

DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
BOARDROOM — 1800 GRAND AVENUE
MINUTES
MAY 4, 2010

PUBLIC FORUM – 5:45 p.m.

Speakers: Heidi Bagg, 2509 48th Street
Shaliyah Ambrose, Student

Steve Laudick, 3506 Valdez
Avery Jackson, Student

The Board of Directors met in regular session on Tuesday, May 4, 2010, in the boardroom at 1800 Grand Ave., Connie Boesen presiding.

Present: Boesen, Buckton, Caldwell-Johnson, Link, Murphy, Strong, Woods
Absent: None

REGULAR MEETING – 6:00 p.m.

The Board of Directors met in regular session on Tuesday, May 4, 2010, in the boardroom at 1800 Grand Ave., Connie Boesen presiding.

Present: Boesen, Buckton, Caldwell-Johnson, Link, Murphy, Strong, Woods
Absent: None

APPROVAL OF AGENDA

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

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

APPROVAL OF MINUTES OF APRIL 20, 2010

Ms. Strong moved approval of the minutes of May 4, 2010. Second by Buckton.

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

DISTRICT RECOGNITION

Dr. Sebring recognized members of the Graphic Communications Education Task Force and thanked them for their part in making the Central Campus graphics communication program a success. She introduced Ron Hoyt, owner and president of Carter Printing. Dr. Sebring also recognized Dick Clark, president of Printing Industries of the Midlands, Rhea Duffy and Debbie Hibbert, also from Printing Industries of the Midlands, and thanked them for their support. They were unable to attend the Board meeting.

CONSENT ITEMS – 6:10 p.m.

7. Construction Payment ----- 1

8. Award of Contracts on Bid ----- 3

9. Purchase of Instructional Materials ----- 7

10. Final Acceptance of Bid No. 5194-08 — Window Replacement at
Roosevelt High School ----- 9

11. Award of Quote No. Z6126 — Student Drop Off at Brody Middle School ----- 11

12. Award of Quote No. Q6127 — Student Drop Off at McCombs Middle School ----- 13

13. Award of Bid No. B6124 — Student Drop Off at Studebaker Elementary -----15

14. Early Retirement Option ----- 17

15. Personnel Recommendations ----- 19

16. List of Bills For Approval ----- 21

Mr. Murphy moved approval of the consent items including payment of bills previously authorized and certified by the secretary and reviewed by him as paid in the amount of \$3,460,810.50 and unpaid bills in the amount of \$1,117,478.47. Second by Strong.

Mrs. Jeanette Woods asked if the personnel recommendations will provide opportunity for teachers that have been laid off.

Ms. Twyla Woods responded that there will be some opportunity for teachers that have been laid off to be reinstated due to these personnel recommendations.

Ms. Buckton asked about the purchase of instructional materials and how teachers receive help on using the new materials.

Ms. Jo Ellen Latham responded that when the study of new materials begins, discussion on assessment and professional development is included in the process. In this case the team represented each middle school, various departments, and subject areas. The material is reviewed on how well it aligns with the district curriculum and how the instructional techniques will carry that forward. There is a training in June for literacy leaders on how to lead and support the teachers and there will be a follow-up training with the teachers who will be using the material. There will also be teams brought together to review the materials for four days in June. Because of the use of stimulus dollars, the material has to be in the district by June 30.

Ms. Caldwell-Johnson asked if the three student drop off areas; Brody, McCombs and Studebaker will be completed by the beginning of the 2010-2011 school year.

Mr. Bill Good responded yes.

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

Nay: None

Motion carried.

PUBLIC HEARING – 6:15 p.m.

17. MidAmerican Energy Underground Electric Line Easement —
 Mitchell Elementary ----- 23

OTHER – 6:16 p.m.

18. Motion on Receiving Superintendent’s Recommendation to
 Terminate Employment Contracts ----- 25

19. Resolution to Hold Public Hearing Granting a Temporary Easement
 to City of Des Moines at Hiatt Middle School ----- 27

20. Establishing a Comprehensive Middle School to be Located at 1800 Grand ----- 29

21. FY 2009-2010 Proposed Budget Amendment -----39

22. Monitoring Report for Management Limitations 2.3 — Financial Conditions
 and Activities — Quarter Ending March 31, 2010 -----41

23. School Improvement Leaders Update ----- 43

24. Developing Agenda for Budget Work Session ----- 47

REQUESTS FOR INFORMATION — 8:50 p.m.

Panel discussion including budget figures on the MYP school.

CHAIR’S REPORT

Ms. Boesen encouraged everyone that is e-mailing her about reinstating positions to please e-mail legislators to get funding and support.

SUPERINTENDENT’S REPORT

Dr. Sebring commented on the position of assistant internal auditor and the recent articles in the newspaper. She has had several in- house discussions about the inaccurate and misleading content of the stories. Dr. Sebring, Patti Schroeder and Beth Nigut visited with Sheena Dooley, the education reporter for the Des Moines Register, and discussed with her the district’s concerns. Ms. Dooley said corrections will be made. Dr. Sebring commented she is aware that the education reporter is not responsible for decisions made about headlines and where the stories appear in the paper. She stated the administration will continue to have meetings with editors involved in those decisions. It was mentioned in the stories that issues remain unresolved. There are no unresolved issues that have surfaced in any of the internal audits. The administration has reviewed the charter for the audit committee and there were no violations of the charter when the district did not fill the second auditor position. She clarified that fourteen months ago when the district put a freeze on hiring, a staff accountant position opened up and the second auditor was moved into that position. Dr. Sebring stated this was discussed with the audit committee at that time. The district is confident the controls are in place in the system to provide more than

adequate supervision of the financial transactions. One of the inaccuracies in the newspaper was that only one person in the district is accountable for over \$400 million worth of transactions. This is certainly not the case. She also noted that the most recent situation cited in the story is a problem that occurred in 2002 and since that time the district has replaced the CFO, the controller, the superintendent all of the Board. The policies in regard to financial conditions have also been revised so the Board receives quarterly reports on financial conditions.

Ms. Strong asked about the issue of special audits.

Dr. Sebring responded special audits are audits that are requested by the district. They are conducted because there is a specific concern. When a special audit is conducted, there is also a follow-up to it. The requirement for a follow-up audit should suggest the thoroughness of the process.

Mr. Murphy commented the duty of the Board members is to help educate the media when they call with a question. He feels it is incumbent on Board members to give them background information and try to help them report a story accurately. On this particular story, he believes it was intentional of the media to misrepresent what he had stated. He believes there was an intent to misrepresent the district because he tried to inform the writer about the background and there seemed to be no priority to print an accurate story.

Ms. Nigut stated that June 1 is still the date for a regular Board meeting. There was an error on the Board calendar that indicated the Board meeting was June 8. That is incorrect. Only the Board can vote to change a Board meeting date.

Dr. Sebring commented about the teacher transfer process. The district is in this process right now. The final list of names will be made available in the near future. Positions are being filled now because of attrition and other reasons. Staff are being called back that were previously notified of layoffs.

Ms. Caldwell-Johnson commented that information would be helpful on positions and how exceptions are made in filling them. Does the Board have any latitude in filling positions? After the seniority questions are answered, what latitude does the Board have?

Ms. Twyla Woods said she would try to respond as simply as possible about an extremely complex situation. In terms of this year, human resources worked with the union and let them know in advance about areas that needed to be excluded. The teachers that were part of the Teacher Quality Program funded by loans with the federal government and a \$2.7 million grant were exceptions. The choice was also made to protect IB teachers that have been specifically trained, however if there was another IB teacher that had seniority, they could replace another IB trained teacher.

Dr. Sebring commented that prior to that process, Ms. Twyla Woods had several discussions with her staff about who could be considered exempt. The district has to adhere to the legal requirements of the collective bargaining agreement. At that point, the district asked Ahlers attorneys to advise on what should be the scope of those exemptions.

May 4, 2010

Pending Board Approval

Ahlers suggested the district limit those to persons that must have special authorization or certification in order for the district to offer their program. The TQ teachers were a different situation because the district had an obligation to employ them for three years or they would have had to pay back tuition. Other groups were exempt with qualifications. If a teacher is trained in a specific program which authorizes the district to offer that program, they could be bumped, but only by a teacher that has the same training or that could get the training prior to the start of the next school year. That applied primarily to IB trained teachers, the Montessori trained teachers and any teachers in career and technical education courses. Beyond this everyone else was subject to the seniority rule.

Ms. Link wanted to clarify that this does not mean the IB schools did not have any cuts, which she thinks is the public perception.

Ms. Twyla Woods stated the IB schools not only had reductions, but they had bumping of staff like other schools.

Dr. Sebring commented that Hiatt and Harding were exempt because they were in reconstitution and the process was any teachers going into those schools had to be interviewed. The district relied on advice from attorneys who deal with multiple school districts around the state.

Dr. Sebring commented that the transfer process was unclear to teachers as well as the public.

Mr. Murphy commended most teachers and the professionalism with which they handled the layoffs.

ADJOURN 9:03 p.m.

Closed Session— Cancelled

Exempt Session 9:15 p.m.

Item No. 7

Page 1 of 1

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>Neumann Brothers, Inc.</u>				
Career Tech Exterior (SALES TAX) RETAINAGE RELEASE Sealed Bid No. 5205-08	100%	\$2,068,335.00	\$1,964,918.25	\$103,416.75
			TOTAL	\$103,416.75

Presenters: None

Background: None

Item No. 8
Page 1 of 3**Subject: AWARD OF CONTRACTS ON BID****For: ACTION****Contact: Various****Attachments: None**

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

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

Background: The suggested bid awards and detailed information for each of the bids are as shown below.

Where cost comparisons are shown, they are merely a representative sample of the item on the bid, and are not intended to be all inclusive.

A. B6106 Office Supplies for Central Stores

Brown & Saenger	Sioux Falls, IA	6 items	\$ 9,609.55
Koch Brothers	Des Moines, IA	2 items	\$ 201.00
Pyramid Products	Tampa, FL	8 items	\$ 13,196.25
Quill Corporation	Lincolnshire, IL	3 items	\$ 10,067.50
School Specialty	Mount Joy, PA	4 items	\$ 824.45
Standard Stationery	Wheeling, IL	7 items	\$ 3,975.30
Staples	Des Moines, IA	1 item	\$ 456.00
Triplett Office	Urbandale, IA	<u>1 item</u>	<u>\$ 106.80</u>
Total		32 items	\$ 38,436.85

Bids were examined by the purchasing department.

A complete tabulation of the bid is available for review.

66 bids were mailed, 15 bids were received.

Funding: Funds are provided in central stores account 10-817101.

Contact: Sheila Mason
(sheila.mason@dmps.k12.ia.us; 242-7980)

Item No. 8

Page 2 of 3

B. B6114 Paper Product No. 1

Heartland Paper	Mason City, IA	1 item	\$ 102.64
Iowa Des Moines	Des Moines, IA	3 items	\$ 2,418.80
Sink Paper	Urbandale, IA	1 item	\$24,840.00
Total		5 items	\$27,361.44

Bids were examined by the purchasing department.

A complete tabulation of the bid is available for review.

49 bids were mailed, 14 bids were received.

Funding: Funds are provided in central stores account 10-817101.

Contact: Sheila Mason

(sheila.mason@dmps.k12.ia.us; 242-7980)

C. Bid 5243-09 Community Education Catalog (printing only)

Daily Freeman Journal	Webster City, IA	Est.	<u>\$ 45,000.00</u>
			\$ 45,000.00

The vendor has agreed to extend the contract at last year's pricing and contract terms. The catalogs are distributed throughout the Greater Des Moines area to publicize our programs to the community at large.

This is the first extension.

2009-2010	Actual	\$ 34,970.46
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Funding: Community Education account: 24DWCONTED-0550

Contact: David Albee

(david.albee@dmps.k12.ia.us; 242-8251)

Item No. 8

Page 3 of 3

D. B6134 Playground Equipment – Smouse

Fry & Assoc. North Kansas City, MO \$ 72,455.93

The suggested awards are low bids meeting specifications.

Bids were examined by the purchasing and facility management departments.

A complete tabulation of the bid is available.

38 bids were sent out, 2 bids were received, 1 bid Late, 1 No bid, 34 did not respond.

Funding: Funds are provided by Head Start Grant.

Contact: Dave Silver
(david.silver@dmps.k12.ia.us; 242-7700)

Item No. 9

Page 1 of 1

Subject: PURCHASE OF INSTRUCTIONAL MATERIALS

For: ACTION

Contact: Jo Ellen Latham

Attachments: None

(joellen.latham@dmps.k12.ia.us; 242-7568)

Issue: The purchase of instructional materials for Reading/Language Arts.

Superintendent's Recommendation: The superintendent recommends the Board approve the purchase of these materials.

Presenters: None. Jo Ellen Latham and Nancy Sebring will be available for questions.

Background: Previously, the budget to purchase new instructional materials for reading and language arts has been approved by the Board. The materials are as follows:

- 7th/8th grade Core Reading/Language Arts \$379,216.32
- 9th grade Reading/Language Arts Intervention \$14,355.00

Funding: Federal stimulus money.

Contacts: Jo Ellen Latham, Nancy Sebring

(joellen.latham@dmps.k12.ia.us; 242-7568; superintendent@dmps.k12.ia.us; 242-7766)

Item No. 10

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**Subject: FINAL ACCEPTANCE OF BID NO. 5194-08 -
WINDOW REPLACEMENT PROJECT AT
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: Window Replacement

CONTRACTOR: REEP, Inc.

CONTRACTED AMOUNT: \$ 1,129,156.00

CONTRACT BALANCE: \$ 61,031.70

Item No. 11
Page 1 of 1
**Subject: AWARD OF QUOTE NO. Q6126 — STUDENT DROP OFF
BRODY MIDDLE SCHOOL**
For: ACTION
Contact: BILL GOOD
Attachments: None

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

Issue: Award of purchase order for the student drop off project at Brody Middle School.

Superintendent's Recommendation: The superintendent recommends a purchase order for the base bid be awarded to TK Concrete Inc., Pella, IA in the amount of \$52,968.

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

Background: This project is financed by statewide penny funding.

- **Base Bid:** Installation of a new student drop off lane along Park Avenue to improve student safety.

The district received quotes on April 20, 2010. The results are as follows:

Company	Quote
TK Concrete Inc.	\$ 52,968.00
Absolute Concrete	\$62,700.00
Elder Corporation	\$83,640.00
PG Construction	\$93,563.94

Funding Source: Statewide Penny (Students First Program)

Item No. 12

Page 1 of 1

**Subject: AWARD OF QUOTE NO. Q6127 — STUDENT DROP OFF
MCCOMBS MIDDLE SCHOOL**

For: ACTION

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

Attachments: None

Issue: Award of purchase order for the student drop off project at McCombs Middle School.

Superintendent's Recommendation: The superintendent recommends a purchase order for the Base Bid be awarded to Absolute Concrete of Slater, Iowa in the amount of \$90,198.

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

Background: This project is financed by statewide penny funding.

- **Base Bid:** Installation of a new student drop off lane to improve student safety.

The district received quotes on April 22, 2010. The results are as follows:

Company	Quote
Absolute Concrete	\$ 90,198
Elder Corporation	\$104,999
Grimes Asphalt	\$111,955

Funding Source: Statewide Penny (Students First Program)

Item No. 13
Page 1 of 1
**Subject: AWARD OF BID NO. B6124 — STUDENT DROP OFF
STUDEBAKER ELEMENTARY SCHOOL**
For: ACTION
Contact: BILL GOOD
Attachments: None

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

Issue: Award of contract for the student drop off project at Studebaker Elementary School.

Superintendent's Recommendation: The superintendent recommends a contract for the Base Bid and Alternate # 1 be awarded to Absolute Concrete of Slater, Iowa in the amount of \$198,038.

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

Background: This project is financed by statewide penny funding.

- **Base Bid:** Installation of a new student drop off lane and parking lot modifications to improve student safety.
- **Alternate No. 1:** Remove additional parking lot and drive areas and repave.

The district received bids on April 26, 2010. The results are as follows:

Bidder	Base Bid	Alternate No. 1
Absolute Concrete	\$113,159	\$84,879
TK Concrete	\$120,080	\$109,987
Grimes Asphalt	\$121,236	\$115,694.70
Concrete Technologies	\$127,700	\$114,500
Edge Commercial	\$131,110	\$103,500
Elder Corporation	\$144,000	\$105,500
Des Moines Asphalt	\$157,590	\$294,435
Jensen Builders	\$164,250	\$114,320

Funding Source: Statewide Penny (Students First Program)

Item No. 14

Page 1 of 1

Subject: EARLY RETIREMENT OPTION

For: ACTION

Contact: Twyla Woods/Patricia Schroeder

Attachments: 10-018

(twyla.woods@dmps.k12.ia.us; 242-7972/patricia.schroeder@dmps.k12.ia.us; 242-7745)

Issue: The Board of Directors must approve the Voluntary Early Retirement Plan for eligible certified staff on an annual basis.

Superintendent's Recommendation: The superintendent recommends the Board approve the Voluntary Early Retirement Option for eligible certified staff for 2011-2012.

Background: Under the district's Voluntary Early Retirement Plan, attendance determines the value of the retirement benefits the eligible contract staff receive. In November 2009, 78 eligible staff elected to take advantage of the 2009-2010 Voluntary Early Retirement Option. In March 2010, 19 additional eligible staff elected to take advantage of the extended opportunity for the 2009-2010 Voluntary Early Retirement Option for a total of 97.

Item No. 15**Page 1 of 1****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Twyla Woods**
(twyla.woods@dmps.k12.ia.us; 242-7972)**Attachments: None**

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

Background:**LEAVE OF ABSENCE**

Name	School, Position	Effective Date	Reason
Casey, Shane	Weeks, ESL	08/10-08/11	Further Education
Deierling, Dawn	Stowe, 2 nd Grade	08/10-08/11	Personal

RESIGNATION

Name	School, Position	Effective Date	Reason
Beauchamp, Michael	Smouse, Mental Disabilities	06/08/10	Personal
Broerman, Denise	Casady Alt Center, Behavior Disabilities	04/23/10	Personal
Bullis, David	Weeks, Mental Disabilities	06/08/10	Personal
Cordaro, Marci	Central Campus, Nurse Aide Instructor	06/08/10	Another job opportunity
Evans, Spence R.	Hiatt, Principal	06/30/10	Position out of district
Gross, Andrew	Wright, 5 th Grade	06/08/10	Personal
Hoegh, Laura	Orchard Place, Title I Reading	06/08/10	Personal
Kallal, Nicole	East, Family and Consumer Science	06/08/10	Personal
Katam, Jacob	North, Behavior Disabilities	06/08/10	Personal
McFadden, Rhonda L.	Greenwood, Principal	06/30/10	Personal
Parriott, Kelly	East, Social Science	06/08/10	Teach position out of district
Roberts, Richard	East, Physical Education	06/08/10	Position with another district
Schwarck, Mark	Goodrell, Math	06/08/10	Personal
Stolley-Schiefelbein, Ann	Brubaker, Speech Language Pathologist	06/08/10	Personal

Item No. 16

Page 1 of 1

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.

Item No. 17**Page 1 of 1****Subject: GRANTING A PERMANENT EASEMENT TO MIDAMERICAN ENERGY FOR UNDERGROUND ELECTRIC LINE EASEMENT BY MITCHELL ELEMENTARY SCHOOL****For: PUBLIC HEARING/ACTION****Contact: Bill Good**

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

Attachments: None

Issue: MidAmerican is requesting the granting of an underground electric line easement at 111 Porter Avenue, legally described as follows:

The Southeast Quarter of the Southeast Quarter of the Northeast Quarter (SE1/4 SE¼ NE1/4) of Section 28, Township 78 North, Range 24 West of the 5th P.M., Des Moines, Polk County, Iowa, Except the north 175 feet of the west 115 feet and Except the south 5 feet of the west 280 feet and Except an irregular piece commencing 25 feet east and 30 feet north of the southwest corner, thence north 219.96 feet, thence southeasterly 150.69 feet, thence southerly 69.74 feet, thence westerly 11 feet to the Point of Beginning and less 1.35 acres for the road.

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

Background: On April 20, 2010, the Board of Directors approved a resolution to hold a public hearing. As required by law, the Notice of Public Hearing was published on April 23, 2010.

Minutes

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

Ms. Caldwell-Johnson moved to approve the public hearing. Second by Murphy.

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

Nay: None

Motion carried.

Item No. 18**Page 1 of 2****Subject: MOTION ON RECEIVING SUPERINTENDENT'S
RECOMMENDATION TO TERMINATE EMPLOYMENT CONTRACTS****For: ACTION****Contact: Twyla Woods**

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

Attachments: None

Issue: The process of terminating teaching contracts is governed by Iowa Code Chapter 279.

The following motion shall be made by a Board Member after Chief of Staff and Student Affairs, Twyla Woods, provides to Board Chair, Connie Boesen, the confidential copies of the Notice of Recommendation to Terminate Teacher Contract and Recommendation to Terminate Teacher Contract in separate sealed envelopes that were served on the 74 teachers on April 23.

I, _____, move that the Board receive the written recommendation of the superintendent and that such recommendation is referred to the Board Secretary for filing.

Roll Call Vote:

Background: On April 23, 74 teachers received a Notice of Recommendation to Terminate Contract of Teacher. These layoff notices were necessitated due to the budget cuts facing the District. 173 teaching positions have been eliminated because of the budget shortfall, but through attrition and early retirements, the number of teachers that received layoff notices was reduced to 74.

Minutes

Ms. Link moved that the Board receive the written recommendation of the superintendent and that such recommendation be referred to the Board Secretary for filing. Second by Strong.

Mr. Murphy wanted to clarify that the Board is voting to *receive the written recommendations only*.

Roll Call Vote:

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

Nay: None

Motion carried.

Item No. 18

Page 2 of 2

The documents were presented to Patti Schroeder, Board Secretary for filing.

Ms. Beth Nigut clarified this is a process outlined in Chapter 279 when terminating contracts.

Mrs. Jeanette Woods asked about the process of reinstating staff after determination is made there are positions available.

Dr. Sebring responded this is a work in progress as it is every year with changes in staff positions and whenever vacancies are created.

Mr. Tom Mitchell reiterated this is a work in progress. The district has already begun to call people back as vacancies are created.

Dr. Sebring asked Mr. Mitchell what the average number of teacher hires are in this district during an average year.

Mr. Mitchell responded during a typical year, the district hires approximately 250-300 teachers. This is not a typical year.

Item No. 19

Page 1 of 2

Subject: RESOLUTION TO HOLD PUBLIC HEARING: GRANTING A TEMPORARY EASEMENT TO CITY OF DES MOINES AT HIATT MIDDLE SCHOOL — 1214 EAST 15th STREET

For: ACTION

Contact: Bill Good

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

Attachments: None

Issue: The City of Des Moines is requesting the granting of a temporary construction easement in order to complete the Lower Union Park Storm Sewer Improvement Project.

Superintendent's Recommendation: The superintendent recommends the Board approve the resolution to hold a public hearing for the purpose of granting a temporary construction easement to the City of Des Moines.

RESOLUTION

WHEREAS, the Board of Directors of the Des Moines Independent Community School District (the "District") has received a proposal to grant a construction easement to the City of Des Moines, over, under, through, and across the District's real property located at Hiatt, 1214 East 15th Street, Des Moines, Iowa and legally described as follows:

A temporary construction easement located in Lot 273, Ashbrook, and Official Plat, now included in and forming a part of the city of Des Moines, Polk County, Iowa. Said temporary easement being more particularly described as follows:

The East 20.00 feet of the North 50.00 feet of the South 60.00 feet of said Lot 273, containing 1, 000.00 square feet or less.

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 grant to the City of Des Moines of a construction easement over, under, through, and across the above described property, for May 18, 2010, 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.

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

Background: The city of Des Moines is currently in the final design states for a sanitary sewer separation project located in the Lower Union Park area. Construction of the project is scheduled to start in the summer of 2010 and continue through the 2011 construction season.

Item No. 19

Page 2 of 2

Minutes

Ms. Link moved to approve the resolution to hold a public hearing for the temporary easement at Hiatt Middle School. Second by Strong.

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

Nay: None

Motion carried.

Item No. 20**Page 1 of 9****Subject: ESTABLISHING COMPREHENSIVE MIDDLE SCHOOL TO BE LOCATED AT 1800 GRAND AVENUE****For: DISCUSSION****Contact: David Johns/Tina Jensen****Attachments: None**

(david.johns@dmps.k12.ia.us; 242-7947/tina.jensen@dmps.k12.ia.us; 242-7871)

Issue: Establishing a comprehensive secondary school to be located at 1800 Grand Avenue.

Presenters: David Johns, Tina Jensen

Background: On April 11, 2006, the Board approved the district's budget which included a commitment to establishing the first International Baccalaureate (IB) program in Iowa which is recognized worldwide for its rigorous international curriculum based on international educational standards.

On April 10, 2007, the Board approved the district's budget which recognized a continuing commitment toward funding the district's IB program and expressed the intent to provide opportunities for students across the district to experience the full IB continuum, which is from PK – 12th grade.

On April 13, 2010, the Board approved the district's budget which includes a commitment to begin a comprehensive middle school at 1800 Grand Avenue to provide a continuation of IB education for elementary students from Park Avenue and Walnut Street, two IB candidate schools, as well as to students from other elementary schools who would like to begin the IB learning experience in middle school.

This proposed middle school currently referred to as Gateway Secondary School (a formal name will be recommended at a later date and will come before the Board for approval in accordance with district policies and procedures), will ultimately serve 6th through 10th grade students as an IB school. Students from this school may eventually join others from throughout the district in the IB Diploma Programme as 11th and 12th graders. For the 2010-11 school year, however, this school will serve 6th and 7th grade students and will begin the three-year process to obtain IB authorization. The growth pattern for this school would be to add one grade per year.

Minutes

David Johns, Dr. Sebring and Tina Jensen gave a short presentation and led the discussion.

Dr. Sebring commented this discussion has been taking place for two years at least and the discussion in regards to implementation of the various sites for the IB Programme has been ongoing since the Board approved the IB Programme in 2006. At that time the plan that was endorsed by the Board was to implement not only the Diploma Programme for grades 11 and 12, but the Primary and Middle Years Programme[s] as well.

Mr. Johns explained that one of the advantages of considering a comprehensive Middle Years Programme to be housed at 1800 Grand (Gateway School) would be that Park Avenue and Walnut Street students can proceed through the IB continuum. This school will be a 6-10th grade school. The other gap that needs to be addressed in the IB continuum is the 9th and 10th grades. In this country middle years programming is often thought of as middle school but the international model of middle years programming spans adolescence and covers 6th through 10th grades. The model shows that students completing three years of IB at Merrill and Goodrell can continue with the last two years of the middle years program at the Gateway School, joining the students that have been there from the start. The Board is being asked to consider establishing this middle years IB school as a formal school within the district.

Mr. Johns explained that the school will start small. It will begin with 6th and 7th grades with the intent to grow by one grade level each year until 2013-14 when it is projected the district will offer 6th-10th grade programming at the proposed school. The school will not open as an International Baccalaureate school, but will be committed to the standards and practices of the International Baccalaureate Programme. The teaching staff, families and students involved will all be aware of how teaching and learning happens in an IB school.

Mrs. Jeanette Woods asked if the school would be open to all students or just Walnut Street students.

Mr. Johns responded that right now the outreach is to Walnut Street and Park Avenue families, but may be expanded to other schools depending on the levels of interest at the two primary feeders.

Mrs. Jeanette Woods asked how this was working at a time of staff cuts and layoffs, and would the hiring of teachers for this school affect staff at the other schools.

Dr. Sebring responded that one of the three teachers that the school will open with is already in the Des Moines system. Teachers in the excess pool were considered for the other two positions. Staff from Central Campus and Central Academy will also be sharing teacher responsibilities.

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Mr. Johns added that the school will be small and he believes it will not affect the enrollment of the other schools. He also commented that the Walnut Street School has a fifth grade class this year for the first time and they do not have a defined path for those students when they are ready for middle school.

Mrs. Jeanette Woods asked how the cost per student compares to the district's other programs.

Mr. Johns was unable to give a comparison but did comment that with the 3,000 students already impacted by IB, the district investment is approximately an additional \$35/student.

Ms. Strong commented that students attending Goodrell and Merrill and already receiving IB at their middle school who will be moving on to high school will experience the 9th and 10th grade gap in the IB program.

Mr. Johns explained that gap may be even more pronounced in a year because Goodrell and Merrill are both about a year away from being fully authorized by IB.

Ms. Strong asked if a student needs to be in an IB middle school to take advantage of the 9th and 10th grade opportunity.

Mr. Johns responded no.

If a student decides the IB program is not for them, they would return to a home high school.

Ms. Strong asked if it is anticipated that the students at the Downtown School relocating to Central Campus will be attending the Gateway School.

Dr. Sebring clarified that the decision as to whether the Downtown School will be moving to Central Campus has not been made. There will be parent meetings going on throughout May. She also commented that any student within the district will have the opportunity to attend this school through open enrollment. Dr. Sebring stated that the district has tried to provide a primary years program and a middle years program in each region in the city.

Ms. Strong asked if districts that have IB usually implement a continuum that is Pre-K through the Diploma Programme.

Dr. Sebring and Mr. Johns both responded yes.

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Mr. Murphy asked about students in middle school with a C average and if there would be a barrier for them to get into a 9th or 10th grade program.

Mr. Johns responded there would not be a barrier. It would be important that the student understood what IB is about.

Mr. Murphy asked if extra-curricular activities are woven into the subject areas.

Mr. Johns responded they are not. Extracurricular activities are not a part of the IB model. Student service is a part of the model encouraging students to be more active in community service. One of the differences between this school and other schools is that if a student wants to be involved in some activities, the student will need to take a leadership role in organizing the activities. That is part of the learning that will be built into the day.

Mr. Murphy asked if it is feasible for a student to start the IB Programme, choose to attend another school and then decide they wanted back in the program.

Mr. Johns commented steps would be encouraged to make sure the student and family made the right choice.

Dr. Sebring commented that the IB Diploma Programme is recognized as an element in top performing high schools. She commented that about 95% of the schools ranked in the top 100 in the nation offer the IB Diploma Programme. In addition it is listed as an intervention model to be considered in persistently low achieving schools [PLAS]. It is considered a model that reaches all children and is not based on a performance standard or grade point average.

Mr. Johns commented the real hallmark to learning in an IB school is that it is inquiry based learning, is driven through the power of questions and that it capitalizes on things that students are interested in. This concept has reached audiences beyond the IB schools through professional development providers who specialize in inquiry-based learning. There are teachers and coordinators from IB schools who offer professional development beyond colleagues in their own buildings.

Ms. Buckton asked why limit this to a small school in a central location rather than engaging either Brody or Weeks, middle schools that are already larger and would give more access to students.

Mr. Johns responded that part of the issue is the 9th and 10th grade gap. This will be a comprehensive school for 9th and 10th grade students. The 9th and 10th grade experience in the Middle Year Programme [MYP] will not be the same as it would in the

district's comprehensive high schools. The central location is being considered for two reasons. Walnut Street is a small school that will promote students from 5th

to 6th grade. Park Avenue is the only other primary school that will be sending students to this school to stay on the IB pathway. Brody is one of the largest district middle schools with many feeders, none of which are Primary Years Programme [PYP] schools. In centralizing this and creating a magnet, the district is looking at the opportunity to build in programming for 9th and 10th grade students and have those students go through five grades in one location.

Dr. Sebring commented the district may have to consider one of the other schools in the near future. The district is seeing a trend toward open enrollment requests into the IB schools. The two southside middle schools are full and do not have room at this time to take in more students.

Mr. Johns commented since the model is a whole school model, the cost is a factor.

Ms. Buckton asked what the district can do to promote access to students that have a transportation issue.

Dr. Sebring responded as the district addresses the PLAS schools there will be schools in that group that will be interested in looking at IB as a possible improvement model. There may be funding through school improvement grants that will provide other schools with staff training and funding to go through the IB authorization process.

Ms. Link disagrees with creating another middle school. She understands the feeder pattern. She supports the IB Programme but she is concerned that the public perception is this is a way for the Downtown School students to avoid going to another middle school. She has talked to parents who believe the new middle school is designed for the Downtown School. She stated she is in support of choice schools if students are going to the school for that choice. She believes there is a public perception that if your student is not at Central Campus, your student is not well educated. If the school is going to be that small, why can't the school be located at Merrill or Goodrell? She is fully supportive of a 9th-10th grade IB school to continue the program but if it is such small numbers why create another middle school?

Dr. Sebring clarified that using the word small is relative. Both Walnut Street and Park Avenue 5th grade students would go on to this school plus there will be others that will want to open enroll from around the district. Both these elementary schools are PYP schools so there is a feeder pattern being built. Merrill is already full and she commented there is not a lot of space available at Goodrell either.

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Ms. Link feels establishing a feeder pattern for Walnut Street School is different than finding students that want to attend a IB school. She asked if the recommendation to move the Downtown School to 1800 Grand and to move the new IB middle school program to the same place was coincidental.

Dr. Sebring stated it seems coincidental and that is all it is. The discussion about moving the Downtown School came up solely because the Business Education Alliance has stopped providing the rent payment. The cost of rent and custodial services are around \$300,000 annually. That comes from the general fund and the district can not justify this for a small group of students. She stated the first step she took in having this discussion was with Bill Good to determine whether there was space available at 1800 Grand. Then she went to the Business Education Board of which she is a member to ask if there were any issues they might have if this possibility was addressed with the parents of the downtown school.

Ms. Link is concerned that parents and the public do not have accurate information.

Dr. Sebring commented there are two meetings coming up with parents and PTA members from the Downtown School.

Ms. Link would like the meetings to include parents other than those of the Downtown School.

Ms. Tina Jensen clarified there have been four meetings, three at Central Campus so parents can see the space that is being considered. Parents from Walnut Street, Park Avenue and the Downtown School have attended.

Ms. Link stated she gets comments from people that are not in an IB school now and do not know what the new middle school is about. She wants to make sure people are informed.

Dr. Sebring suggested bringing in teachers, parents and students from PYP and MYP schools, and the Diploma Programme and have a panel discussion to allow the Board to be educated first and then assist in educating the rest of the community.

Ms. Link asked where the Walnut Street students will go next year.

Dr. Sebring responded they would go to their neighborhood school as well as the Downtown School students will as well.

Ms. Link asked if the 9-10 program will be at 1800 Grand.

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Mr. Johns responded the whole 6-10 program will be at 1800 Grand. Students experiencing the 9th and 10th grade course work will probably share teachers with Central Academy.

Ms. Caldwell-Johnson asked about national attrition rates from the PYP to the MYP to the Diploma Programme levels.

Mr. Johns responded that he would look into that. There are probably a lot of local factors that would lead to an attrition rate. He will look into this to see if there are any patterns or trends.

Ms. Caldwell-Johnson asked about the potential number of students that would be eligible to move into the MYP and what the number would be considering there will be staffing assignments in this program.

Mr. Johns responded the model will be looking at 6th-12th grades and approximately 100 students per grade level working through the program.

Ms. Caldwell-Johnson asked how many students the three teachers hired for the MYP would be serving and if there is a cut-off number.

Mr. Johns responded this model has the teachers teaching block academics. He commented that if there is interest for more than approximately 100 per grade, students will need to be redirected.

Ms. Caldwell-Johnson wanted to clarify that if the district adds the MYP component [6th-10th] to the Diploma Programme already in place for 11th and 12th, there will be approximately 700 students in the IB Program in this facility. She asked what the budget will be for this type of program.

Mr. Johns responded he would prepare that information with the variable in mind that one of the reasons students are drawn to 9th-12th grade programming is there are choices for them. When staffing the Diploma Programme is referred to, the district has a program now that is staffed very lean. There are not as many choices for students. When referring to staffing models, there will be a range of versions. There will be a version that will have multiple levels of second language, mathematics, etc. scaled down. Any projection on staffing has to consider that as the student population grows, so should the number of options.

Ms. Caldwell-Johnson commented on public concern with budgeting issues and IB v. other programming in the district and how this could impact other funding streams.

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Ms. Strong commented that International Baccalaureate is listed as an intervention model for PLAS. There are a number of low achieving schools in the district and the district needs to look at this as an investment in student achievement and the graduation rate.

Ms. Caldwell-Johnson agreed this is a model the district should focus on but reiterated that budgetary implications are a discussion that needs to occur.

Mr. Murphy wanted clarification that Walnut and Park Avenue are the IB schools and they are the feeder schools for the proposed middle school.

Dr. Sebring clarified there could be exceptions because the proposed MYP will be a feeder to the south side schools that would affect students at the Downtown School. He wanted to clarify that students at the Downtown School will not have any priority over any other school.

Mr. Murphy inquired about the certification of the teacher that has been hired for the proposed middle school.

Mr. Johns responded the teacher is currently teaching a stand alone 6th grade class in the Downtown School at Capitol Square.

Mr. Murphy asked if the teachers at Central Campus that are already in the Diploma Programme would be considered for the MYP Program.

Mr. Johns responded those teachers are already a part of the shared staffing.

Ms. Link asked for clarification that the Downtown School adds a grade every year and this year they started a 6th grade class(stand-alone class) and then asked why there is a proposal to start yet another 6th grade (proposed middle school).

Mr. Johns responded those 6th grade students will become the 7th grade students of this model.

Dr. Sebring responded the 6th grade students currently in the Downtown 6th grade stand- alone class are not all Downtown School students — some came from other PYP schools.

Ms. Link commented the stand-alone 6th grade class is perceived by the public as a part of the Downtown School.

Ms. Boesen commented this is a new program and until people are educated and have correct information there will always be questions and concerns.

Ms. Link asked if one of the PLAS middle schools could be used for this program instead of starting a new school.

Dr. Sebring explained the process to become an IB school takes four years.

Ms. Boesen commented part of this is a space issue and a training issue.

Dr. Sebring suggested the next step would be to bring the budget information and a more detailed map of the feeder patterns to the Board and then have a discussion with those who work in and attend IB Schools to get a clearer picture.

Mrs. Jeanette Woods suggested more people should get into the IB schools and observe what is being done.

Item No. 21
Page 1 of 2**Subject: FISCAL YEAR 2009–2010 PROPOSED BUDGET AMENDMENT****For: DISCUSSION/ACTION****Contact: Patti Schroeder****Attachments: 10-020**

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

Issue: Proposed FY 2009-2010 Budget Amendment. A budget amendment is required if the total expenditure budget may be exceeded in any of the four major expenditure areas: instruction, support services, non-instructional programs, and other expenditures. Any budget amendment must be adopted no later than May 31.

Superintendent's Recommendation: The superintendent recommends the Board discuss the proposed FY 2009-2010 amendment as presented in Attachment 10-020, and set the date for a public hearing on the proposed amendment for May 18, 2010 at 6:00 p.m. to be held in the boardroom at 1800 Grand Avenue, Des Moines, Iowa.

Presenter: None. Patti Schroeder will be available for questions.

Background: As has been reported in quarterly financial status reports, an increase in budget authority is warranted in several expenditure control areas to maintain statutory compliance. Increased expenditures are being financed primarily from gains in state, federal, intermediary and local sources throughout the budget year. In addition, receipt of bond proceeds are being used to finance renovation expense associated with the new statewide penny funding and repairs made to Smouse are financed using Expendable Trust — Smouse funds; events not anticipated or part of the original FY 2010 Adopted Budget.

Each quarter's financial statements have included most of these anticipated additional increases in budget authority as working adjustments. Details on most of these changes have been included in the narrative section of each of the quarterly financial statements as these details have become known. The proposed FY 2009-2010 budget amendment for All Funds results in changing the budget as highlighted below:

<u>EXPENDITURE FUNCTION</u>	<u>FROM</u>	<u>TO</u>
Instruction	\$234,706,701	\$239,770,745
Support Services	\$107,664,918	\$110,661,036
Non-Instructional Programs	\$ 20,519,076	\$ 20,769,077
Other Expenditures	\$ 45,403,962	\$ 52,924,954
Total	\$408,294,657	\$424,125,812

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Minutes

Ms. Patti Schroeder explained this action is to formalize a process that has been going on throughout the year. Every time the Board receives a quarterly report there is a list of working adjustments. If the Board agrees with the amendment it is required by law to publish the amendment before the public hearing. This does not include the reductions because of the across-the-board-cuts. What the Board is being asked to do is increase the budget for federal funds that the district receives through the year.

Ms. Boesen clarified the Board is being asked to set the date for the public hearing on the budget amendment.

Ms. Buckton asked about the schedule of the proposed budget where it says Increase in Instructional Expenses. She asked if the \$5,000,000 is mostly IDEA and the Title I.

Ms. Schroeder responded it is a variety of things. She stated in the narrative it includes the American History Grant, etc. Many of those have a very strong instructional component to them.

Ms. Caldwell-Johnson moved to set the date for the public hearing of the budget amendment for May 18, 2010. Second by Woods.

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

Nay: None

Motion carried.

Item No. 22**Page 1 of 1****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.3 —
FINANCIAL CONDITION AND ACTIVITIES FOR THE QUARTER ENDING
MARCH 31, 2010****For: ACTION****Contact: Patricia Schroeder****Attachment: 10-019**

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

Issue: Board Governance Policy 3.4 – Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires a quarterly monitoring report on Management Limitation 2.3 – Financial Condition and Activities.

Superintendent's Recommendation: The superintendent recommends that the Board receive, discuss and take action on the quarterly monitoring report for Management Limitation 2.3 – Financial Condition and Activities for the quarter ending March 31, 2010.

Background: The Management Limitation 2.3 – Financial Condition and Activities Monitoring Report is included as Attachment 10 – 019. This report covers the quarterly period from January 1, 2010 to March 31, 2010, unless otherwise stated.

Management Limitation 2.3 states: With respect to actual ongoing condition of the district financial resources, the superintendent shall not cause or allow the development of fiscal jeopardy, or a material deviation of actual expenditures from the Board's Ends priorities.

Accordingly, the superintendent shall not:

1. Fail to provide quarterly summaries of the financial condition of the district.
2. Fail to settle district payroll obligations and payables in a timely manner.
3. Fail to implement prudent competitive quoting procedures for all facility improvement projects in an amount that meets or exceeds the competitive quote threshold as established by Iowa law.
4. Fail to implement prudent competitive bidding procedures for all facility improvement projects in the amount of \$100,000 or more.
5. Fail to implement prudent competitive procedures, including but not limited to RFPs, for purchasing products and securing contractual and professional services.
6. Obligate the district to contracts or expenditures greater than \$25,000.
7. Acquire, lease or dispose of real property.
8. Invest funds in securities contrary to state law.
9. Allow tax payments or other governmental ordered payments or filings to be overdue or inaccurately filed.

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Minutes

Patti Schroeder presented the monitoring report. This is the 3rd quarterly report. She reported there are no areas of non-compliance.

Ms. Buckton asked about the general fund comparison to the re-estimated budget. Where it says "ending fund balance" her question was whether that amount was an ending fund balance as of March 31, or is that a projected fund balance at the end of the fiscal year.

Ms. Schroeder responded that will be the ending fund balance at the end of the fiscal year. It is made up of an undesignated/unrestricted portion and a reserved portion.

Ms. Buckton asked if Ms. Schroeder anticipates the district will end the year with a solvency ratio below the 3 percent target that is in the Board policy, and if so the Board should be talking about how to deal with that.

Ms. Schroeder responded yes.

Mr. Murphy wanted it clarified the solvency ratio will be below the 3 percent threshold.

Ms. Schroeder responded yes, it will be below for several different reasons. One is the district is using some of it to offset the across-the-board-cut. A larger portion of it will be something that will be an educational learning curve and it certainly has been for this district. The Department of Education decided that the district has to reserve fund balance for spending authority even though it is not backed by cash.

Mr. Murphy commented that the receipts and expenditures for 2009 and 2010 are right on target with each other.

Ms. Schroeder responded that is very unusual and was surprised at that.

Ms. Strong moved the Board accept the quarterly monitoring report for Management Limitations 2.3. Second by Link.

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

Nay: None

Motion carried.

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Subject: SCHOOL IMPROVEMENT LEADERS

For: DISCUSSION

Contact: Nancy Sebring

Attachments: 10-021

(nancy.sebring@dmps.k12.ia.us; 242-7766)

Issue: School Improvement Leader Positions

Superintendent's Recommendation: Per the Board of Directors' request for information, the role of and hiring process for the position of School Improvement Leader will be discussed.

Presenters: Nancy Sebring will be available to answer questions.

Minutes

Speakers: Jim Patch, 2803 Stanton
Alan Young, DMEA President

Dr. Sebring introduced Terrence Martin and Connie Cook; Associate Superintendents, and Joy Wiebers and Shelly Pospeshil; School Improvement Leaders from Hiatt and Harding respectively.

Dr. Sebring presented a PowerPoint with background information on the position of SIL (School Improvement Leaders).

Ms. Wiebers and Ms. Pospeshil shared their experiences of what is a typical day for them in their position as an SIL.

Ms. Buckton asked if the district received a grant to fund the SIL's, is there a possibility that some positions that were eliminated would be reinstated?

Dr. Sebring responded this would depend what is allowed under the grant.

Ms. Buckton shared her concerns about counselors and the responsibilities of the SIL's when they have not had the same training as a school counselor.

Dr. Sebring commented that any staff member that is in a teaching, supervisory, administrative role or whatever the role may be, everyone is responsible for the social and emotional development of students. Everyone is required to intervene when

necessary if students are having difficulty. The district has other positions that provide that support. Everyone has the responsibility of student support. When there is a student that demonstrates they need a more significant level of counseling, those are the students that are probably provided more assistance from outside the school than even a guidance counselor can provide. She asked both SIL's what part of their day required counseling duties.

Ms. Wiebers responded those duties can vary from day to day as student needs change every day. They have a student services team that meets weekly to discuss student issues. She feels they have been able to step in as needed. It's not always the position but the person that is able to make a connection with students and families that makes a difference. She has not felt the void from not having a counselor in the building so far.

Ms. Pospeshil shared some of the same thoughts. They have a student services team that meets regularly and Harding also has two Success workers, a full-time therapist and a full-time social worker that they work with on a daily basis to make sure students are getting the support they need.

Mr. Murphy asked the SIL's to explain how data is analyzed when they meet with the teachers.

Ms. Wiebers said that in the fall they review the ARI results and see where students are struggling and it helps teachers understand how to target their instruction. The building test data are used to guide both instruction in the classroom and also professional development.

Mr. Murphy asked if they see anything that indicates they need to set up a special team to address problems with a select group of students.

Ms. Pospeshil gave an example at Harding when they identified mid-year the need for interventions with certain students. A team of teachers worked together and intervened and were able to serve 60 students and see their reading fluency and comprehension improve as a direct result.

Dr. Sebring commented on student contact and how it can get lost in the transition from elementary school to middle school and on to high school. When students move from teacher to teacher there is not as much time to communicate to each other. Having team meetings improves the communication process.

Mr. Murphy asked the SIL's their perception of the role of an SIL in a high school and how that role may change or be different from someone in the middle school or elementary school.

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Ms. Pospeshil responded she believes communication between staff will be even more important at the high school level.

Ms. Wiebers responded that communication is key but also sees the Wednesday early out as a great opportunity to set up professional learning communities [PLC].

Mr. Terrence Martin commented on how important maintaining order within a school is and said it is a shared responsibility. He referred to the new discipline code and how it describes the responsibilities of teachers and administration. Discipline is not just the responsibility of an administration or SIL team – it must be shared. One group cannot transform a high school. It takes a collective group working together. Mr. Martin also shared his thoughts on evaluation and how it is a tool to make teachers better teachers so that student achievement improves.

Ms. Connie Cook commented on teams at North, Lincoln and Hoover and their positive results. She feels the approach with the SIL's is very proactive. The leaders are in the classroom and problem solve with teachers and families. She commented that students in high schools need the same support as elementary and middle school students.

Ms. Caldwell-Johnson asked for an explanation about differences in the SIL staffing numbers in schools.

Ms. Cook responded it can depend on the size of the school and in most cases the schools are the persistently low achieving schools [PLAS]. There are a couple that are not but still submitted a request for an SIL. Kathie Danielson, principal at Roosevelt had requested an SIL even though Roosevelt is not a PLAS. Meredith is attached to Hoover and Ms. Cook felt the person in that position could alternate between those schools. East and Lincoln High schools each have four SILs because they are large schools. There is a variety of reasons that determine the need.

Dr. Sebring stated the process for planning professional development for the SILs is going on now. She commented that literacy leaders and other coaching type positions may be included in that training.

Ms. Caldwell-Johnson asked how the middle school and high school staff will be oriented so they understand their role.

Dr. Sebring responded there have been preliminary discussions on this on roles and responsibilities of each person in the school.

Ms. Caldwell-Johnson asked about the credentials and selection process for the SILs and what was advertised and what was required. Do all the candidates meet the requirements that were advertised?

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Ms. Cook responded that a very small number (possibly three or four) of the candidates that were chosen for the SIL positions are working on their certification and degree but will have that certification by July 1, 2010.

Mr. Murphy wanted clarification that none of the SIL's were Dr. Sebring's relatives.

Item No. 24**Page 1 of 1****Subject: BUDGET WORK SESSION AGENDA****For: DISCUSSION****Contact: Connie Boesen/Patty Link****Attachments: None**

(boesendmia@aol.com; 266-7063/linkschoolboard@gmail.com;274-0863)

Issue: The Board will discuss the topics it wants to address during a budget work session to be held in the near future.

Background: During the course of the Board's discussion regarding the budget for FY 2011, a desire was expressed to schedule a work session so the Board could review the process just completed and analyze what factors needed thoughtful consideration moving forward. The following are suggested as topics for discussion during a future work session:

- Parameters for the budget (a review of what the parameters have been in the past and determination of whether any changes are in order).
- Contingency plan for a mid-year across-the-board-cut — would parameters change?
- Property tax increase discussions.
- Budget advisory committee — citizen's group.
- Communication plan.
- Other topics.

Suggested work session meeting dates: Tuesday, May 11; 6-8 p.m.
Monday, May 17; 6-8 p.m.

Minutes

Ms. Boesen commented the Board has decided to discuss the budget process at a special work session. Topics will include property taxes and development of a contingency plan. The preferred date for the work session was May 11, but will be formally decided after Ms. Boesen gets a response from all Board members.

Ms. Buckton suggested another topic could be setting priorities for build-backs when the district realizes there is more money available than originally thought.

Ms. Strong commented on an article she had read in the American School Board Journal. A public school outside Denver had 177 advisory committees on the budget only. They involved around 2,000-3,000 people. She commented how important it is to involve the whole community in the budget process. She recommended Board members read the article before the work session.