

**DES MOINES PUBLIC SCHOOLS  
REGULAR SCHOOL BOARD MEETING  
BOARDROOM — 1800 GRAND AVENUE  
MINUTES  
AUGUST 4, 2009**

**PUBLIC FORUM – 5:45 p.m.**

The Board of Directors met in regular session on Tuesday, August 4, 2009, in the boardroom at 1800 Grand Ave., Ginny Strong presiding.

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

Speakers: Falecia Mtayari, 3010 1<sup>st</sup> Street  
Sekon Mtayari, 1618 ML King Parkway

**REGULAR MEETING – 6:00 p.m.**

The Board of Directors met in regular session on Tuesday, August 4, 2009, in the boardroom at 1800 Grand Ave., Ginny Strong presiding.

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

*APPROVAL OF AGENDA*

Boesen moved to approve the agenda. Second by Caldwell-Johnson.

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

*APPROVAL OF MINUTES*

Caldwell-Johnson moved approval of the July 14, 2009, minutes. Second by Boesen.

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

Boesen moved approval of the July 21, 2009, minutes. Second by Caldwell-Johnson.

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

**CONSENT ITEMS – 6:05 p.m.**

7. Award of Contracts ----- 1  
8. Award of Contract on Bid ----- 9  
9. Des Moines Teachers’ Retirement System (DMTRS) ----- 11  
10. Staff Compensation for 2009-2010 -----15  
11. Personnel Recommendations ----- 17  
12. List of Bills for Approval ----- 21

Speaker: Steve Barnes, 614 Virginia Ave.

Ms. Strong commented on the success of the “Get on the Bus” tours.

Narcisse moved approval of the consent items, including payment of bills, which he reviewed, and were previously authorized and certified by the secretary as paid in the amount of \$4,708,974.03 and unpaid bills in the amount of \$2,513,926.30. Second by Boesen.

Mrs. Woods questioned Contract No. 09-041 Inventory and Distribution of Commodity Food Products, and whether it is an annual renewal. She commented the Board approved and the district paid \$500,000 in November. She also questioned whether the district’s drivers could deliver food rather than hiring an outside source.

Ms. Strong reminded the audience to call Board members and/or administrators in advance if they have a question about an agenda item so Board members and administrators could come to the meeting with answers. She also suggested the Board may want to pull this item from the agenda and not take action on it tonight.

Ms. Link suggested pulling this item from the agenda to determine answers before the next Board meeting.

Mr. Murphy suggested the Board approve this as part of the consent items so distribution of food will not be interrupted, get answers to the questions as soon as possible and at that point, if a policy on food distribution needs to be changed, the Board can address that issue. There are summer programs and schools in session at this time, so the consensus was to not interrupt these services at this time.

Dr. Sebring will contact purchasing and operations and get back to the Board.

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

**OTHER – 6:15 p.m.**

13. Resolution Approving Applications for Community Betterment Grant Awards ----- 23

14. ML 2.8 Monitoring Report — Board Awareness  
and Support Monitoring Report ----- 29

15. Proposed Change to ML 2.8 — Board Awareness  
and Support Monitoring Report ----- 31

16. IASB Legislative Priorities Request ----- 33

17. Smouse Elementary Masonry Repair ----- 37

**REQUESTS FOR INFORMATION – 7: 15 p.m.**

Ms. Caldwell-Johnson commented on an earlier approval by the Board for additional funding to move forward with the Communities in Schools initiative, which is being implemented at East. There is some additional funding to the district that is coming from United Way for that project and she is requesting an update on the project and would like to see it as an agenda item.

Ms. Strong stated this would be in the superintendent’s report on August 18.

The meeting adjourned at 7:20 p.m.

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**Item No. 7****Page 1 of 8****Subject: AWARD OF CONTRACTS****For: ACTION****Contact: Various****Attachments: None**

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**Contract No. 09-035****Project:** Healthy Start Community & Empowerment Projects**Contractor:** Visiting Nurse Services (VNS)**Background:** The Healthy Start Community and Empowerment Projects that are administered by VNS provide case management services for pregnant women and their children through age 5.

Through this agreement, Visiting Nurse Services will provide funding for salaries, benefits, and other expenses for the equivalent of two F.T.E. SUCCESS/Way to Grow Case Manager positions. This funding will be used to offset the cost of six case managers serving pregnant women, young children and their families in the Findley, King, Moulton, Carver, McKinley and Capitol View attendance areas.

Case Managers will receive training from VNS, maintain care coordination, and conduct home visits with the intensity, frequency and duration of services provided in accordance with individual need. In 2008-2009, 90 students and 65 adults were served by the VNS Healthy Start Community and Empowerment Projects funding.

Outcomes reported for 2008 included:

- 93% of families with children under 6 in Healthy Start/Empowerment had improved knowledge of parenting skills.
- 80% of babies born to mothers receiving case management services were born at or above normal birth weight.
- 94% of children receiving case management services were insured.
- 97% of children age 6 and under receiving case management services were properly immunized.
- 100% of pregnant females received prenatal care.

**Financial:**

Revenues: \$118,449

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Expenses: Salaries	\$ 82,056
Fringe Benefits	\$ 34,466
Travel	\$ <u>1,927</u>
Total Expenses	\$118,449

**Funding Source:** Visiting Nurse Services**Term:** July 1, 2009 to June 30, 2010**New or Renewal:** Renewal**Contacts:** Bryce Amos/Jennifer Farley  
(bryce.amos@dmps.k12.ia.us; 242-7660/jennifer.farley@dmps.k12.ia.us; 242-7890)**Contract No. 09-036****Project:** Project Connect Mentoring Program**Contractor:** Iowa Department of Public Health

**Background:** The Project Connect Mentoring Program was awarded the Iowa Department of Public Health Youth Mentoring Grant in July, 2008. The grant is awarded for up to three years, and this contract is for the second year. As a recipient of the grant, Project Connect Mentoring Program will provide one-on-one, school-based mentoring for 100 at-risk middle and high school students. The program will match students with caring adults who will meet with students for a minimum of one hour a week. Mentors will work with students to increase school bonding; promote positive social skill development; and reduce the use and/or abuse of alcohol, tobacco, and other drugs. Through this grant the Project Connect program will continue to partner with the Des Moines Area Religious Council (DMARC) and local colleges in order to recruit mentors, who will then receive Substance Abuse Prevention Training by Employee and Family Resources (EFR) Certified Prevention Staff, in addition to other training such as positive youth development, diversity, communication strategies, and conflict resolution. During the 2008-2009 school year, 95 middle and high school students were served by the program.

The budget is as follows:

**Financial:**

Revenues:	\$33,833
Expenses: Contracted Services	\$15,000

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Student Enrichment Activities	\$ 12,600
Mentor Training	\$ 1,000
Supplies	\$ 376
Indirect Cost	\$ 4,857
Total Expenses	\$ 33,833

**Funding Source:** Iowa Department of Public Health

**Term:** July 1, 2009 through June 30, 2010

**New or Renewal:** Renewal

**Contacts:** Bryce Amos/Jennifer Farley  
(bryce.amos@dmps.k12.ia.us; 242-7660/jennifer.farley@dmps.k12.ia.us; 242-7890)

**Contract No. 09-037**

**Project:** United Way Investment Agreement

**Contractor:** United Way of Central Iowa

**Background:** Through this Investment Agreement, the United Way of Central Iowa will provide funding to the Des Moines Public Schools for Communities in Schools, Project Connect, and the SUCCESS/Way to Grow Program.

**Communities in Schools: \$145,000.00**

*Communities in Schools* is a nationally-recognized strategy designed to connect and coordinate needed community resources and services within schools. Des Moines Public Schools will utilize funding provided by the United Way of Central Iowa to create four Communities in Schools School Site Coordinator positions to be located at East, Hiatt, Hoyt and Carver. This contract will fund two positions. The 2009-2010 school year will be the first year that Communities in Schools is implemented, therefore 2008-2009 outcomes are not available.

**Project Connect: \$102,504.00**

Des Moines Public Schools' Project Connect Mentoring Program provides one-on-one, school-based mentoring for at-risk elementary, middle and high school students. Through funding provided by the United Way of Central Iowa, Project Connect will maintain three School Site Liaison positions, thus expanding the number of students matched with caring adults who will meet with students for a minimum of one hour a week. Mentors will work with students to develop reading

skills; increase school bonding; promote positive social skill development; and to reduce the incidence of suspension, violence, and substance abuse. Program outcomes will have special focus on impacting fourth-grade reading scores.

Additionally, the program will provide leadership and support the development and implementation of the United Way Read to Learn initiative. During the 2008-2009 School Year Project Connect served 183 students.

**SUCCESS/Way to Grow Program: \$189,917.35**

The SUCCESS Program is a school-based youth services program which offers learning supports year-round to children and families prenatal through age 21. Each case manager provides intensive support services to approximately 15–20 students and their families, and serves an additional 40–50 individuals in 74 skill building groups including drug and violence prevention, life skills and after-school and summer transition programs. Case management services include assessment of need, educational support, identification of personal goals, coordination of service with a variety of agencies, advocacy in accessing services, after-school and summer programs, and follow-up. The four case management positions funded through United Way served 222 students in 2008-2009.

DMPS will monitor performance measures for all programs. Performance measures include; number of students reading at grade level, school attendance, reduction in suspensions, progress on personal and educational goals and program satisfaction.

**Financial:**

Revenues:	\$437,441.36
Expenses: Communities in Schools	\$145,000.00
Project Connect	\$102,504.00
SUCCESS/Way to Grow Program	\$189,917.35
Impact of Negative Designation	\$ 20.01
Total Expenses:	\$437,441.36

**Funding Source:** United Way of Central Iowa

**Term:** July 1, 2009 to June 30, 2010

**New or Renewal:** Renewal

**Contacts:** Bryce Amos/Jennifer Farley

(bryce.amos@dmps.k12.ia.us; 242-766/jennifer.farley@dmps.k12.ia.us; 242-7890)

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**Contract No. 09-038****Project:** Nova NET**Contractor:** Pearson**Background:** The district is planning to continue its use of Pearson's Nova NET in FY10. Nova NET is a comprehensive online courseware system designed for grades 6-12. The annual software licensing charges for this service for FY10 is \$26,600.**Financial:**

Revenues: \$0

Expenses: \$26,600

**Funding Source:** Prairie Meadows Grant, DWPMTECHZN**Term:** One year**New or Renewal:** Renewal**Contact:** Greg Davis

(greg.davis@dmps.k12.ia.us; 242-7773)

**Contract No. 09-039****Project:** Flippen Leadership Training**Contractor:** The Flippen Group**Background:** Flip Flippen is an internationally renowned speaker and psychotherapist. He works with educators, K-12 students, executives and athletes to help them change behaviors and attitudes that stand in the way of success. He has also developed a psychometric assessment tool that accurately identifies individual strengths and weaknesses. The Flippen Group helps leaders identify and overcome the specific constraints that prevent peak performance. They help leaders identify and overcome the system constraints that hold people back. This project will consist of three separate trainings, plus follow-up calls.**Financial:**

Revenues: \$0

Expenses: \$62,100.00



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**Funding Source:** South Region Budget

**Term:** Two years

**New or Renewal:** New

**Contacts:** Tina Jensen/Terrence Martin

(tina.jensen@dmps.k12.ia.us; 242-7871/terrence.martin@dmps.k12.ia.us; 242-7871)

**Contract No. 09-040**

**Project:** District Libraries Software License Renewal.

**Contractor:** Follett Software Co., McHenry, IL

**Background:** This software is required for libraries to operate/maintain their current library circulation system at 56 district sites. This is a proprietary item which must be renewed annually and can only be secured from Follett Software Company. A quotation for these services was requested and can be reviewed in the Libraries and Information Services Department.

**Financial:**

Revenue: \$0

Expenses: \$28,541.40

**Funding Source:** Funds are provided in libraries and information services accounts.

**Term:** Annual

**New or Renewal:** Renewal

**Contact:** Dale Vande Haar

(dale.vandehaar@dmps.k12.ia.us; 242-7569)

**Contract No. 09-041**

**Project:** Inventory and Distribution of Commodity Food Products

**Contractor:** Keck, Inc.

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**Background:** The National School Lunch Program allocates commodities to local school districts for use in their school lunch programs. The state of Iowa has awarded Keck Inc., the contract for processing and distribution for this service. Des Moines Public Schools is required to pay Keck, Inc. to inventory and deliver product to the Central Nutrition Center.

**Financial:**

Revenue: \$0

Expenses: \$300,000.00

**Funding Source:** Funds are provided in Food Service account 61FSOPER-0630.

**Term:** Annual

**New or Renewal:** Renewal

**Contacts:** Sandy Huisman/Sheila Mason

(sandy.huisman@dmps.k12.ia.us; 242-7636/sheila.mason@dmps.k12.ia.us; 242-7980)

**Contract No. 09-042**

**Project:** Specialized School Health Services

**Contractor:** Iowa Health Home Care

**Background:** Several students attend Des Moines Public Schools who have significant health needs warranting continuous care by a one-to-one nurse. The care is provided to the child both at home and at school. In the past, the school district has arranged and paid for the health care provided during transport to and from school and during the school day. Care has been coordinated with and provided by the health care agency serving the child in the home. Iowa Health Homecare has worked under an agreement with the district to provide these services at an hourly rate of \$42.00. They are seeking an increase of the hourly rate to \$43.00. This is consistent with what other home health agencies are charging for this service.

There are advantages in sub-contracting with the home agency provider versus the district hiring a nurse to provide the care. First, it is best for the child because the care is coordinated by the same caregiver across the various settings. As a result, the child's life is less disrupted. Secondly, the district is only obligated to pay for the hours the child actually attends school. Because children with the complexity of needs necessitating this level of service miss more school than other students, this

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would be a cost savings move. Finally the liability for adverse outcomes of care is not totally assumed by the district.

**Financial:**

**Revenues:** In some but not all cases the district is able to bill Medicaid and recover some of the cost for the care.

**Expenses:** A rate is established at \$43.00/hour.

**Funding Source:** Medicaid for the current year.

**Term:** September 1, 2009 — August 31, 2010

**New or Renewal:** Renewal

**Contacts:** Shelly Bosovich/Jean Phillips

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

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**Item No. 8**
**Page 1 of 1****Subject: AWARD OF CONTRACT ON BID****For: ACTION****Contact: Mike Munoz/Joey Townsell****Attachments: None**

(michael.munoz@dmps.k12.ia.us; 242-7857/joey.townsell@dmps.k12.ia.us; 242-7631)

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

**Superintendent's Recommendation:** The superintendent recommends the contract 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. Bid 5260-09 Physical Education Equipment**

One Source Fitness	Polk City, IA	Items	\$61,634.39
Total		39	\$61,634.39

The suggested awards are low bids meeting specifications.

Bids were examined by the Physical Education and Purchasing departments.

A complete tabulation of the bid is available.

Thirty-five bids were mailed; six bids were received; and two no bids.

Funds are provided in DWFITNESS-0739, 0730.



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**Item No. 9****Page 1 of 4****Subject: DES MOINES TEACHERS' RETIREMENT SYSTEM (DMTRS)****For: ACTION****Contact: Patricia Schroeder**  
(patricia.schroeder@dmps.k12.ia.us; 242-8527)**Attachment: 08-034**

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

- Annual Report (unaudited) of the DMTRS
- Appointment of Members of the DMTRS Advisory Committee
- DMTRS FY 2009-2010 Expense Budget
- Determination of the Rate of Actual New Earnings (guaranteed interest rate) For FY 2008-2009
- Determination of the Excess Earnings Distribution Rate

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

**Presenters:** Roger Hudson (Administrator of DMTRS) will be available for questions.

**Background:**

- **Annual Report (unaudited) of the DMTRS:** Each year, the Board of Directors is to receive and place on file the annual report (unaudited) of the Des Moines Teachers Retirement System (DMTRS — see attachment).
- **Appointment of Members of the DMTRS Advisory Committee:** It is recommended that the Board appoint Rachael Stauffer, CFA, Vice President, Investments, American Equity Investment Life Insurance Company recommended by the Iowa Society of Chartered Financial Analysts; and reappoint Sue Breen-Held Associate Pension Actuary for Principal Mutual Life Insurance Company as the citizen representatives on the Advisory Committee for 2009-2010. These individuals have agreed to serve on the DMTRS Advisory Committee.
- **DMTRS FY 2009-2010 Expense Budget:** The recommended DMTRS budget for fiscal year 2009-2010 is the same as for fiscal year 2008-2009, and is as follows:

	2008-2009 Actual Expenditures (1)	2008-2009 Budgeted Expenditures	2009-2010 Budgeted Expenditures	
Legal Fees	2,000.00	2,000.00	2,000.00	
Audit Fees	2,000.00	2,000.00	2,000.00	
Administrative Services	46,059.96	46,060.00	46,060.00	
Benefit Payment Services	21,302.30	28,000.00	28,000.00	
Actuarial Services	8,000.00	8,000.00	8,000.00	
Investment Services	120,388.47	160,000.00	160,000.00	(2)
Custodial Services	35,200.14	50,000.00	50,000.00	
Supplies/Printing/Travel	3,085.64	5,000.00	5,000.00	
Total	\$238,036.51	\$301,060.00	\$301,060.00	

(1) Unaudited.

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

- **Determination of the Rate of Actual New Earnings For FY 2008-2009 (also known as the 'guaranteed interest rate')**: Section 8.10 of the DMTRS rules reads as follows:

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

The investment earnings of the DMTRS for the year ended June 30, 2009, to be distributed is:

Interest on bonds	10,425,007.45
Dividends on stock	1,694,788.64
Interest on short-term investments	102,988.61
Change in accrued interest	(126,773.61)
Amortization of discount and premium, net	(697,405.80)
Amortization of realized gains/losses on sale of securities	433,352.97
Investment income for 2008-2009	11,831,958.26
Less: Required interest on fixed benefit options	(28,281.46)
Less: new retirees interest distributed	(251,086.05)
Investment income to be distributed	<u>\$11,552,590.75</u>

The mean amount of actuarial reserves for the year was \$213,972,429.12, so that the ratio of total investment income to mean actuarial reserves was 5.3991 percent. It is recommended that the interest rate for the year ended June 30, 2009, be 5.4 percent. The rate for the previous year was 5.9 percent.

Robert Hopson, actuary for the retirement system, and Roger L Hudson, administrator for the retirement system, have reviewed the earnings of the DMTRS for the fiscal year June 30, 2009, and based upon the investment earnings and plan defined rules have determined the earnings rate for the fiscal year ending June 30, 2009, to be 5.4 percent. Using this rate will still result in an interest allocation of \$138,562.12 to the plan's contingency reserve.

Analysis of the fiscal year ending June 30, 2009, shows that the amortization of realized gains/losses on the sale of securities has decreased over the prior year.

In addition, instead of being able to show a gain from unearned income from the sale of stocks and bonds on the DMTRS Balance Sheet, this year, due to the economic downturn, there is a deficit or net loss from the sale of stocks and bonds. This loss will need to be recognized according to the amortization schedule of the Plan as losses in future fiscal years. This could result in a further reduction in the next fiscal year in the guaranteed interest rate as well as a reduction in the excess earnings rates if the economy continues in a downturn. Of course, in the next year if the economy improves significantly, and if there is a net gain from the sales of stocks and bonds, this would have a positive impact and thereby offset some or all of this year's deficit or net loss.

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

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

Robert Hopson, actuary for the retirement system, and Roger L Hudson, administrator for the retirement system, have reviewed the earnings of the DMTRS for the fiscal year June 30, 2009 and based upon the investment earnings and plan defined rules have



determined the earnings rate for the fiscal year ending June 30, 2009, to be 5.4 percent. They recommend, that within the rules of the plan, that there are excess earnings and the excess earnings distribution rate should be set for participants retiring as follows:

- Prior to July 1, 1981 at 1 percent;
- Between July 1, 1981 and June 30, 1986 at 0 percent;
- Between July 1, 1986 to June 30, 2003 at 0 percent; and
- After July 1, 2003 at 9 percent.

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

<b>CATEGORY Retired by:</b>	<b>Guaranteed Benefit Rate</b>	<b>Approved Excess Earnings Rate FY 2009</b>	<b>Recommended Excess Earnings Rate FY 2010</b>
Prior to July 1, 1981	5.00%	6.0%	1.0%
Between July 1, 1981 and July 1, 1986	5.25%	5.0%	0.0%
Between July 1, 1986 and July 1, 2003	5.50%	4.0%	0.0%
After July 1, 2003	4.50%	17.0%	9.0%
Rate of Actual New Earnings		5.9%	5.4%

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**Subject: STAFF COMPENSATION FOR 2009-2010**

**For: ACTION**

**Contact: Doug Willyard/Twyla Woods/  
Patricia Schroeder**

**Attachments: None**

(doug.willyard@dmps.k12.ia.us; 242-7732/twyla.woods@dmps.k12.ia.us; 242-7972/  
patricia.schroeder@dmps.k12.ia.us; 242-8527)

**CRAFTS**

**Issue:** Staff salaries for the 2009-2010 contract year. This group is represented by collective bargaining.

**Superintendent's Recommendation:** The superintendent recommends the Board approve the 2009-2010 total compensation package for the listed employee group.

**Background:** Wellmark Blue Cross/Blue Shield of Iowa will continue to be the exclusive health insurance carrier. Alliance Select deductibles will remain at \$1,000/\$2,000 and out-of-pocket maximums will remain at \$2,000/\$4,000. A three-tiered prescription drug plan continues with co-pays of 10/30/50. Blue Access deductible will remain at \$500/\$1,000. Blue Access also has a three-tiered prescription drug plan with 10/30/50 co-pays. Life and disability coverage will remain with Principal. No coverage changes are being made.

The Crafts bargaining unit uses a formula that is based on 98.5 percent of the prior year for the private sector industry. Because of this lag, the Crafts unit tends to have a total package that is not always in line with other district bargaining units. For example in FY 2009 the total package for the Crafts Unit was 4.03 percent and the total package for other district bargaining units was 5.0 percent.

The total compensation package for this group will be:

Crafts	4.62%
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Subject: PERSONNEL RECOMMENDATIONS REVISED/ADDITIONS

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 - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Belt, Carrie	3	13	08/20/09	\$52,746

BA Simpson College, Indianola, IA MA Drake University, Des Moines, IA Address: Indianola, IA Assignment: Park Ave/5<sup>th</sup> Grade

Cooper, Holly L.	1	1	08/20/09	\$34,331
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BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Assignment, Casady/Preschool

Davis, Julie	1	10	08/20/09	\$34,831
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BA from Grand View College, Des Moines, IA; Address/Des Moines IA; Assignment, Lovejoy/Nurse (.8).

Dusenbery, Kristi	1	1	08/20/09	\$34,331
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BA University of Northern Iowa, Cedar Falls, IA Address: Indianola, IA Assignment: King/4<sup>th</sup> Grade

Erickson, Elizabeth A.	6	14	08/20/09	\$28,800
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BA from Luther College, Decorah, IA, MS from Minnesota State University, Mankato, MN and PHD from Drake University, Des Moines, IA; Address/Boone, IA; Assignment, North/Literacy Leader (.5).

Hall, Lindsey	1	2	08/20/09	\$34,331
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BA University of Northern Colorado, Greeley, CO Address: Des Moines, IA Assignment: Samuelson/ELL

Hansel, Joyce	3	13	08/20/09	\$26,373
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BS Olivet Nazarene University, Bourbonnais, ILL MA University of Northern Iowa, Cedar Falls, IA Address: Ankeny, IA Assignment: Pleasant Hill/Nurse (.5)

Henderson, Courtney R.	4	1	08/20/09	\$39,256
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BA and MA from Southern University, Baton Rouge, LA; Address/Waterloo, IA; Assignment, Unassigned.

Hoke, Ashley L.	1	1	08/20/09	\$34,331
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BA from Iowa State University, Ames, IA; Address/Des Moines, IA; Assignment, Walnut Street/Preschool.

Jobes, Timothy W.	2	12	08/20/09	\$47,821
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BA from Simpson College, Indianola, IA; Address/Des Moines, IA; Assignment, Roosevelt/Technology Education.

Metzel, Allison K.	1	1	08/20/09	\$34,331
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BA from University of Northern Iowa, Cedar Falls, IA; Address, Des Moines, IA; Assignment, Evelyn Davis/Preschool.

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Newkirk, Richard	5	14	08/05/09	\$39,620
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BS William Jennings Bryan College, Dayton, TN MS St. Bonaventure University, Bonaventure, NY Address: Ankeny, IA  
Assignment: Moulton (.5) and Howe (.2)/Counselor

Parker, Fallon A.	1	1	08/20/09	\$34,331
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Assignment, Park Avenue/Preschool.

Popelka, Michael P.	1	7	08/20/09	\$19,735
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BA from University of Iowa, Iowa City, IA; Address/Urbandale, IA; Assignment, Walnut Street/Title-Literacy (.5).

Pytel, Barbara	4	13	08/20/09	\$53,888
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BA Buena Vista University, Storm Lake, IA MA Drake University, Des Moines, IA Address: Storm Lake, IA Assignment:  
Willard/Counselor

Randolph, Ashley L.	1	1	08/20/09	\$34,331
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BS from Iowa State University, Ames, IA; Address/West Des Moines, IA; Assignment, Garton/5<sup>th</sup> Grade.

Romano, Katherine	1	8	08/20/09	\$20,377
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BSN Methodist Medical Center School of Nursing, Peoria, ILL, Address: Ackworth, IA Assignment: Edmunds/Nurse (.5)

Sarvis, Angela J.	2	12	08/20/09	\$47,821
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BA from University of Iowa, Iowa City, IA; Address/Indianola, IA; Assignment, Central Campus/ELL.

Sassman, Pamela	4	12	08/20/09	\$52,318
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BA University of Iowa, Iowa City, IA MA Iowa State University, Ames, IA Address: Boone, IA Assignment: Samuelson/Counselor

Stonewall, Allyssa	1	1	07/13/09	\$34,331
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BA Upper Iowa University, West Des Moines, IA Address: Urbandale, IA Assignment: Moulton/ICM (.5) ICR (.5)

**ELECTIONS - SPECIAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Perlowski, Stephen J.	5	6	08/20/09	\$44,966

BA from Saint Anselm College, Manchester, NH and MSW from University of Iowa, Iowa City, IA; Address/Des Moines, IA;  
Assignment, Student and Family Services/Social Worker.

**LEAVE OF ABSENCE**

Name	School, Position	Effective Date	Reason
Neel, Rosemary	Greenwood, 4 <sup>th</sup> grade	08/09-08/10	Family responsibilities

**RESIGNATION**

Name	School, Position	Effective Date	Reason
Arthur, Jack	Grubb Y, Behavior Disabilities	07/20/09	Personal
Nerem, Heather	Student and Family Services, SPED Facilitator	07/16/09	Position out of district
Sirois, Bonnie	Hillis, Multicategorical	07/14/09	Personal
Finnimum-Chua, Kelly	Central Campus, ELL	07/23/09	Moving

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**NEW ADMINISTRATOR APPOINTMENT**

Name	Position	Amount	Effective Date
Timmerman, Leslie M.	Principal, Smouse Opportunity School	\$89,420	08/05/09

Masters Degree in Education, Drake University, 1998. Bachelors Degree in Elementary Education, Bradley University, 1990. Experience: Dean, Smouse Opportunity School, 2005-present; Special Education Consultant, Smouse, 2001-2005; Special Education Teacher, Smouse, 1994-2000; Special Education Associate, Smouse, 1991-94. Address: Des Moines, IA.

Name	Position	Amount	Effective Date
Weisz, Cynthia R.	Student Services, SPED Administrator	\$87,946	08/05/09

Masters Degree in Special Education, Morningside College, 1997. Bachelors Degree in Special Education/History, Morningside University, 1990. Experience: Lead Support in Special Education, Student Services, 2005-present; SPED Consultant, Student Services, 2000-2005. Address: Ankeny, IA.

**COACHING DIFFERENTIAL**

School	Name	Position	Effective Date	Amount
East	Fisher, Courtney	Asst. Volleyball	08/08/2009	\$2,599
Hoover	Brinkman, Melissa	Asst. Softball	06/01/2009	\$2,599
North	Daugherty, Ryan	Head Girls Soccer	03/20/2010	\$4,568

**COACHING RESIGNATION**

School	Name	Position	Effective Date
North	Fitzwater, Mary	Asst. Softball	07/16/2009
North	Holland, Greg	Asst. Softball	07/14/2009
North	Kerman, Lonny	Head Girls Swimming	07/16/2009



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**Item No. 12**

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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**

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**Issue:** A list of bills will be furnished to the Board of Directors at the Board meeting for approval. The secretary will be glad to furnish information as requested on any of these items. Prior to the meeting, one member of the Board will have checked this list with the invoices.





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**Item No. 13****Page 1 of 6****Subject: RESOLUTION APPROVING APPLICATIONS FOR COMMUNITY BETTERMENT GRANT AWARDS FROM PRAIRIE MEADOWS RACETRACK AND CASINO, INC.****For: ACTION****Contact: Patricia Schroeder**  
(patricia.schroeder@dmps.k12.ia.us; 242-8527)**Attachments: None**

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**Issue:** A new process implemented by Prairie Meadows requires the Board to submit a completed resolution stating their approval of the submission of all Community Betterment Grant Applications for the district as ranked in order of need as determined by the school Board at its discretion.

**Superintendent's Recommendation:** The superintendent recommends the Board adopt the proposed resolution as recommended by a district review committee.

**Background:** Per notification from Prairie Meadows Racetrack and Casino:

“Prairie Meadows is implementing a new grant application resolution process for all school districts, cities and counties. Any organization wishing to seek funding from the Prairie Meadows Community Betterment Grant Program will need to submit a completed grant application to the Board. All applications submitted to the School Board will then need to be ranked in order of priority as determined by the School Board.”

An invitation to apply was sent to all district schools and departments. Twenty-eight applications were received, totaling \$534,293, which is not unexpected given the scarcity of resources available to satisfy the many needs of district schools and programs.

To aid the Board in carrying out their duties, all 28 grant applications received were reviewed and a prioritized list was prepared by a committee of district officials chosen by the superintendent. The committee included both associate superintendents, two executive directors, the chief of staff and student services, the COO and CFO.

Criteria used by the committee included all of the criteria important to Prairie Meadows, as well as criteria important to the district. These criteria were ranked in order of importance by committee members, as follows, with the most important criteria first:

- Alignment with Board Ends goals
- Meets school's needs/measurable impact on students
- Measurable, meaningful evaluation and results
- Program/project know to be effective

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- Collaboration; multiple funding sources
  - Meets community needs; measurable impact on central Iowans
  - Introduces new services or expanded services
  - Project is sustainable over long term or organization is asking for one-time costs
  - Demonstrates financial stability and accountability
  - Organization has made significant achievements in the past three years
  - Organization has/or will be asking for other grants, etc., from Prairie Meadows

Each criterion was assigned a numeric value based on its importance. Each application was then reviewed by each committee member to determine how well the project or program met each criteria based on a scale of one to 10 with one meaning best meets criteria. The numeric value of the importance of the criteria was then multiplied by the numeric value of how best the project met the criteria and then all scores for that application were added up and an overall score was tallied for each application reviewed. The overall scores of each committee member were then added together and an average overall score was calculated. The application with the lowest average overall score received the highest ranking.

The resolution below includes the ranking of all applications with the highest prioritized project or program ranked first.

**RESOLUTION OF THE BOARD OF EDUCATION OF THE DES MOINES INDEPENDENT COMMUNITY SCHOOL DISTRICT APPROVING THE APPLICATION(S) FOR THE PURPOSE OF RECEIVING COMMUNITY BETTERMENT GRANT AWARDS FROM PRAIRIE MEADOWS RACETRACK AND CASINO, INC:**

WHEREAS, Prairie Meadows Racetrack and Casino, Inc. has Community Betterment grant funds available that target Arts and Culture, Economic Development, Education and Human Services, and

WHEREAS, Prairie Meadows Racetrack and Casino, Inc. has a Community Betterment grant application cycle that ends August 15, 2009, and

WHEREAS, the Des Moines Independent Community School District is supportive of these applications for the betterment of their students and community, and

WHEREAS, all application from the Des Moines Independent Community School District and/or from organizations with projects that will take place on school property, will be submitted to Prairie Meadows Racetrack and Casino, Inc. by the August 15, 2009 deadline.

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NOW, THEREFORE BE IT RESOLVED by the Board of Education of the Des Moines Independent Community School District authorizes the following Community Betterment grant applications to be submitted to Prairie Meadows Racetrack and Casino, Inc. for the August 15, 2009, application deadline:

<b>RANKING</b>	<b>SCHOOL NAME</b>	<b>AMOUNT REQUESTED</b>	<b>PROJECT NAME</b>
1	Harding Middle	\$16,750	Safe and Secure Learning at Harding Middle School – school uniforms
2	Hiatt Middle	\$16,750	School Uniforms for Hiatt Middle School
3	Morris Elementary	\$13,336.40	More Highly Targeted Minutes for More Learners
4	S.A.A.B - Lincoln; North; Hoover	\$20,000	Project SAAB (Student African American Brotherhood) – mentoring program
5	DMPS Library Support Group	\$10,000	DMPS Library Support Group Rainbow Reading Project
6	Samuelson Elementary	\$15,000	Math 24/7
7	Central Campus	\$23,742	Broadcasting and Film in the 21 <sup>st</sup> Century
8	Learning Supports	\$25,000	The Ron Sallade Children's School Clothing Program
9	Roosevelt High Vocal Music Boosters Club	\$15,000	Roosevelt Vocal Music Expansion Project
10	Sisters for Success	\$13,100	Sisters for Success Retreat
11	North High	\$20,000	9 <sup>th</sup> Grade Academy – mobile labs
12	Ruby Van Meter	\$10,000	Video modeling for students with autism

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13	East High	\$14,400	East High Ninth Grade Academy Literacy Project
14	Hoover High Band Boosters	\$25,000	Journey to Japan
15	Weeks Middle	\$14,500	Technology and the Language Arts Program at Weeks
16	Cattell Elementary	\$19,950	Learning for Cattell's Digital Natives – computer lab
17	Wright Elementary	\$12,000	Instructional Technology for 21 <sup>st</sup> Century Learners at Wright Elementary - classroom technology
18	Greenwood Elementary, PTA	\$20,007	Greenwood Elementary School – 21 <sup>st</sup> Century Learning – technology carts
19	Hanawalt Elementary, PTA	\$24,600	21 <sup>st</sup> Century Technology Access
20	Roosevelt High	\$21,750	Roosevelt High School Track Renovation
21	Downtown School, PTA	\$19,000	Downtown School Nature Explore Classroom
22	Roosevelt High, PTA	\$40,000	Roosevelt Stage and Auditorium Sound Light System
23	Roosevelt High Riders Boosters Club	\$25,000	Riders Softball Complex Improvement
24	Hillis Elementary	\$10,200	Hillis Elementary Outdoor Exercise Trail
25	North High	\$10,000	Metro Youth Athletic Program
26	Jackson Elementary, PTA	\$25,000	Walk to Wellness Path
27	North High	\$25,000	NHS Mission: Phase II – Replacement of 900 seats in auditorium
28	Collage - Central Campus	\$19,208	Supporting Learning and the Environment

PASSED AND ADOPTED this 4th day of August, 2009.

ATTEST:

\_\_\_\_\_  
President

\_\_\_\_\_  
Secretary

Minutes

Ms. Strong introduced the change that Prairie Meadows is asking for. They are requiring Boards serving on government programs to be included in the loop to create awareness of needs in the city, county and school district. Prairie Meadows is asking that grant applications submitted need the district's mission stated. A committee of district officials reviewed the grant applications presented and placed them in rank order, which is how they go to Prairie Meadows for consideration.

The motion that needs to be made is to approve the resolution to submit in rank order 28 grant applications for community betterment awards from Prairie Meadows Race Track and Casino.

Ms. Link wanted it clarified these are requests and have not been awarded at this time.

Ms. Boesen explained Prairie Meadows had discussed this for some time and the reason for the change was to make sure grants meet the mission of the entity applying for the grant.

Ms. Boesen clarified the grants listed were sent to the district to be ranked and then sent on to Prairie Meadows.

Ms. Link shared her concern that all the schools are not aware they need to go through the district to apply for grants and Dr. Sebring stated schools have been notified numerous times of the requirement to go through the grant team before applying for grants.

Mr. Murphy shared his concern about this policy and that future Board members would look at requests and rank them very differently depending how it could affect them personally. He would prefer the Board not be involved at all and the requests go right from the staff to Prairie Meadows.

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Ms. Strong suggested the Board relay that message to Prairie Meadows in the future.

Ms. Caldwell-Johnson commented the Board and staff need to really look at grant applications and make sure they align with budget, program expansion, Ends, etc. — other priorities of the district.

Boesen moved to submit in rank order 28 grant applications for community betterment grant awards from Prairie Meadows Race Track and Casino. Second by Woods.

Aye: Boesen, Woods, Strong, Murphy, Link

Nay: None

Pass: Caldwell-Johnson

Absent: Narcisse (left at 6:15 p.m.)

Motion carried.

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**Item No. 14****Page 1 of 1****Subject: MANAGEMENT LIMITATION 2.8 — BOARD AWARENESS AND SUPPORT MONITORING REPORT****For: ACTION****Contact: Beth Nigut**  
(elizabeth.nigut@dmps.k12.ia.us; 242-7837)**Attachments: None**

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**Issue:** Board Governance Policy 3.4 — Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires an annual monitoring report on Management Limitation 2.8 — Board Awareness and Support.

**Superintendent's Recommendation:** The superintendent recommends the board receive and take action on ML 2.8 — Board Awareness and Support.

**Background:** On July 21, 2009, the Board held a work session to discuss the monitoring report presented with respect to ML 2.8 Board Awareness and Support. The report was discussed but no action was taken at that time.

#### Minutes

Ms. Strong commented the Board held a work session prior to the special meeting on July 21, 2009 and talked to the superintendent about what information the Board wants and needs in order to make good decisions regarding the district.

Mr. Murphy moved to approve the Board Awareness and Support Monitoring Report. Second by Boesen.

Ms. Caldwell asked if this report had been provided to the public and Ms. Strong responded that it was and it will also be available on the Web site.

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

Nay: None

Pass: Woods

Absent: Narcisse

Motion carried.





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**Item No. 15**

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**Subject: PROPOSED CHANGE TO ML 2.8 — BOARD AWARENESS AND SUPPORT MONITORING REPORT**

**For: ACTION**

**Contact: Beth Nigut**  
(elizabeth.nigut@dmps.k12.ia.us; 242-7837)

**Attachments: None**

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**Issue:** Proposed change to paragraph three of ML 2.8 — Board Awareness and Support.

**Board Recommendation:** The Board recommends the third paragraph of ML 2.8 be changed to delete the word “adverse” so that Board members are advised of significant media coverage regardless of whether or not it might be adverse.

**Background:** On July 21, 2009, the Board held a work session to discuss the monitoring report presented with respect to ML 2.8 Board Awareness and Support. The report was discussed and the issue was raised to change paragraph three so that the superintendent is required to inform the Board of anticipated media coverage that is significant, and not be limited to informing the Board of only adverse media coverage. The change would be as follows:

Accordingly, the superintendent shall not:

3. Fail to inform the Board Chair of significant incidental information, such as anticipated **adverse** media coverage, threatened or pending lawsuits, or material external and internal changes. Notification of planned material internal changes is to be provided to Board members in advance, when feasible.

Minutes

Ms. Boesen moved to change the language in 2.8.3 to delete the word “adverse.”  
Second by Woods.

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

Nay: None

Absent: Narcisse

Motion carried.



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**Item No. 16****Page 1 of 3****Subject: IASB LEGISLATIVE PRIORITIES REQUEST****For: ACTION****Contact: Leigh McGivern**  
(leigh.mcgivern@dmps.k12.ia.us; 242-7603)**Attachment: 09-035**

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**Issue:** The Iowa Association of School Boards (IASB) requests that School Boards across the state of Iowa discuss and prioritize legislative platforms for the upcoming legislative session.

**Presenter:** None. Dr. Sebring will be available to answer questions.

**Background:** The IASB has requested that each School Board prioritize up to five legislative resolutions for the 2010 Iowa General Assembly, which will be adopted at IASB's convention this fall.

Attached is a copy of the 2009 IASB Legislative Action Resolutions to be used to help guide the discussion, which will be opened by the superintendent.

Once the Board has prioritized its issues, they will be forwarded to the IASB. IASB asks that this process be completed by August 12.

#### Minutes

Ms. Strong introduced the matter of the IASB priorities in 2009 and the priorities for the upcoming year. She pointed out the 2009 legislative priorities submitted by the district and how it corresponds to the 2009 IASB Legislative Action Priorities and Resolutions.

Dr. Sebring submitted a document with three suggested legislative priorities to be considered by the Board and forwarded to IASB for consideration as legislative priorities.

**First Priority:** Support lifting the cap on the number of charter schools per district as well as the number of charter schools in Iowa, with priority given to those school districts classified as SINA under the No Child Left Behind law.

Ms. Caldwell-Johnson attended a charter community forum and understands from that meeting that there is only one charter available per district. However, a district can implement the same model that is implemented in the initial charter school and replicate the model multiple times within the district under that single charter. If legislation is not changed the initial model is critically important.

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Mr. Murphy stressed the importance of this priority because of the need for educational options in the Des Moines district and feels there should not even be a cap on the number of charter schools in a district and if the district develops a charter, the district needs to have the ability to develop others that will not be the same as the initial charter.

Ms. Link asked if it is necessary for the district to rank the priorities.

Ms. Strong stated the district does not need to rank the priorities, but the district is required to send priorities in no particular order.

Ms. Strong stated Kittie Weston-Knauer will be attending the next Board meeting to update the Board on the charter schools.

**Second Priority:** Support eliminating the requirements for “minimum school day” (5.5 hours of instruction) and “minimum hours of instruction in any five consecutive days” (27.5 hours) and requiring “minimum annual hours of instruction” (990 hours) to provide the greatest flexibility in designing the school calendar.

Dr. Sebring commented this second priority would give the district flexibility in calendar issues that have to be dealt with each year as far as professional development, ACT testing, early outs, etc. This would support the state’s requirement of a mandatory 990 hours of instruction every year, but allow the district to choose how to use the hours.

Mr. Murphy was concerned about accurate attendance records.

Dr. Sebring stated that average daily attendance would still be calculated. In secondary schools attendance would be calculated hour by hour and elementary schools would take attendance twice during the day.

**Third Priority:** Support the establishment of a state-level “Turnaround Zone” in which a statewide leadership coalition is assembled to produce changes in state law and public policy to create conditions necessary for the effective turnaround of chronically underachieving schools.

Dr. Sebring stated she would like to see the third suggestion not be considered as a legislative priority but rather have the endorsement of the Board that this issue be forwarded to the UEN group. The UEN group, as a total, will work with our legislature and our Department of Education to establish what is referred to in research as a “turnaround zone” within the state to create a coalition of leaders in the state who would talk about policy and law that currently keeps schools looking very much like they have always looked. A group of leaders would start to talk about what districts need to do to

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turn around low-achieving schools, based on what we now know after seven years of the implementation of No Child Left Behind (NCLB).

Ms. Strong commented these three suggestions be submitted to IASB as part of district's priorities submitted.

Mr. Murphy suggested including two of the priorities Dr. Sebring brought forward and then the Board rank the top ten priorities for the Des Moines district.

Ms. Strong clarified IASB wants all school districts to respond in writing what their district's top five priorities are from their (IASB) list by August 12. They are working toward the November delegate assembly.

Ms. Caldwell-Johnson also stated if some of the priorities listed have a low success rate, the district should not consider them as part of the Des Moines district's priorities. Her suggestion and the consensus of the Board is to list the top priorities for Des Moines schools and hopefully they will fall into the priorities of IASB. The Board needs to identify areas that need to be high priorities for this district.

Ms. Strong clarified the Board wants to send to IASB the suggestion on charter schools and annual hours of instruction and list them as number one and two priorities. The Board agreed to rank the top priorities and include a statement about not passing unfunded mandates.

The Board did not vote on this item, but Ms. Strong asked for and received unanimous consent by the Board on this item.



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**Item No. 17**

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**Subject: SMOUSE ELEMENTARY MASONRY REPAIR**

**For: INFORMATION**

**Contact: Bill Good**  
(harold.good@dmps.k12.ia.us; 242-8321)

**Attachments: None**

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**Issue:** Due to water leaks from masonry deterioration the building exterior is in need of masonry repair.

**Background:** Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the August 18, 2009, Board meeting. Bids are due on August 31, 2009. Facility Management will seek Board approval of the lowest responsive, responsible bid at the September 15, 2009, Board meeting. Plans are available at Facility Management.

Minutes

Ms. Caldwell-Johnson asked for the source of funds to complete this project.

Mr. Good responded the Smouse Trust Fund would be the source of funds.