

**DES MOINES PUBLIC SCHOOLS  
SPECIAL SCHOOL BOARD MEETING  
901 WALNUT 6B — 1800 GRAND AVENUE**

**MINUTES  
MAY 25, 2010**

**SPECIAL MEETING – 5:00 p.m.**

The Board of Directors met in special session on Tuesday, May 25, 2010, in conference room 6B, 901 Walnut. Connie Boesen presiding.

Present: Buckton, Woods

Present by telephone: Boesen, Caldwell-Johnson, Link, Murphy, Strong,

Absent: None

*APPROVAL OF AGENDA*

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

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

Nay: None

Motion carried.

**CONSENT ITEMS – 5.10 p.m.**

12. Personnel Recommendations ----- 1

Minutes

Mr. Murphy moved to approve the personnel recommendations. Second by Buckton.

A discussion was held regarding approval of the recommended candidates for principal positions at East and North.

Mrs. Jeanette Woods asked how the salary was determined. She agrees with hiring the two principals being recommended. She is concerned about the salary.

Ms. Twyla Woods, Chief of Staff and Student Affairs, responded that the district surveyed the surrounding Metro districts and UEN districts. The salary range for principals was \$108,000-\$135,000. The recommended salaries include a base salary of \$110,000 with increases to the base salary based on the factors outlined in the agenda item.

It was also stated that the principals of Hoover and Roosevelt would be brought up to the base salary level and then depending on whether their respective buildings met the additional parameters for an increase to the base, those increases would be applied so that all high school principals would be operating under the same salary structure.

Roll Call Vote:

Aye: Buckton, Boesen, Link, Murphy, Strong, Woods

Pass: Caldwell-Johnson

Aye: None

Motion carried.

Ms. Caldwell-Johnson had not received the background materials provided and therefore wanted to review the information before casting her vote.

**ADJOURN 5:20 p.m.**

**Item No. 4**

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**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:** These personnel recommendations are being brought to the Board in a special meeting because time is of the essence in approving the principal hires. Board approval is necessary in order for the candidates’ respective home districts to release them from their current contracts.

The District conducted a national search for candidates. In establishing a compensation package for DMPS high school principals, the District reviewed compensation packages of other Metro and urban school districts in Iowa.

The high school principal compensation package being awarded is consistent with Management Limitation 2.7 – “Compensation and Benefits,” which requires competitive salary and benefits. Effective for the 2010-11 school year, the base salary for high school principals will be \$110,000 and additional compensation shall be based on the following parameters:

- |  |                |
|--|----------------|
| (1) Enrollment greater than 2000 students            | 3% of the base |
| (2) Designation as Persistently Low Achieving School | 4% of the base |
| (3) Percent of Free and Reduced lunch students       |                |
| Less than 50%  | 1% of the base |
| 50-75%   | 2% of the base |
| 75-100%  | 3% of the base |

**ADMINISTRATOR APPOINTMENT**

| Name              | Position                    | Amount    | Effective Date |
|-------------------|-----------------------------|-----------|----------------|
| Conner, Daniel J. | Principal, East High School | \$119,900 | 7/1/2010       |

Masters Degree in Education / Secondary Principalship, University of Northern Iowa, 1998. Bachelors Degree in Safety Education, University of Northern Iowa, 1985. Experience: Principal, R.B. Stall High School, North Charleston, South Carolina , 2006-present; Principal, Lisbon Community High School, Lisbon, Iowa, 2002-2006; Assistant Principal/Activities Director, Charles City High School, Charles City, Iowa, 2000-2002; Mathematics Instructor, Jenkins High School, Savannah, Georgia, 1999-2000; Social Studies (1998-1999)/ Mathematics Instructor (1991-1998), Roosevelt Middle School, Cedar Rapids, Iowa; Address: Mount Pleasant, South Carolina.

**ADMINISTRATOR APPOINTMENT**

| Name              | Position                     | Amount    | Effective Date |
|-------------------|------------------------------|-----------|----------------|
| Smith, Matthew A. | Principal, North High School | \$117,700 | 7/1/2010       |

Masters Degree in Educational Leadership, Sam Houston State University, 2004. Bachelors Degree in Secondary Education, Earth Science and Physical Education, Baylor University, 1999. Experience: Principal, Lake View High School, San Angelo Independent School District, San Angelo, Texas , 2007-present; Principal, Livingston Junior High School, Livingston Independent School District, Livingston, Texas, 2006-2007; Assistant Principal, Stovall Middle School, Aldine Independent School District, Houston, Texas, 2004-2006; Science Teacher, Teague Middle School, Aldine Independent School District, Houston, Texas, 1999-2004; Address: San Angelo, Texas.