Woods, Twyla G.	Human Resources	Chief of Staff	36	06/30/11

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Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

Contact: Patricia Schroeder

(patricia.schroeder@dmps.k12.ia.us; 242-8527)

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.

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Subject: COMPLETE ROOF REPLACEMENT — CATTELL ELEMENTARY

For: PUBLIC HEARING/ACTION

Contact: Bill Good

(harold.good@dmps.k12.ia.us; 242-8321)

Attachments: None

Issue: Approval of final plans and specifications for complete roofing replacement.

Superintendent's Recommendation: The superintendent recommends the Board approve the final plans and specifications prepared for the replacement of the existing roofing with new Thermo Plastic Olefin (TPO) membrane at Cattell Elementary.

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

Background: To correct the moisture infiltration problems roofing will be removed and replaced at an estimated cost of \$185,000. Bids are due on January 11, 2011. Facility management will seek Board approval of the lowest responsive, responsible bid at the January 19, 2011 Board meeting. Plans are available at facility management.

Funding source: Physical Plant and Equipment Levy

Minutes

Ms. Boesen opened the public hearing. There being no speakers she closed the hearing and asked Dr. Sebring to introduce the matter.

Mr. Murphy moved approval of the plans and specifications. Second by Strong.

Ms. Woods wondered if it was customary for the district to declare project cost estimates before soliciting bids.

Mr. Good said that project cost estimates are public information.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

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Subject: WINDOW REPLACEMENT — MERRILL MIDDLE SCHOOL

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD

(harold.good@dmps.k12.ia.us : 242-8321)

Attachments: None

Issue: Approval of the plans and specifications for the window replacement package for Merrill Middle School. Publication for the Public Hearing was included in the Des Moines Register on November 6, 2010.

Superintendent's Recommendation: The superintendent recommends that the Board approve the plans and specifications prepared by Larrison & Associates for the window replacement package for Merrill Middle School.

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

Background: This project will replace the exterior windows and certain exterior doors at Merrill Middle School. The project will improve energy efficiency and natural lighting in the classrooms.

A copy of the plans and specifications are available for review at the district's operations center at 1917 Dean Avenue.

Funding: Statewide Penny (Students First Program)

Minutes

Ms. Boesen opened the public hearing. There being no speakers she closed the hearing and asked Dr. Sebring to introduce the matter.

Mr. Murphy moved approval of the plans and specifications. Second by Link.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

Item No. 19

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Subject: MECHANICAL AND ELECTRICAL RETROFIT — WOODLAWN EDUCATION CENTER

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD

(harold.good@dmps.k12.ia.us : 242-8321)

Attachments: None

Issue: Approval of the plans and specifications for the mechanical and electrical retrofit for Woodlawn Education Center. Publication for the Public Hearing was included in the Des Moines Register on November 6, 2010.

Superintendent's Recommendation: The superintendent recommends that the Board approve the plans and specifications prepared by Alvine Engineering for the mechanical and electrical retrofit for Woodlawn Education Center.

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

Background: This project includes a new geothermal heating/cooling system, electrical system upgrades, a fire sprinkler system, a new fire alarm system, a lighting retrofit, and technology improvements.

A copy of the plans and specifications is available for review at the District's Operations Center at 1917 Dean Avenue.

Funding: State Wide Penny (Students First Program)

Minutes

Ms. Boesen opened the public hearing. There being no speakers she closed the hearing and asked Dr. Sebring to introduce the matter.

Mr. Murphy moved approval of the plans and specifications. Second by Link.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

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Subject: PARTIAL ROOF REPLACEMENT — MCKEE EDUCATIONAL CENTER

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us; 242-8321)

Attachments: None

Issue: Due to water leaks from roofing deterioration, the building is in need of partial roofing replacement.

Background: To correct the moisture infiltration problems ballasted rubber roofing will be removed on the two second story south sections and replaced with new TPO single ply membrane. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the December 8, 2010 Board meeting. Bids are due on January 26, 2011 Facility Management will seek Board approval of the lowest responsive, responsible bid at the February 2, 2011 Board meeting. Plans are available at Facility Management.

Funding source: Physical Plant and Equipment Levy

Item No. 21**Page 1 of 2****Subject: REQUEST FOR MODIFIED ALLOWABLE GROWTH (MAG) FOR INCREASED ENROLLMENT, OPEN ENROLLMENT, AND LIMITED ENGLISH PROFICIENT PROGRAMS****For: ACTION****Contact: Kevin Baccam**

(kevin.baccam@dmps.k12.ia.us; 242-7745)

Attachments: None

Issue: Request to obtain modified allowable growth from the School Budget Review Committee (SBRC).

Superintendent's Recommendation: The superintendent recommends that the Board approve the request to the SBRC for modified allowable growth in the amount of \$4,366,267 for FY 2011 for projected costs due to increased enrollment, increased open enrollment out and increased Limited English Proficient (LEP) program expenditures.

Presenters: None. Kevin Baccam will be present to answer any questions.

Background: The district is entitled to ask for modified allowable growth for increased enrollment, open enrollment out and LEP based on the following set of circumstances:

It should be noted that modified allowable growth, while stated in dollars is not cash, but results in increased spending authority if approved by the SBRC.

- Increased enrollment — School districts that have an October 2010 certified enrollment greater than the October 2009 certified enrollment have the opportunity to receive an on-time funding budget adjustment up to 100% of the enrollment increase by making a request to the School Budget Review. The district's certified enrollment increase is 9.9 students (0.02% in certified enrollment over the prior year), resulting in a request to increase modified allowable growth and spending authority of \$58,915.
- Open enrollment out – Iowa Code section 282.18(9) allows a district of residence to apply for modified allowable growth if a student was not included in the resident district's enrollment count during the fall of the year preceding the student's transfer under open enrollment, if the resident district is paying tuition for that student during the current year. The portion of the district's open enrollment out attributable to this set of circumstances results in a request to increase modified allowable growth and spending authority of \$2,025,145.

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- Iowa Code sections 280.4(3) and 257.31(5)(j) allow a district of residence to apply for modified allowable growth to continue funding a program for limited English proficient (LEP) students after the four years of weighting and to provide funds for the excess costs of instruction of these students. The modified allowable growth is calculated as the total actual budgeted LEP expenditures for the current year, reduced by the LEP funding generated in the current budget year based on the October 2010 LEP count, and reduced by any other grants or resources provided to the district for this program. The portion of the calculated increase in expenditures the district is requesting increased modified allowable growth and spending authority for is \$2,282,207.

To reiterate, while this three-part request, when approved by the SBRC, will increase spending authority, it does not give the district additional cash/funds. Additional funds can only be gained by an increase in property taxes. Approval to make a request to the SBRC for MAG is not equivalent to action on increasing the property tax rate. That type of discussion will come later as the district further discusses the budget issues for FY 2012.

Minutes

Mr. Murphy moved approval of the request. Second by Link.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

Item No. 22**Page 1 of 3****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.2 —
TREATMENT OF FACULTY/STAFF****For: ACTION****Contact: Twyla Woods****Attachments: 10-046**(twyla.woods@dmps.k12.ia.us; 242-7972)

Issue: Board Governance Policy 3.4 — Monitoring Superintendent Performance — includes a schedule relative to monitoring reports that requires an annual update on Management Limitation 2.2; Treatment of Faculty/Staff.

Superintendent's Recommendation: The superintendent recommends that the Board receive, discuss and take action on the annual monitoring report for Management Limitation 2.2 — Treatment of Faculty/Staff.

Background: The Board adopted Policy Governance on November 21, 2007, which includes a schedule of monitoring reports. The Management Limitation 2.2 —Treatment of Faculty/Staff is included as Attachment 10-046.

Management Limitation 2.2 states: With respect to the treatment of volunteers and employees, the Superintendent shall not cause or allow conditions that are unsafe, unfair or unprofessional.

Accordingly, pertaining to staff, the superintendent shall not:

1. Operate without a written personnel manual, approval by legal counsel, which clarifies personnel rules for employees, provides for effective and timely handling of complaints and grievances, and protects against wrongful conditions.
2. Retaliate against an employee for reporting to management or to the Board of Directors acts or omissions by personnel, management or the Board of Directors that the employee believes, in good faith and based on credible information, constitutes a violation of state or federal law or a governing policy of the Board.
3. Prevent staff from appealing a complaint to the board when (1) all internal complaint procedures have been exhausted and (2) the employee provides a substantive and credible allegation that Board policy has been violated. This policy does not apply to grievances as contemplated under the respective

collective bargaining agreements governing the Des Moines Education Association union and the American Federation of State, County, and Municipal Employees union as grievances under those contracts follow contractual provision and state law.

4. Fail to acquaint staff with this policy, and the Superintendent's interpretations of their protections under this policy.

Minutes

Speakers: Steve Barnes, AFSCME

Dr. Sebring commented that regular dialogue with AFSCME has been beneficial to the grievance process and expressed her intention for it to continue.

Ms. Link asked for some clarification as to whether or not the data in the report pertaining to bullying referred to students or staff.

Ms. Twyla Woods, the district's Chief of Staff, explained that the data were aggregated due to a reduction of investigative staff.

Ms. Link remarked that the numbers of bullying incidents seemed rather low.

Ms. Twyla Woods said that the report data only included bullying incidents that rose to the level of complaints filed with the central administration.

Mr. Murphy asked for some context on the characterization of the district's workers' comp claim history as "excellent" by its insurance carrier.

Ms. Twyla Woods responded that the description was based on the district as measured against other governmental entities. She said it was difficult to gather data that was directly comparable to school districts of similar size and makeup.

Mr. Murphy wondered if school districts by their nature are less prone to workers' comp claims.

Ms. Twyla Woods said that's possible, but also suggested that this district's experience might also reflect the implementation of some proactive, preventive measures in the areas of employee screening and safety training.

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Ms. Jeannette Woods asked if the revised employee attendance policy cited in the report superseded attendance provisions written into the district's collective bargaining agreements with different employee groups.

Ms. Twyla Woods replied that nothing in the attendance policy violates collective bargaining agreements.

Ms. Strong commented that she thought the data in the report supported the superintendent's interpretations of it and that the report was complete and succinct.

Ms. Boesen agreed and also noted that future reports in these areas will be supplemented by data gleaned from a widely used and comprehensive survey instrument that the district intends to utilize going forward.

Ms. Strong moved acceptance of the report. Second by Murphy.

Ms. Caldwell-Johnson expressed concern that even though the district's relative standing in terms of workplace claims was termed "excellent" in the report, the raw number of such claims has been trending upward.

Ms. Twyla Woods said the "excellent" label applied only to the number of claims filed that were resolved in excess of the district's self-insurance limits. She confirmed that there has been a slow trend upward in the total number of all categories of workplace claims but she expects that the assorted proactive measures she'd mentioned earlier will stop or reverse that trend by the time this particular report is submitted next year.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

Item No. 23**Page 1 of 2****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.1—
TREATMENT OF STUDENTS/PUBLIC/VOLUNTEERS****For: ACTION****Contact: Dr. Nancy Sebring/Bryce Amos****Attachments: 10-045**

(superintendent@dmps.k12.ia.us; 242-7666/Bryce.amos@dmps.k12.ia.us; 242-7660)

Issue: Board Governance Policy 3.4 — Monitoring Superintendent Performance includes a schedule of monitoring reports that requires an annual update on Management Limitation 2.1 — Treatment of Students/Public/Volunteers.

Superintendent's Recommendation: The superintendent recommends the Board receive, discuss and take action on the monitoring report for Management Limitation 2.1.

Presenters: Dr. Nancy Sebring/Bryce Amos

Background: The Management Limitation 2.1— Treatment of Students/Public/Volunteers Report is attached.

Minutes

Dr. Sebring commented with regard to both this report and the preceding one that the district has been attempting to identify high-performing comparable districts and organizations against which to benchmark itself. She said that effort is complicated by different organizations' different data gathering.

Ms. Strong expressed some confusion about the data points that were used to support the interpretations as to relative levels of unfairness in the district.

Dr. Sebring explained that data such as levels of student participation in extra-curriculars and the number of homes reached by RedApple TV speak to the equality of access to all that the district offers its constituency.

Ms. Strong and Ms. Boesen suggested that future reports might include that sort of explanation as to links between the data being cited and the interpretations being drawn from it. Ms. Strong said she was otherwise satisfied with the report.

Ms. Caldwell-Johnson Called attention to the disproportionate level of suspensions of African-American students at all levels in the district and said she considers that a red flag for the community.

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Dr. Sebring said that the district has been working particularly hard over the last couple of years to devise alternatives to suspension. She said there has been discussion with community partners including the police department about possibly forming a task force to address the problem both inside and outside of the schools.

Ms. Caldwell-Johnson suggested it might be helpful to provide the Board with some interim data in this area prior to the next submission of this annual report to determine if new strategies are effective.

Ms. Strong voiced her support for interim data.

Dr. Sebring noted that the Board had tentatively scheduled a work session around this topic for January of 2011 and said that would be a good time to present some year-in-progress data to the Board.

Ms. Strong wanted to know if references in the report to complaints received were about treatment of students or treatment of the public/volunteers.

Mr. Amos replied the references were to both.

Dr. Sebring there has been discussion about creating an ombudsman position in the district to create a designated channel for the processing of complaints but funding constraints have made that impossible.

Ms. Boesen suggested that it might make sense to separate this report into two: one dealing with treatment of students and the other dealing with treatment of the public/volunteers.

Mr. Amos agreed.

Mr. Murphy moved acceptance of the report. Second by Strong.

Aye: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Nay: None

Motion carried 6-0.

Item No. 24**Page 1 of 2****Subject: APPOINTMENT OF SCHOOL BOARD MEMBER****For: ACTION****Contact: Connie Boesen**
(boesendmia@aol.com; 266-7063)**Attachments: None**

Issue: Appointment of a School Board member

Background: A vacancy exists on the Board due to the resignation of Margaret Buckton. The vacant term ends September, 2011. The Code of Iowa 279.6 authorizes the Board to fill the vacancy until a new member is elected and seated in September, 2011. The Board has received letters of interest from several individuals.

Superintendent's Recommendation: The superintendent recommends the Board fill the vacancy by appointment.

Minutes

Speaker: Dwight Miller, 2901 Rutland, Des Moines, IA

Ms. Boesen commented that she was pleasantly surprised by both the number and the caliber of the candidates for the appointment.

Ms. Jeannette Woods nominated Felipe Gallardo on the grounds that he was the next highest vote-getter behind those elected in the last regular school board election.

Ms. Caldwell-Johnson nominated Betty Grundberg. She said she had spoken with all of the candidates and was impressed with them all but made her decision based on the fact that Ms. Grundberg would not fill the seat with the intention of running for it next September in the regular election. Ms. Caldwell-Johnson did not want an appointee who might stand to gain an advantage as an incumbent in a campaign.

One candidate, Dwight Miller, spoke on his own behalf.

Ms. Link echoed the comments of others as to the depth and quality of the field of candidates. She said she hoped many of those who would not be appointed would still offer themselves in other roles of support for the district.

Mr. Murphy said he would support Mr. Gallardo for the same primary reason cited by Ms. Jeannette Woods in nominating him. He too was heartened by the community response to the opening on the Board and expressed his hope that whomever was appointed would seriously consider running for the seat and staying to implement decisions that would be made in the 10 months between appointment and the election.

Ms. Strong hoped that many of those candidates who don't get the appointment to the empty seat will consider running for the Board since it is a critical time for public schools everywhere and good candidates are especially important now.

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Ms. Link commented that she is familiar with Mr. Gallardo and impressed by him. She also thought he would expand the diversity of community representation on the Board. Nevertheless, she placed the name of Tom Urban in nomination because of his breadth of experience at a time when the district is expanding to include more globally scoped curricula like International Baccalaureate.

The results of the voting were as follows:

Ms. Jeannette Woods , Mr. Murphy, Ms. Boesen and Ms. Strong voted for Mr. Gallardo
Ms. Caldwell-Johnson voted for Ms. Grundberg.
Ms. Link voted for Mr. Urban.

Ms. Boesen declared Mr. Gallardo the new appointee to the Board and said he would be sworn in within the next 10 days.