

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
BOARDROOM — 1800 GRAND**

**MINUTES
NOVEMBER 15, 2011**

PUBLIC FORUM — 5:45 p.m.

The Board of Directors held a public forum on Tuesday, November 15, 2011, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

Present: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Absent: None

There were no speakers.

REGULAR MEETING — 6:00 p.m.

The Board of Directors met in regular session on Tuesday, November 15, 2011, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

Present: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Absent: None

APPROVAL OF AGENDA — 6:00 p.m.

Ms. Link moved approval of the agenda; second by Murphy.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Nay: None

The motion carried, 7-0.

APPROVAL OF MINUTES OF OCTOBER 18, 2011.

Ms. Boesen moved approval of the minutes of November 1, 2011; second by Howard.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Nay: None

The motion carried, 7-0.

DISTRICT RECOGNITIONS — 6:05 p.m.

Dr. Sebring introduced the girls' cross country team from Roosevelt HS coached by Jacob Kaemmer which won the Metro Conference title and finished second at regionals to qualify for the state meet where the team placed ninth.

She also recognized Roosevelt's Matt Mackay who placed first in the boys' Metro meet and third at districts to qualify for state as an individual. Matt was a team captain and also earned Academic All-State honors. He was coached by Steve Brown.

CONSENT ITEMS — 6:10 p.m.

7. Architect Payments ----- 1

8. Construction Payments ----- 3

9. Approval of Contract ----- 7

10. Final Acceptance of Bid No. 6148 — North High School Exterior Asbestos ----- 9

11. Purchase of Instructional Materials — Humanities ----- 11

12. Personnel Recommendations ----- 13

13. List of Bills for Approval ----- 15

Minutes

Mr. Howard 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 \$583,028.16 and unpaid bills in the amount of \$3,450,921.56; second by Murphy.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Strong
Nay: None

The motion carried, 7-0.

OTHER — 6:10 p.m.

14. Callanan Exterior Wall Restoration ----- 17

15. Cowles Elementary Complete Roof Replacement Project ----- 19

16. Amos Hiatt Middle School Partial Roof Replacement ----- 21

17. Moulton Extended Learning Center Exterior Wall Restoration ----- 23

18. School Calendar ----- 25

19. Des Moines Teachers’ Retirement System Amendment ----- 27

20. MR ML 2.1: Treatment of Students, Public, Volunteers; Part II ----- 31

21. Monitoring Report: Student Achievement; Assessment, Part I ----- 33

22. Scholastic Math/Reading Inventory (SMI/SRI) ----- 37

23. Legislative Priorities — 2012 ----- 39

24. Budget Parameters — FY 2013 ----- 41

REQUESTS FOR INFORMATION — 7:50 p.m.

NA

CHAIR’S REPORT — 7:55 p.m.

Ms. Caldwell-Johnson reminded the Board of the schedule of events for the UEN conference on November 16/17 and of the agenda for the work session on November 29th.

SUPERINTENDENT’S REPORT — 8:00 p.m.

Dr. Sebring remarked on the shift from fall to winter sports in the high schools and also gave an overview of the November/December fine arts calendar.

ADJOURN — 8:02 p.m.

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

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

Attachments: None

Issue: Payment of architect/engineer invoices.**Superintendent's Recommendation:** The superintendent recommends the following architect/engineer payments be authorized:

<u>Architect/Engineer/Project</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment</u>
<u>BCDM</u>				
Studebaker Elementary Architect App 02 (SWP)	12%	\$240,000.00	\$18,720.00	\$9,792.00
<u>Gould Evans Goodman</u>				
Roosevelt High School Architect App 44 (LOSST)	96%	\$2,128,149.00	\$2,027,224.51	\$7,910.05
<u>OPN Architects</u>				
Hiatt Middle School Architect App. 1 (SWP)	1%	\$337,500.00	\$0.00	\$2,063.00
Hiatt Middle School Architect App. 2 (SWP)	7%	\$337,500.00	\$2,063.00	\$23,518.20
McCombs Middle School Architect App. 8 (SWP)	73%	\$364,100.00	\$259,505.60	\$8,273.60
<u>Shive Hattery</u>				
Merrill Middle School Architect App. 12 (SWP)	96%	\$169,812.00	\$161,097.00	\$1,215.00
Brody Middle School Architect App. 12 (SWP)	96%	\$132,209.00	\$125,818.00	\$891.00
<u>Alvine Engineering</u>				
Harding Middle School Architect App. 9 (SWP)	96%	\$219,000.00	\$201,480.00.00	\$10,512.00

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Wells & Associates

Roosevelt Athletic Areas Architect App. 10 (Fundraising / LOSST)	95%	\$172,251.00	\$162,495.58	\$866.43
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Lovejoy Elementary Architect App. 1 (SWP)	10%	\$240,000.00	\$0.00	\$23,040.00
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Baldwin White

Edmunds Elementary Architect App 9 (SWP)	16%	\$563,000.00	\$58,777.20	\$29,591.28
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RDG Planning

Central Campus Phase 2 Architect App 14 (SWP)	82%	\$764,737.00	\$597,784.72	\$26,457.82
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Park Avenue Elementary FINAL RELEASE (SWP)	100%	\$123,300.00	\$117,135.01	\$6,164.99
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Madison Elementary FINAL RELEASE (SWP)	100%	\$112,800.00	\$107,160.00	\$5,640.00
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Central Campus Phase 3 Architect App. 1 (SWP)	2%	\$312,741.00	\$0.00	\$6,004.64
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TOTAL			\$161,940.01	
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Presenters: None**Background:** None

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

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

Attachments: None

Issue: Payment of contractor invoices.**Superintendent's Recommendation:** The superintendent recommends the following contractor and supplier payments be authorized:

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment Due</u>
<u>Larson & Larson</u>				
Roosevelt High School (LOSST) GC App. 30 Sealed Bid No. 5226-09	98%	\$18,029,050.00	\$17,590,753.93	\$ 122,819.74
Central Campus Ph. 2 (SWP) GC App 11 Sealed Bid No. B6220	87%	\$8,262,679.00	\$6,803,608.35	\$366,322.69
Roosevelt Athletic Area (LOSST) GC App 6 Sealed Bid No. B6311	92%	\$3,500,448.00	\$3,193,849.65	\$35,190.85
McCombs School Addition / Renovation SWP GC App 2 Sealed Bid No. B6379	10%	\$5,625,246.00	\$241,827.25	\$303,999.05
<u>Dean Snyder</u>				
North High School (SWP) - Addition GC App 14 Sealed Bid No. B6151	94%	\$7,583,209.00	\$7,039,116.20	\$52,194.90
North High School (SWP) - Elevator GC App 6 Sealed Bid No. B6309	93%	\$154,710.00	\$122,441.70	\$21,907.00

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Concrete Technology

North Parking Lot (SWP)	83%	\$182,825.00	\$58,401.25	\$93,846.70
GC App. 2				
Sealed Bid No. B6387				

Waldinger Corp.

Roosevelt Auditorium (LOOST)	48%	\$137,259.00	\$14,337.87	\$51,663.04
GC App. 2				
Sealed Bid No. B6388				

REEP, Inc.

Meredith Middle (SWP)	71%	\$399,007.00	\$175,740.97	\$108,465.20
GC App 4				
Sealed Bid No. B6312				

Merrill Middle (SWP)	100%	\$380,842.00	\$361,799.88	\$19,042.12
RETAINAGE RELEASE				
Sealed Bid No. B6235				

Edge Commercial

CC Fire Sprinkler (LOSST)	63%	\$655,500.00	\$295,468.52	\$117,980.31
GC App 6				
Sealed Bid No. B6310				

PG Construction

CC Student Drop Off (SWP)	93%	\$272,867.00	\$186,051.23	\$67,658.05
GC App. 3				
Sealed Bid No. B6361				

Rochon Corp.

Merrill Middle School (SWP)	95%	\$3,029,516.00	\$2,757,145.10	\$113,534.51
GC App. 7				
Sealed Bid No. B6294				

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Cowles Montessori (SWP) GC App. 7 Sealed Bid No. B6289	94%	\$1,855,437.67	\$1,702,744.85	\$33,113.84
Harding Middle School (SWP) GC App. 6 Sealed Bid No. B6321	88%	\$4,589,962.00	\$3,830,742.71	\$196,502.04

TOTAL**\$1,704,240.04****Presenters:** None

Item No. 9**Page 1 of 1****Subject: CONTRACT FOR APPROVAL****For: ACTION****Contact: Stefanie Rosenberg Wager**
(stefanie.rosenbergwager@dmps.k12.ia.us; 242-7861)**Attachments: None**

Project: Teaching American History Grant: *Project Clio***Contractor:** Capitol Group Tours

Background: The Des Moines Public Schools was awarded a five-year Teaching American History grant from the U.S. Department of Education in the amount of \$1,484,978. The focus of the grant is professional development to support teachers' use of inquiry, historical thinking, primary source documents, and instructional technology in classrooms at all levels. The grant also supports teachers' increased content knowledge of American History in various ways including summer study tours. Next summer, teachers will be traveling to Washington DC. We have contracted with Capitol Group Tours to be the tour provider.

Financial:
Expenses: \$75,000

Funding Source: Grant funds

Term: June, 2012

New or Renewal: New

Item No. 10**Page 1 of 1****Subject: FINAL ACCEPTANCE OF BID NO. B6148:
NORTH HIGH SCHOOL EXTERIOR ASBESTOS PACKAGE****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: North High School

PROJECT: Exterior Asbestos Package

CONTRACTOR: Robinson Brothers Environmental Inc.

CONTRACTED AMOUNT: \$ 170,515.55

CONTRACT BALANCE: \$ 8,525.73

Item No. 11

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Subject: PURCHASE OF INSTRUCTIONAL MATERIALS — HUMANITIES

For: ACTION

Contact: Amber Graeber/Nancy Sebring

Attachments: None

(amber.graeber@dmps.k12.ia.us; 242-7947/nancy.sebring@dmps.k12.ia.us; 242-7766)

Issue: Purchase of instructional materials for Humanities.

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

Background: Previously, new instructional materials have been adopted by the Board.

The total cost is **\$23,843.40**

The materials are for the following course:

- Sociology
- Holt-McDougal *Sociology: The Study of Human Relationships*

Publishers have guaranteed receipt of these materials by December 20, 2011

Funding Source:

FY2011-2012 Curriculum Materials Budget **Account No. HSRGHMZJ – 0641**

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Item No. 12**Page 1 of 2****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Scott R. Mikesh****Attachments: 11-048**

(scott.mikesh@dmeps.k12.ia.us; 242-7972)

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

Background:**ELECTIONS - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Shafer, Amy	2	1	11/21/2011	\$40,189 Prorated

BA from Drake University, Des Moines, IA; Address/ Urbandale, IA; North/Academic Lab

EARLY RETIREMENT

Name	School	Position	Years in DMPS District	Effective Date
Adrianse, Linda H.	Lincoln	Counselor	17	06/01/2012
Alsip, Yvonne J.	North	English	12	06/01/2012
Bailey, Charles E.	Hiatt	Social Science	17	06/01/2012
Barnett, Mary Lee	North	Vocal Music	35	06/01/2012
Breniman, Nora A.	North	Nurse	22	06/01/2012
Brundage, Martha R.	Wright .5/Lovejoy .5	Counselor	16	06/01/2012
Burke, Deborah B.	Student Services	SPED Consultant	23	06/01/2012
Cannon, W. Drew	Lincoln	Counselor	29	06/01/2012
Collins, Jerald J.	Ruby Van Meter	Physical Education	39	06/01/2012
Coltrain, Deborah S.	McCombs	Social Science/Science	21	06/01/2012
Curry, Jennifer D.	Lovejoy	2	28	06/01/2012
Davis, Ronadel L.	Lincoln	Physical Education	38	06/01/2012
Davis, Scott E.	East	Band	21	06/01/2012
Dessauer, Terri A.	Hoover	Spanish	23	06/01/2012
Eddy, Martha J.	Roosevelt	Fam & Cons Science	28	06/01/2012
Edwards Jamieson, Cynthia	Studebaker	2	16	06/01/2012
Eldred, Deborah L.	Smouse	Physical Education	35	06/01/2012
Ellerhoff, Jean G.	Central Campus	English	35	06/01/2012
Gade, Marlys J.	Cattell	Multi-categorical	21	06/01/2012
Gettys, Joel D.	Lincoln.5/Meredith.5	Vocal Music	25	06/01/2012
Gordon, John R.	Brody	Principal	39	06/30/2012
Gray, Ronald L.	Central Campus	Multi-categorical	43	06/01/2012
Gronert, JoAnn L.	Gifted/Talented	G/T Consultant	39	06/01/2012
Gross, Connie J.	Brubaker	Multi-categorical	23	06/01/2012
Hansen, Debra E.	Carver	Head Start	32	06/01/2012
Hansen, Randolph J.	Brody	Science	42	06/01/2012
Harvey, Ruth C.	Merrill	Lang Arts/Rdg Interv	18	06/01/2012
Henson, Neila	Madison	In-Class Reading	13	06/01/2012
Hepburn, Jeffrey B.	Central Campus	Chemistry/ Academy	11	06/01/2012
Hines, Anna M.	Callanan	Nurse	20	06/01/2012
Ill, Mary D.	Ruby Van Meter	Mental Disabilities	26	06/01/2012
Jackson, George A.	North	JR ROTC	16	06/30/2012
Jennings, Nancy	Pleasant Hill	3	35	06/01/2012
Joelson, Patricia L.	Goodrell	Mental Disabilities	33	06/01/2012
Keasey, Barbara J.	North	English	31	06/01/2012
Keiran, Marta J.	Pleasant Hill	2	37	06/01/2012
Kolstad, Joyce M.	Jefferson	5	25	06/01/2012
Kurtz, Sheila E.	Monroe	In-Class Math	29	06/01/2012

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Lang, Cathryn J.	Stowe	Literacy Leader	17	06/01/2012
Looney, Carolyn A.	Hanawalt	Vocal Music	16	06/01/2012
Loots, Susan P.	Windsor	In-Class Reading	41	06/01/2012
Nelson, Rebecca E.	Hillis	3	25	06/01/2012
Oosterhuis, Henrietta W.	Harding	Nurse	11	06/01/2012
Ortiz, Gloria A.	Greenwood	3	31	06/01/2012
Parker, Karen K.	Monroe	K	16	06/01/2012
Peterson, Bradley M.	Capitol View	4	38	05/28/2012
Peterson, Jennifer J.	Ruby Van Meter	Mental Disabilities	22	06/01/2012
Phillips, Jean A.	Health Services	Health Services Supr	22	06/30/2012
Pille, Susan I.	Hoover	ELL	15	06/01/2012
Pundzak, Susan J.	North	English	23	06/01/2012
Randall, Kathie S.	Monroe	2	25	06/01/2012
Reed, Debra S.	Studebaker	1	35	06/01/2012
Reilly, Gretchen R.	Ruby Van Meter	Social Worker	27	06/01/2012
Renoux, Judith A.	Hoover	Business	18	06/01/2012
Rhoads, Sharol E.	Cattell	In-Class Rdg/ Math	11	06/01/2012
Robinson, Beverly R.	Windsor	4	33	06/01/2012
Robinson, Ellen K.	Scavo	Art	30	06/01/2012
Saddoris, Linda S.	East	English	43	06/01/2012
Sandin, Jane I.	Studebaker	Mental Disabilities	32	06/01/2012
Schneider, Janet E.	Windsor	3	39	06/01/2012
Schumann, Lynn R.	South Union	In-Class Math	38	06/01/2012
Scott, Kathleen A.	South Union	K	30	06/01/2012
Shanks, Cheryl J.	Callanan	Science	33	06/01/2012
Sollenbarger, Sherry	McKinley	In-Class Math	40	06/01/2012
Stotts, Susan A.	River Woods	In-Class Rdg/Rd Rec	14	05/28/2012
Strickler, Carolyn	East	Multi-categorical	23	06/01/2012
Swanson, Martha S.	Ruby Van Meter	Mental Disabilities	22	06/01/2012
Sypniewski, Cheryl A.	Central Campus	LA/Urban Tchr Acad	11	06/01/2012
Traxler, Virginia A.	Scavo	Counselor	24	06/01/2012
Wartick, Pamela J.	Samuelson	3	18	06/01/2012
Welp, Barbara A.	Lovejoy	In-Class Math	28	06/01/2012
Wilch, Jarene L.	Brody	Multi-categorical	10	06/01/2012
Wildrick, Sally A.	Capitol View	Multi-categorical	12	05/28/2012
Winegar, Larry C.	North	Technology Ed	39	06/01/2012

Item No. 13

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Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

Contact: Thomas Harper
(thomas.harper@dmps.k12.ia.us; 242-7745)

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. 14

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Subject: CALLANAN MIDDLE SCHOOL EXTERIOR WALL RESTORATION

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us P# 515-242-8321)

Attachments: None

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

Background: To correct the moisture infiltration problems, masonry will be removed and replaced. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the December 13, 2011 Board meeting. Bids are due on January 5, 2012. Facility Management will seek Board approval of the lowest responsive, responsible bid at the January 17, 2012 Board meeting.

Plans are available at the DMPS Operations Center, 1917 Dean Avenue, Des Moines IA.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 15

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Subject: COWLES ELEMENTARY COMPLETE ROOF REPLACEMENT PROJECT

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us P# 515-242-8321)

Attachments: None

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

Background: To correct the moisture infiltration problems, roofing will be removed and replaced with new single ply membrane. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the December 13, 2011 Board meeting. Bids are due on January 5, 2012. Facility Management will seek Board approval of the lowest responsive, responsible bid at the January 17, 2012 Board meeting.

Plans are available at the DMPS Operations Center, 1917 Dean Avenue, Des Moines IA.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 16

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Subject: AMOS HIATT MIDDLE SCHOOL PARTIAL ROOF REPLACEMENT

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us P# 515-242-8321)

Attachments: None

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

Background: To correct the moisture infiltration problems, roofing will be removed and replaced with new single ply membrane. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the December 13, 2011 Board meeting. Bids are due on January 12, 2012. Facility Management will seek Board approval of the lowest responsive, responsible bid at the February 7, 2012 Board meeting.

Plans are available at the DMPS Operations Center, 1917 Dean Avenue, Des Moines IA.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 17

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Subject: MOULTON EXTENDED LEARNING CENTER EXTERIOR WALL RESTORATION

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us P# 515-242-8321)

Attachments: None

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

Background: To correct the moisture infiltration problems, masonry will be removed and replaced. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the December 13, 2011 Board meeting. Bids are due on January 12, 2012. Facility Management will seek Board approval of the lowest responsive, responsible bid at the February 7, 2012 Board meeting.

Plans are available at the DMPS Operations Center, 1917 Dean Avenue, Des Moines IA.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 18**Page 1 of 3****Subject: SCHOOL CALENDAR FOR 2012-2013****For: DISCUSSION****Contact: Scott R. Mikesh**

(scott.mikesh@dmps.k12.ia.us; 242-7972)

Attachments: 11-049

Issue: The 2012-2013 regular school calendar.**Superintendent's Recommendation:** The Superintendent recommends the Board discuss the proposed 2012-2013 regular school calendar.**Background:** The DMPS Calendar Advisory Committee reviews, evaluates, and recommends the district's academic calendar to the Board. Committee recommendations are based upon applicable Board policy, state and federal regulations, and collaboration with staff, parents, and community members.

The proposed 2012-2013 school calendar establishes August 23, 2012 as the first day of school and leaves conference weeks and spring recess unchanged.

The 2012-2013 Calendar Advisory Committee extended invitations to participate in meetings to the following individuals:

Anderson, Rhonda	DMEA representative
Austin, Toni	DMEA representative
Avery, Stephanie	Parent representative
Barnes, Steve	AFSCME representative
Brown, David	Specialist, Human Resources Management
Bryant, Mary	Specialist, Human Resources Management
Burnett Requist, Jill	Principal, River Woods
Deery, Patty	Data Specialist, Human Resources Management
Eldred, Deborah	DMEA representative
Frith, Urasaline	AFSCME representative
Harris, Greg	Executive Director, DMEA
Hawkins, Senta	Specialist, Human Resources Management
Johnson, Marcia	Principal, Capitol View
Kinney, Michelle	Parent representative
Liston, Todd	Manager, Transportation Department
Malcom, Nick	Specialist, Human Resources Management
Nath, Sandhya	Parent representative
Pierce, Carol	Parent representative
Roorda, Denise	Supervisor, Payroll Department
Saltzman, Rachelle (Riki)	Parent representative
Smith, Kim	Parent representative
Spencer, Melissa	President, DMEA
Stanley, Patty	Parent representative
Tallman, Susan	Executive Director K-12 Programs, Northwest Region
Taylor, Sarah	Specialist, Communications Department
Toubes, Joseph	DMEA representative
Wheeler, Doug	Principal, Hoover High School
Linda Dinsdale	Administrative Assistant, Human Resources Management
Scott R. Mikesh (Chair)	Executive Director, Human Resources Management

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Minutes

Dr. Sebring said there has been some discussion about designating one day of the week next year for a late start time as an alternative to the early dismissal time on Wednesdays to facilitate regular professional development sessions. She added that the proposed calendar only fixes dates, not start and dismissal times.

Ms. Caldwell-Johnson noted that the proposed calendar continues this year's separate dates for elementary and secondary spring conferences.

Ms. Link said she thinks many in the community are not yet aware of the separate conference dates established for February and March of 2012.

Ms. Boesen said the separate dates better enable families with students at both levels to attend all of their children's conferences.

Ms. Link noted that winter break doesn't begin until Christmas Eve and wondered if it was shortened to allow for an earlier pre-June end date.

Mr. Mikesch, the district's Executive Director of Human Resources and the Chair of the Calendar Advisory Committee, said the district is planning to survey parents as to their preferences for the slotting of professional development during the school week. He said some neighboring districts have switched from an early dismissal day to a late start day. Essentially, he said, the proposed calendar mirrors the 2011/12 calendar. A specific proposal for the professional development piece is expected to come before the Board in February, 2012.

Ms. Boesen said she has heard from families who would prefer early dismissals on Fridays to accommodate their weekend plans.

Dr. Sebring said that often leads to students missing entire days who would be in school if the shortened day were Wednesday.

Mr. Mikesch expressed the concern that early dismissals on Friday might also lead to increased absenteeism among teachers.

Dr. Sebring said another consideration in designing the calendar is that DMPS typically starts after the state fair is over and holds commencement ceremonies over the Memorial Day weekend, traditions that may be complicated in the future

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because the renovation of Vets' Auditorium renders it unsuitable as a graduation venue. The use of Hy-Vee Hall a year ago was not well-received. The Knapp Center has limited availability. Seniors are required to attend a minimum of 175 days so a venue may have to be found that would be generally available during the first weekend in June.

Ms. Caldwell-Johnson asked about the participation of parent members on the Calendar Advisory Committee.

Mr. Mikesh characterized it as disappointing. He is considering assembling the group earlier in the year to allow more time to identify committed members.

Ms. Boesen speculated that the late afternoon meeting times were not convenient for working parents.

Mr. Murphy said that district employee groups are over-represented on the committee and agreed with Ms. Boesen that perhaps convenience for the parent members needs to be a higher priority in the future.

Mr. Mikesh clarified that the survey being developed is geared to solicit parents' preferences for **when** to schedule professional development, not **if** they want it to be scheduled at all.

There was a consensus to proceed on that basis.

Ms. Caldwell-Johnson suggested that looking beyond the 2012/13 calendar the Board may want this committee to broaden its scope and consider concepts including lengthened school days and school years as additional means of improving student achievement

Item No. 19**Page 1 of 3****Subject: DES MOINES TEACHERS' RETIREMENT SYSTEM PLAN AND TRUST AMENDMENT****For: READING OF DMTRS RESOLUTON/ACTION****Contact: Thomas Harper**
(harold.good@dmps.k12.ia.us /515-242-8321)**Attachments: None**

Issue: A reading of an amendment to the DES MOINES TEACHERS' RETIREMENT SYSTEM PLAN AND TRUST, as last restated and amended (the Plan), which has been approved by the Advisory Committee of the Plan (the Advisory Committee).

Superintendent's Recommendation: The superintendent recommends the Board submit the following resolution, as unanimously approved by the Advisory Committee, for reading, in accordance with the provisions of the Plan regarding an amendment to the Plan.

Presenters: None. Thomas Harper (Chief Financial Officer) and Roger Hudson (Plan Administrator) will be available for questions.

Background: Upon the submission of the restated Plan for a determination of the Plan's qualification, the Internal Revenue Service has requested that the definition of "compensation" under section 4.5(b) of the Plan, for Limitation Years beginning on or after July 1, 2007, payment of compensation made by the later of 2 ½ months after severance from employment or the end of the limitation year that includes the date of severance from employment are includible in compensation for the limitation year, if, absent a severance from employment, such payments would have been paid to the employee while the employee continued in employment with the district and are regular compensation for services during the employee's regular working hours, compensation for services outside the employee's regular working hours, commissions, bonuses or other similar compensation.

Resolutions: Accordingly, the superintendent recommends the approval of the following resolutions:

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BE IT RESOLVED that Section 4.5(b) of the Plan be amended by the addition of the following paragraph:

Further, for Limitation Years beginning on or after July 1, 2007, for purposes of applying the limitations of this Article, Section 415 Compensation for a

Plan Year shall also include compensation paid by the later of 2 1/2 months after a Participant's severance from employment with the Employer or the end of the Limitation Year that includes the date of the Participant's severance from employment with the Employer, if the payment is regular compensation for services during the Participant's regular working hours, or compensation for services outside the Participant's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, and, absent a severance from employment, the payments would have been paid to the Participant while the Participant continued in employment with the Employer. Any payments not described above shall not be considered Section 415 Compensation if paid after severance from employment, even if they are paid by the later of 2 1/2 months after the date of severance from employment or the end of the Limitation Year that includes the date of severance from employment.

BE IT FURTHER RESOLVED that, except as amended hereby, the Plan shall remain in full force and effect and that the form and content of the Plan, the provisions of which are incorporated herein by reference, be and the same hereby are in all respects authorized, approved, and confirmed; that the Superintendent of the District is hereby authorized and directed to execute and deliver the Plan for and on behalf of the District in substantially the form and content presented to the Board; and that, upon execution and delivery of the Plan, the Superintendent is authorized and directed to do all such acts and things and to execute all such documents as may be necessary to carry out and comply with the provisions of the Plan as executed.

BE IT FURTHER RESOLVED that the Superintendent is further authorized and directed to instruct counsel to submit the Plan, as amended, in restated form and other necessary information and documentation to the Internal Revenue Service, requesting a determination that the Plan is qualified under applicable provisions of the Internal Revenue Code of 1986, as amended, and to complete such other actions on behalf of the district as shall be considered necessary or advisable for the qualification of the Plan.

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Minutes

Ms. Link moved adoption of the resolution; second by Boesen.

Mr. Harper, the district's Chief Financial Officer, clarified for the Board that the proposed amendment to the plan is strictly for purposes of achieving technical compliance with new IRS regulations and will not materially affect the holdings of any participant in the plan.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney

Nay: None

The motion carried, 7-0.

Item No. 20**Page 1 of 1****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.1-
TREATMENT OF STUDENTS/PUBLIC/VOLUNTEERS — PART II****For: ACTION****Contact: Nancy Sebring/Bryce Amos****Attachments: None**

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

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

Superintendent's Recommendation: The superintendent recommends the Board take action on this portion (Treatment of Public/Volunteers) of the monitoring report for Management Limitation 2.1. The report was presented and discussed at the November 1, 2011 meeting.

Presenters: Dr. Nancy Sebring/Bryce Amos

Background: The report on ML 2.1- Treatment of Students/Public/Volunteers has been received and considered comprehensively in the past but the Board and the superintendent agreed to separate it into distinct elements this year.

Minutes

Ms. Boesen moved acceptance of the report; second by Sweeney.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Nay: None

The motion carried, 7-0.

Item No. 21**Page 1 of 4****Subject: MONITORING REPORT — STUDENT ACHIEVEMENT, PART I****For: INFORMATION/DISCUSSION****Contact: Dr. Nancy Sebring**

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

Attachments: 11-046

Issue: Board Governance Policy 3.4 — Monitoring Superintendent Performance includes a schedule that requires an annual monitoring report on Ends/Student Achievement.

Superintendent's Recommendation: The superintendent recommends the Board receive and discuss the first installment of the annual monitoring report on Ends/Student Achievement.

Presenters: Nancy Sebring/Tom Ahart

Background: The Board adopted Policy Governance on November 21, 2007.

Minutes

Ms. Caldwell-Johnson said she assumes that kids who enter the ELL program in elementary school and phase out of it by the time they enter high school can adequately speak and write English but she wonders how well they comprehend when they read it. She asked if the district has any way of tracking that distinction.

Dr. Sebring said the district tracks students even after they exit the ELL program to see how they do. Generally, kids who've spent a number of years in the program do well in assessments, provided they had some literacy skills in their native language when they entered ELL, which many Asian refugee students coming into the district in recent years did not.

Mr. Murphy said research makes clear that building literacy in multiple languages simultaneously is extremely difficult.

Mr. Ahart, the district's Associate Superintendent, said tutors fluent in dialects native to some of the Nepalese and Burmese refugees coming to the district in large numbers are scarce which further complicates the challenge with those ELL populations.

Ms. Boesen said the breakdown of student assessment data by ELL vs. non-ELL within demographic subgroups graphically illustrates a problem that is far greater in a district like DMPS, with an ELL population in excess of 5,000, than in other Iowa districts. She added it's not fair for legislation like No Child Left Behind (NCLB) to mandate progress

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across subgroups when school districts aren't sufficiently funded to deal with large ELL populations, to cite one of the challenges faced by large, diverse, urban districts.

Mr. Murphy observed that student achievement trends in the district are positive despite rising poverty, a significant influx of ELL populations and austere budgets; a combination of factors which might have resulted in regression. He said rising NCLB proficiency benchmarks fail to consider such predictors and funding isn't provided to combat them.

Mr. Ahart noted that several of the district's demographic subgroups consist of majorities that are ELL.

Mr. Sweeney asked how far back the district's comparative data on student achievement goes.

Dr. Sebring responded that there is data going back more than ten years but prior to NCLB, when districts weren't held to federally imposed benchmarks, students weren't always tested at their grade level. For instance, 5th graders sometimes took 4th grade tests to inflate results. She doesn't know to what extent that was a practice in DMPS but made the point that comparing older scores with current ones isn't always an apples-to-apples proposition.

Mr. Murphy asked if the 5,000 figure with regard to the district's ELL population refers only to students being formally served in that program.

Mr. Ahart confirmed that, adding that the actual number of students with some degree of a language barrier is substantially higher. He said there are some kids who come from homes where English isn't spoken but whose families have refused ELL services, for instance.

Mr. Murphy said that NCLB is set up such that people view student achievement data out of context. Consequently, it's misleading.

Dr. Sebring said that Senator Tom Harkin, while visiting the Downtown School recently, reported that legislation to reauthorize NCLB revises provisions that have served to penalize diverse districts where progress was being made but benchmarks weren't always being met. She reminded the Board that NCLB has required that every subgroup be proficient in order for a school as a whole to be so designated, regardless of mitigating circumstances.

Ms. Elsbernd asked for some clarification of the data regarding the district's Special Ed subgroup.

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Dr. Sebring said when she came to DMPS the state expressed concern about the rising level of the district's Special Ed population. Since then some new curricula and an assortment of intervention strategies have combined to limit early identification of kids as in need of Special Ed services and that segment as a percentage of the overall population has dropped slightly from 18% to 16.5% over the last five years.

Mr. Ahart said that in 2005 Iowa was one of five states designated by the federal government for a focused effort towards reversing a nationwide trend toward over-identification of Special Ed students. The desired level is about 12% although it tends to be higher in high-poverty districts like Des Moines.

Dr. Sebring also pointed out that since DMPS offers a more comprehensive menu of services and facilities for special needs kids, including schools like Ruby Van Meter and Smouse, than smaller districts are typically able to provide, the district is a magnet to some extent for such kids living anywhere in the surrounding area.

Ms. Elsbernd asked how eligibility to take the Iowa Alternate Assessment instead of the ITBS or ITED is determined.

Mr. Ahart and Dr. Sebring explained the state caps the number of students in a district who may take it at 2% of the overall population and Special Ed staff makes those judgments on a case-by-case basis. DMPS is below the 2% threshold, they said.

Ms. Caldwell-Johnson wondered why Heartland AEA districts were used in some cases as the basis for comparison since they are not comparable to DMPS demographically. She suggested data from member districts of the Council on Great City Schools (CGCS) would be better as measuring sticks.

Dr. Sebring responded that AEA data are available whereas data from other districts around the state aren't necessarily. She agreed that CGCS schools are potentially better assessment counterparts except that they don't all use the same tests that DMPS administers.

Ms. Caldwell-Johnson thought some of the highlights cited about narrowing of the achievement gap were too generic and asked if future segments of the student achievement report would be more quantified and specific.

Dr. Sebring said yes, they would, and reminded the Board that this portion of the report was purposely designed in alignment with NCLB formats and criteria since the district is held to its provisions and requirements. She said it's always difficult to strike the balance between too few and too many numbers in presenting these types of reports and assured the Board that specific requests for information may be received and answered at any point in the reporting cycle.

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Ms. Caldwell-Johnson asked if there were any correlation between the student achievement data and the data on student suspensions contained in a recent monitoring report.

Dr. Sebring said the degree of correlation is under in-depth analysis and will be presented to the Board at a future meeting.

Ms. Caldwell-Johnson suggested an overview presentation to the Board on the district's ELL program would be particularly helpful for the new Board members.

Mr. Sweeney asked how fluid the district is in terms of being able to react to data compiled in the student achievement reports.

Dr. Sebring said shifts are made from year to year in the ELL program based on assessment data although an attempt is made not to disrupt individual students too frequently in terms of the programming they receive, especially at the elementary level. By the time testing data is aggregated that year's students have moved on so there is some unavoidable lag between analysis of results and implementation of responses. She added that NCLB emphasizes the placement of highly qualified teachers in high poverty schools but since poverty is so widespread in DMPS as a district there hasn't been a need for a wholesale reassignment on that basis.

Mr. Murphy said the district should prioritize ELL endorsements every year when it's hiring new teachers.

Dr. Sebring said she has stressed to the state's public universities that they need to produce more graduates with ELL endorsements.

Item No. 22**Page 1 of 2****Subject: SCHOLASTIC MATH/READING INVENTORY (SMI/SRI)****For: ACTION****Contact: Tom Ahart**

(thomas.ahart@dmps.k12.ia.us; 242-7725)

Attachments: None

Issue: Proposal for math and reading intervention programming.**Superintendent's Recommendation:** The superintendent recommends the Board approve the purchase of math and reading intervention programming as proposed by Scholastic Inc.**Background:** The Scholastic Math Inventory (SMI) and the Scholastic Reading Inventory (SRI) are research-based, diagnostic software for grades 2-8. The proposal also provides for ongoing services with regard to implementation, professional development and technical support.**Expenses:** \$631,100**Funding Source:** School Improvement Grant**Presenter:** None. Tom Ahart will be available to answer questions.

Minutes

Mr. Murphy asked why the funding source is School Improvement Grant (SIG) money instead of the district's management fund as is customary with one-time curricular purchases.

Mr. Ahart explained the state had raised some concerns about the amount of carry-over funds from the SIG grants at Hoyt, Weeks and Edmunds. He was familiar with SMI/SRI and felt it was an effective assessment tool that would not be subject to the funding cliff that becomes a problem when grant funds are used to hire staff.

Ms. Caldwell-Johnson asked if this purchase represents all of the SIG carry-over.

Mr. Ahart said it covers approximately one third of the balance.

Ms. Boesen clarified the SMI/SRI will be employed at all of the district's elementary and middle schools.

Ms. Boesen moved approval of the purchase; second by Elsbernd.

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Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Nay: None

The motion carried, 7-0.

Item No. 23**Page 1 of 1****Subject: LEGISLATIVE PRIORITIES — 2012****For: DISCUSSION/ACTION****Contact: Phillip.Roeder@dmps.k12.ia.us**
(phillip.roeder@dmps.k12.ia.us;8153))**Attachments: 11-051**

Issue: The state legislature will convene in January and the governor has proposed a package of educational reforms. DMPS needs to consider the most effective means of representing its interests to lawmakers.

Background: The Board has previously considered advancing a legislative agenda that reflects the concerns not only of public schools generally but also those unique to large school districts.

Recommendation: The superintendent recommends the Board develop a list of positions on education issues it would like the Iowa General Assembly to address in the 2012 legislative session.

Minutes

There was a consensus to host area legislators at a breakfast or lunch on Friday, December 9 and create an opportunity to discuss with them the district's priorities going into the session. That event will be the day before Governor Branstad holds a town hall meeting in the district boardroom to discuss his proposals for education reform. Consensus also emerged to float some of the issues addressed in the agenda attachment with counterparts from other districts during the UEN conference on November 16/17 before formally adopting legislative priorities at the Board work session slated for November 29th.

Mr. Murphy said the event with local legislators makes sense as the time/place to present an agenda that is specific to DMPS and separate from the sorts of educational hot button issues that will comprise the UEN platform which will represent schools' interests more broadly.

Ms. Boesen speculated that some of the uniquely DMPS concerns might stand a better chance of passage if they are considered on their own merits rather than in the midst of the controversy that is likely to spring up around the UEN package generally.

Item No. 24**Page 1 of 2****Subject: BUDGET PARAMETERS — FY 2013****For: ACTION****Contact: Thomas Harper**

(thomas.harper@dmps.k12.ia.us; 242-8527)

Attachments: None

Issue: Fiscal Year 2013 (July 1, 2012 to June 30, 2013) budget parameters

Superintendent's Recommendation: The superintendent recommends the Board take action on the FY 2013 budget parameters, priorities and guiding principles they wish the administration, the Citizen's Budget Advisory Committee (CBAC) and the Employee's Budget Advisory Committee (EBAC) to follow during budget development.

- Maintain financial health; provide a balanced budget
- Seek input from the Citizen's Budget Advisory Committee (CBAC) and the Employee Budget Advisory Committee (EBAC) on budget issues
- Meet and stay within Board Management Limitations
- Support district Graduate Ends
- Limit increases in average class size
- Minimize reductions and eliminations of educational programming
- Focus on strategies to close the achievement gap

Background: The Board has indicated an interest in discussing and sharing budgetary parameters with the CBAC and the EBAC as it begins budget development. The Board's recommendations will guide administration, the CBAC and EBAC throughout the budgetary process.

The Board held a work session on November 1, 2011 regarding the FY 2013 budget in which parameters were presented and discussed.

Management Limitation 2.5 – Financial Planning/Budgeting states:

Financial planning for any fiscal year or the remaining part of any fiscal year may not deviate materially from the Board's Ends priorities, (or) risk financial jeopardy.

Accordingly, the Superintendent shall not present a budget that:

1. Falls below a 3% solvency ratio for the General Fund
2. Falls below a 10% unspent spending ratio for the General Fund.
3. Creates a situation or condition described as unacceptable in the "Financial Conditions and Activities."
4. Omits credible projections of revenues and expenses and disclosure of

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planning assumptions.

5. Plans the expenditure of more funds than are projected to be received in any fiscal year.
6. Provides less funding for Board activities during the year than is set forth in the Governance Budget.

Minutes

Mr. Howard recalled the Board had discussed amending the district's unspent spending authority threshold during an earlier discussion and wondered why that wasn't reflected in the list of budget parameters.

Ms. Caldwell-Johnson said the Board consensus had been to lower that figure only as a fallback strategy in the event of unexpectedly low state funding.

Ms. Link said it would be unwise to include that as a formal parameter at the front end of the budget development process because it would be factored into the work of the citizen and employee advisory committees when it should be held in reserve as a contingency measure.

Ms. Link moved approval of the budget parameters; second by Elsbernd.

Aye: Boesen, Caldwell-Johnson, Elsbernd, Howard, Link, Murphy, Sweeney
Nay: None

The motion carried, 7-0.