

**DES MOINES PUBLIC SCHOOLS
SPECIAL SCHOOL BOARD MEETING
WEEKS MIDDLE SCHOOL LIBRARY**

**MINUTES
MARCH 22, 2011**

SPECIAL MEETING – 6:30 p.m.

The Board of Directors met in a special session on Tuesday, March 22, 2011; Connie Boesen presiding.

Present: Boesen, Caldwell-Johnson, Gallardo, Link, Murphy, Strong
Absent: Woods

APPROVAL OF AGENDA

Ms. Caldwell-Johnson moved to approve the agenda. Second by Link.

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

CONSENT – 6:35 p.m.

- 1. Personnel Recommendations ----- 1
- 2. Budget Discussion ----- 2

ADJOURN MEETING AND FORUM 8:40 p.m.

Item No. 1

Page 1 of 2

Subject: PERSONNEL RECOMMENDATIONS

For: ACTION

Contact: Twyla Woods

Attachments: None

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

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

Background:

ELECTIONS-SPECIAL EDUCATION

Name	Class	Step	Effective Date	Amount
Fessler, Anne	5	1	03/21/11	\$45,110

BA and MS from University of Iowa, Iowa City, IA; Address/ Iowa City, IA; Student Services/Speech Pathologist

LEAVE OF ABSENCE

Name	School, Position	Effective Date	Reason
Schulte, Darcey	Perkins, Multi-categorical	08/11-08/12	Personal / Family

RESIGNATION

Name	School, Position	Effective Date	Reason
Carr, Ronell	Leave of Absence	03/07/11	Personal
Goldman, Julie	Leave of Absence	03/07/11	Family responsibilities
Mollison, James	Weeks, Principal	06/30/11	Position out of district
Overturf, Renee	Leave of Absence	03/10/11	Further education
Rumple, Julia	Leave of Absence	03/08/11	Family responsibilities
Vermillion, Kasey	Leave of Absence	03/10/11	Family responsibilities

EARLY RETIREMENT

Name	School	Position	District Years	Effective Date
Cass, Kristine J.	Hillis	2	23	06/03/11
Clem, Lana S.	Phillips	Multi-categorical	13	06/03/11
Heuermann, Miriam Woods	Hoover	Science	20	06/03/11
Hildreth, Denis R.	Central Campus	English .5/ Speech .5	36	06/03/11
Hoegh, Rodney S.	Brody	Science .8 / Social Science .2	14	06/03/11
Hunafa, Cynthia L.	Moulton	5	24	06/03/11
Kipper, Sandra M.	Callanan	Science	22	06/03/11
Maire, Marcia Z.	North	English	33	06/03/11
Mambu, Patrick	Roosevelt	Social Studies	27	06/03/11
Mars, Nancy F.	Callanan	Vocal Music	22	06/03/11
Niffenegger, Barbara E.	McKee Education Center	Vice Principal	18	06/20/11
Simmons, Thomas L.	King	Principal	20	06/30/11
Weeks, Randi Montag	Meredith	Science	16	06/03/11

REGULAR RETIREMENT

Name	School, Position	Effective Date
Schroeder, Patricia L.	Chief Financial Officer	06/30/11

ADMINISTRATOR APPOINTMENT

Name	Position	Amount	Effective Date
Carlile, Crista L.	HS Extended Programs Supervisor	\$89,265	07/01/2011

Masters Degree in Secondary Education, Viterbo University, LaCrosse, WI, 2004. Bachelors Degree in Biology, Kansas State University, Manhattan, KS 1998. Experience: School Improvement Leader, East High School, Des Moines School District, 2010-present; Science Curriculum Director, Des Moines Public School District, 2005-2010; Anatomy/Physiology, Biology, and AP Biology Teacher, Ankeny High School, Ankeny, IA, 2001-2005; Biology Teacher, Johnston High School, Johnston, IA, January 2001-June 2001; Biological Lab Technician, Diamond Animal Health, Des Moines, IA, 1998-2000.

Name	Position	Amount	Effective Date
Perrigo, David S.	Principal, Edmunds Elementary School	\$85,596	07/01/2011

Masters Degree in Educational Leadership, Viterbo University, LaCrosse, WI, 2010. Bachelors Degree in K-12 Physical/Health Education, Northwestern College, Orange City, IA, 2002. Experience: Dean of Students, Edmunds Elementary School, Des Moines School District, 2009-present; Dean of Students/Physical Education Teacher, Edmunds Elementary School, Des Moines School District, 2008-2009; Physical Education Teacher, Edmunds/McKinley Elementary Schools, Des Moines School District, 2007-2008; 7th-12th Grade Teacher, Four Oaks Alternative School, West Des Moines 2006-2007; High School At-Risk/Physical Education Teacher, South O'Brien School District, Paullina, IA, 2003-2005; K-5 Physical Education Teacher, Sergeant Bluff-Lufton Community Schools, Sergeant Bluff, IA 2002-2003. Address: West Des Moines, Iowa.

Name	Position	Amount	Effective Date
Williamson, Paul M.	Principal, Lincoln High School	\$119,900	07/01/2011

Masters Degree in Education Administration, Grand Canyon University, Phoenix, Arizona, 2006. Bachelors Degree in Instrumental Music Education, University of Tulsa, Tulsa, Oklahoma, 1996. Experience: Assistant Principal, Roy J. Wasson High School, Colorado Springs School District 11, Colorado Springs, Colorado, 2007-present; Dean of Students, Roy J. Wasson High School, Colorado Springs School District 11, Colorado Springs, Colorado, 2006-2007; Arts Magnet Program Coordinator, Wasson High School, Colorado Springs School District 11, Colorado Springs, Colorado, 2004-2007; Instrumental Music Director, Wasson High School, School District 11, Colorado Springs, Colorado, 2003-2006; Music Director, Edison Preparatory School, Independent School District No. 1, Tulsa, Oklahoma, 1999-2003; Assistant Music Director, Edison Preparatory School, Independent School District No. 1, Tulsa, Oklahoma, 1997-1999.

Minutes

Ms. Caldwell-Johnson moved to approved the personnel recommendations; second by Link.

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

Nay: None

Absent: Woods

The motion carried, 6-0.

Item No. 2

Page 1 of 1

Subject: FY 2011–2012 PROPOSED BUDGET

For: DISCUSSION/ACTION

Contact: Bill Good

Attachments: NA

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

Issue: Proposed FY 2012 Budget (July 1, 2011— June 30, 2012)

Superintendent's Recommendation: The superintendent recommends the Board continue its discussion on the proposed FY 2012 Budget.

Presenter: Bill Good. Patti Schroeder is available for questions.

Background: The adoption of the annual budget authorizes resources and establishes a financial direction for the district in line with the district’s Ends Policies; Management Limitations 2.5, relative to Financial Planning/Budgeting and budget assumptions for the coming year, FY 2012.

The budget presented at the March 8, 2011 Board meeting works within the Board parameters, meets all requirements of the Board’s Management Limitations and incorporates, to the extent possible, the recommendations of the Citizen’s Budget Advisory Committee, while at the same time continuing to implement effective initiatives aimed at improving student performance, growth and achievement.

More specifically, the FY 2012 Budget covers an anticipated shortage in funding (assumes 0% allowable growth) by incorporating the following strategies:

<u>Strategies</u>		
Federal	EduJobs	\$2.2m
Community	Property Taxes	\$2.0m
District	Cost-cutting strategies	\$2.8m

One of the cost-cutting strategies, as recommended by the Citizen’s Budget Advisory Committee, is outsourcing a portion of the services provided by the Operations Department. The Board has asked that administration present more information and time for discussion on this strategy.

Minutes

<p>Speakers: Don Clouse, 6604 SW 16th Jim Leaf, 449 Granger Mark Cooper, 5811 Walnut Hill Ave.</p>	<p>Jo Burns, 16 E. Titus Bill Howard, 4200 SE 24th Jim Patch, 2803 Stanton</p>
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Item No. 2**Page 2 of 3**

Dave Pittman, 1403 Horse & Buggy, Adel
Steve Barnes, 614 Virginia Ave.
Bill Benvenuti, 318 E. Broad
Rossi Frith, AFSCME

Joe Henry, 2463 E. Highview
Bobbi Speer, 2338 E. 14th St.
Sue Schoonery, 4001 SE 26th St.

Mr. Good presented some cost comparative information regarding outsourcing custodial positions that was gathered from a sampling of other school districts where it's been done.

Ms. Link asked if Mr. Good's presentation amounted to a plan to save the district the \$1.5 million recommended by the Citizens' Budget Advisory Committee.

Mr. Good explained that he was simply outlining a methodology for achieving savings that has been utilized in other school districts. How much DMPS could save would depend on how many buildings were outsourced.

Ms. Link then asked if it might make sense to ask employee groups to make wage and benefit concessions as a means of avoiding outsourcing.

Ms. Schroeder explained that is a question that would have to be decided at the negotiations table.

Ms. Link pointed out that the Board will have to adopt a budget prior to the completion of collective bargaining with employee groups.

Ms. Schroeder said that is probably true since the law requires formal adoption of a budget by April 15.

Ms. Boesen lamented the fact that the timelines of the Board and the state legislature and the Iowa Code are staggered which further complicates the annual budgeting process and leaves the Board no choice but to budget based on worst case scenarios like zero allowable growth in the case of the current year.

Mr. Gallardo asked if it is possible for the district to achieve the \$1.5 million in custodial services savings recommended by the Citizens' Budget Advisory Committee through outsourcing.

Mr. Good responded that he believes it is possible to trim that amount through outsourcing a combination of some custodial and some crafts services on a trial basis.

Ms. Caldwell-Johnson asked if there had been any discussion with the unions about the concept of a managed competition between them and outside vendors.

Item No. 2

Page 3 of 3

Ms. Schroeder and Mr. Good said such a proposal could only be discussed in the course of private negotiations.

Mr. Murphy said it feels like the Board's hands are tied because of labor negotiations. He asked if concessions by the other groups the district negotiates with could save custodial jobs.

Ms. Schroeder said if unexpected savings were realized in collective bargaining that information would be brought back so the Board could entertain some other options

Mr. Murphy suggested that the three groups who negotiate with the district get together and discuss ways amongst themselves that job cuts due to inadequate school funding can be minimized or even avoided altogether.