

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

**MINUTES
DECEMBER 13, 2011**

PUBLIC FORUM — 5:45 p.m.

The Board of Directors held a public forum on Tuesday, December 13, 2011, in the boardroom at 1800 Grand; Teree Caldwell-Johnson presiding.

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

Speakers: Jim Patch, 2803 Stanton

REGULAR MEETING — 6:00 p.m.

The Board of Directors met in regular session on Tuesday, December 13, 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 Boesen.

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

The motion carried, 7-0.

APPROVAL OF MINUTES OF NOVEMBER 15 AND NOVEMBER 29, 2011.

Mr. Howard moved approval of the minutes of November 15, and November 29, 2011; second by Link.

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 Lincoln HS girls' swimming coach, Brayton Weber, who recognized sophomore Brittany Purscell. Brittany was named to the All-State team after capturing Lincoln's first-ever state title at the Iowa Girls' High School Athletic Union State Swimming & Diving Meet in Marshalltown on November 5. She won the 100 meter breast

stroke with the sixth fastest time in Iowa history and set school records in that event and the 200 meter individual medley.

CONSENT ITEMS — 6:10 p.m.

7. Architect Payments ----- 1

8. Construction Payments ----- 3

9. Award of Contract on Bid ----- 7

10. Award of Bid No. 6411 — Central Campus Front Entry Renovations ----- 9

11. Purchase of Instructional Materials, Humanities — Psychology and Advanced Placement Psychology ----- 11

12. Personnel Recommendations ----- 13

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

Minutes

Ms. Elsbernd moved approval of the consent items including payment of bills previously authorized and certified by the secretary and reviewed by her as paid in the amount of \$4,622,708.81 and unpaid bills in the amount of \$4,247,249.18; second by Boesen.

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

The motion carried, 7-0.

PUBLIC HEARINGS — 6:15 p.m.

14. Masonry Repair — Callanan Middle School ----- 17

15. Complete Roof Replacement Project — Cowles Montessori ----- 19

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

17. Masonry Repair — Moulton Extended Learning Center ----- 23

OTHER — 6: p.m.

18. Exterior Wall Restoration — Central Campus ----- 25

19. Asbestos Abatement — McCombs Middle School ----- 27

20. FCC Narrowbanding Mandate ----- 29

21. ELL Program Update ----- 31

22. Monitoring Report ML 2.7; Compensation and Benefits ----- 35

23. Assessment Plan — 2011-12 ----- 37

24. School Calendar 2012-2013 ----- 41

REQUESTS FOR INFORMATION — 8:55 p.m.

Ms. Link suggested the Board include a review and discussion of the master calendar for monitoring reports on the next meeting agenda.

CHAIR'S REPORT — 9:00 p.m.

Ms. Caldwell-Johnson noted the pending resignation from the Board of Ms. Link and outlined a proposed process and timeline for appointing a replacement, including a Board subcommittee chaired by Mr. Murphy and otherwise comprised of Ms. Boesen, Mr. Howard and Ms. Elsbernd which will screen formally declared candidates and recommend finalists to the entire Board for interviews. She said the process will be posted on the district website and the Board would begin accepting letters of interest from candidates effective immediately until a deadline of January 10, 2012 with a goal of appointing someone to the seat no later than January 27, 2012. The process and timeline were adopted by consensus.

SUPERINTENDENT'S REPORT — 9:06 p.m.

NA

ADJOURN — 9:07 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 03 (SWP)	21%	\$240,000.00	\$28,512.00	\$21,408.00
<u>Gould Evans Goodman</u>				
Roosevelt High School Architect App 45 (LOSST)	96%	\$2,128,149.00	\$2,035,134.56	\$3,793.23
<u>OPN Architects</u>				
Hiatt Middle School Architect App. 3 (SWP)	20%	\$337,500.00	\$25,581.20	\$43,018.80
McCombs Middle School Architect App. 9 (SWP)	76%	\$364,100.00	\$267,779.20	\$7,439.60
Samuelson School Architect App. 1 (PPEL)	1%	\$12,200.00	\$0.00	\$89.45
<u>Baldwin White</u>				
Edmunds Elementary Architect App 10 (SWP)	22%	\$563,000.00	\$88,368.48	\$36,959.82

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Wells & Associates

Roosevelt Athletic Areas Architect App. 11 (Fundraising / LOSST)	95%	\$172,251.00	\$163,362.01	\$866.44
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Lovejoy Elementary Architect App. 2 (SWP)	25%	\$240,000.00	\$23,040.00	\$38,400.00
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TOTAL			\$151,975.34
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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. 31 Sealed Bid No. 5226-09	98%	\$18,029,415.00	\$17,713,573.67	\$ 3,686.38
Central Campus Ph. 2 (SWP) GC App 12 Sealed Bid No. B6220	90%	\$8,284,041.00	\$7,169,931.04	\$272,758.99
Roosevelt Athletic Area (LOSST) GC App 7 Sealed Bid No. B6311	95%	\$3,512,318.00	\$3,229,040.50	\$93,012.60
McCombs School Addition / Renovation (SWP) GC App 3 Sealed Bid No. B6379	23%	\$5,635,010.00	\$545,826.30	\$724,087.15
<u>Dean Snyder</u>				
North High School (SWP) - Addition GC App 15 Sealed Bid No. B6151	95%	\$7,609,357.00	\$7,091,311.10	\$102,093.65
North High School (SWP) - Elevator GC App 7 Sealed Bid No. B6309	95%	\$154,710.00	\$144,348.70	\$2,625.80

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North High School (SWP) - Kitchen GC App 6 Sealed Bid No. B6338	95%	\$313,235.00	\$294,945.55	\$2,627.70
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Concrete Technology

North Parking Lot (SWP) GC App. 3 Sealed Bid No. B6387	95%	\$183,480.00	\$152,247.95	\$22,058.05
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Waldinger Corp.

Roosevelt Auditorium (LOOST) GC App. 3 Sealed Bid No. B6388	87%	\$137,259.00	\$66,000.91	\$54,061.70
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REEP, Inc.

Meredith Middle (SWP) GC App 5 Sealed Bid No. B6312	86%	\$399,007.00	\$284,206.17	\$58,818.81
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Edge Commercial

CC Fire Sprinkler (LOSST) GC App 7 Sealed Bid No. B6310	80%	\$655,500.00	\$413,448.83	\$107,780.54
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PG Construction

CC Student Drop Off (SWP) GC App. 4 Sealed Bid No. B6361	94%	\$272,867.00	\$253,709.28	\$3,671.75
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Rochon Corp.

Merrill Middle School (SWP) GC App. 8 Sealed Bid No. B6294	95%	\$3,029,516.00	\$2,870,679.61	\$7,360.59
Cowles Montessori (SWP) GC App. 8 Sealed Bid No. B6289	95%	\$1,865,983.67	\$1,735,858.69	\$36,825.81

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Harding Middle School (SWP) GC App. 7 Sealed Bid No. B6321	90%	\$4,643,390.25	\$4,027,244.75	\$129,314.00
<u>Brocon Services LLC</u>				
Brody Middle School (SWP) GC App. 6 Sealed Bid No. B6266	95%	\$2,597,978.00	\$2,346,535.57	\$121,543.53
<u>Jensen Builders LTD</u>				
Woodlawn Education GC App. 6 (SWP) Sealed Bid No. B6347	90%	\$181,118.00	\$159,486.95	\$12,575.15
<u>Swanson Glass Inc.</u>				
Madison Elementary (SWP) RETAINAGE Sealed Bid No. B6025	100%	\$247,630.00	\$220,222.00	\$27,408.00
Park Elementary (SWP) RETAINAGE Sealed Bid No. B6026	100%	\$266,125.00	\$253,517.00	\$12,608.00
<u>Robinson Brothers</u>				
North High School (SWP) RETAINAGE Sealed Bid No. B6148	100%	\$170,515.55	\$161,988.82	\$8,525.73
<u>Midwest Fire</u>				
Brody Middle School (SWP) RETAINAGE Sealed Bid No. B6267	100%	\$149,784.00	\$142,294.80	\$7,489.20
<u>Edge Commercial</u>				
Hoover Meredith (SWP) GC App No. 14 Sealed Bid No. B6169	100%	\$2,864,703.00	\$2,713,604.70	\$7,863.15
		TOTAL	\$1,818,796.28	

Item No. 9**Page 1 of 1****Subject: AWARD OF CONTRACT ON BID****For: ACTION****Contact: Sandy Huisman**

(sandy.huisman@dmps.k12.ia.us; 242-7636)

Attachments: None

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

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

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

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

A. Bid 6423 Kitchen Equipment

Douglas Equipment

Bluefield, West Virginia

\$58,904.79

The suggested award is low bid meeting specifications.

Bids were examined by the purchasing department.

A complete tabulation of the bid is available.

50 bids were mailed; 20 bids were received.

Funding Source: Funds are provided in the Food and Nutrition account.

Item No. 10
Page 1 of 1
**Subject: AWARD OF BID NO. B6411 — CENTRAL CAMPUS
FRONT ENTRY RENOVATIONS**
For: ACTION
Contact: BILL GOOD

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

Attachments: None

Issue: Award of contract for the front entry renovations at Central Campus.

Superintendent's Recommendation: The superintendent recommends a contract for the base bid be awarded to the lowest responsive responsible bidder, Neumann Brothers Inc. in the amount of \$1,109,000.

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

Background: This project provides improvements to the north main entry/corridor, the entry/corridor south of the auditorium, and misc. other improvements in these areas. Funding is from the Statewide Penny (Students First Program)

Base Bid: The work includes all architectural, mechanical and electrical work associated with the project.

The district received bids on December 6, 2011. The results are as follows:

Bidder	Base Bid
Neumann Bros. Des Moines, IA	\$1,109,000
Edge Commercial Grimes, IA	\$1,140,000
Bergstrom Constr. Des Moines, IA	\$1,141,000
Brocon Constr. Services Johnston, IA	\$1,149,000
Larson& Larson Const. – DM, IA	\$1,180,000
Lang Constr. – WDM, IA	\$1,184,900
Rochon Corp – Urbandale, IA	\$1,210,000
Dean Snyder Constr. Ankeny, IA	\$1,340,000

Item No. 11**Page 1 of 1****Subject: PURCHASE OF INSTRUCTIONAL MATERIALS — HUMANITIES;
PSYCHOLOGY AND ADVANCED PLACEMENT PSYCHOLOGY****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 approved for adoption by the Board.

The materials are for the following course listed below:

- | | | |
|---------------------------------|----------------------------------|----------------------|
| • Psychology | | COST: \$35,203.00 |
| BFW Worth | <i>Thinking about Psychology</i> | Blair-Broeker, Ernst |
| • Advanced Placement Psychology | | COST: \$72,733.25 |
| BFW Worth | <i>Myers' Psychology for AP</i> | Myers |
| | TOTAL | \$107,936.25 |

Funding Source:

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

Publishers have guaranteed receipt of these materials by January 31, 2012.

Item No. 12
Page 1 of 1**Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Contact: Scott R. Mikesh****Attachments: None**

(scott.mikesh@dmps.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
Thering, Joseph	1	3	11/14/2011	\$38,761 prorated

BA from Luther College, Decorah, IA; Address/Des Moines, IA; Scavo/Band

ELECTIONS - SPECIAL EDUCATION

Name	Class	Step	Effective Date	Amount
Long, Andrew	1	6	11/18/2011	\$42,616 prorated

BA from Drake University, Des Moines, IA; Address/West Des Moines IA; Weeks/Multicategorical

RESIGNATION

Name	School, Position	Effective Date	Reason
Eckles, Chance	Harding/Science	11/15/2011	Personal
Long, Scott	Scavo/Band	11/15/2011	Personal

REGULAR RETIREMENT

Name	School	Position	Effective Date
Gibbons, Robert	North	Science	06/08/2012

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

Page 1 of 1

Subject: MASONRY REPAIR — CALLANAN MIDDLE SCHOOL

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD

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

Attachments: None

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

Superintendent's Recommendation: The superintendent recommends the Board approve the plans and specifications prepared for the repairs to the envelope of the masonry building.

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

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. Bids are due 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.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

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

Mr. Murphy moved approval of the plans and specifications; second by Boesen.

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

Nay: None

The motion carried, 7-0.

Item No. 15

Page 1 of 1

**Subject: COMPLETE ROOF REPLACEMENT PROJECT — COWLES
MONTESSORI SCHOOL**

For: PUBLIC HEARING/ACTION

Contact: Bill Good
(harold.good@dmps.k12.ia.us 515-242-8321)

Attachments: None

Issue: The approval of final plans and specifications for complete roof replacement.

Superintendent's Recommendation: The superintendent recommends the Board approve the final plans and specifications prepared for the roof replacement.

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

Background: To correct the moisture infiltration problems the roofing will be removed and replaced. 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 Ave.

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

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

Ms. Boesen moved approval of the plans and specifications; second by Sweeney.

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

The motion carried, 7-0.

Item No. 16

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Subject: PARTIAL ROOF REPLACEMENT — AMOS HIATT MIDDLE SCHOOL

For: PUBLIC HEARING/ACTION

Contact: Bill Good

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

Attachments: None

Issue: The approval of final plans and specifications for roofing the west end, second story portion of the building.

Superintendent's Recommendation: The superintendent recommends the Board approve the final plans and specifications prepared for the repairs to the roof at Amos Hiatt.

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

Background: To correct the moisture infiltration problems the roofing will be removed and replaced. 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.

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

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

Ms. Link moved approval of the plans and specifications; second by Boesen.

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

The motion carried, 7-0.

Item No. 17

Page 1 of 1

Subject: MASONRY REPAIR — MOULTON EXTENDED LEARNING CENTER

For: PUBLIC HEARING/ACTION

Contact: BILL GOOD

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

Attachments: None

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

Superintendent's Recommendation: The superintendent recommends the Board approve the plans and specifications prepared for the repairs to the envelope of the masonry building.

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

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. Bids are due 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.

Funding Source: Physical Plant and Equipment Levy (PEEL)

Minutes

Ms. Caldwell-Johnson opened the public hearing.

Speaker: Jim Patch; 2803 Stanton.

Mr. Patch wondered why masonry repair was necessary at a school so recently renovated.

Mr. Bill Good, the district's Chief Operations Officer, explained that the renovations referred to by Mr. Patch did not include exterior tuck pointing in the areas covered by this proposal.

There being no further speakers, Ms. Caldwell-Johnson closed the hearing and asked Dr. Sebring to introduce the matter.

Mr. Murphy moved approval of the plans and specifications; second by Sweeney.

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

Nay: None

The motion carried, 7-0.

Item No. 18

Page 1 of 1

Subject: EXTERIOR WALL RESTORATION — CENTRAL CAMPUS

For: INFORMATION

Contact: Bill Good

(harold.good@dmps.k12.ia.us 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 January 3, 2012 Board Meeting. Bids are due on January 19, 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.

Funding Source: Physical Plant and Equipment Levy

Minutes

Mr. Howard asked which exterior wall is being restored.

Mr. Good said the work will be in multiple areas but primarily on the building's front facade.

Item No. 19

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Subject: ASBESTOS ABATEMENT — MC COMBS MIDDLE SCHOOL

For: INFORMATION

Contact: Bill Good

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

Attachments: None

Issue: Due to construction activities asbestos containing materials need to be removed.

Background: Asbestos containing materials will be removed as part of the renovation of McCombs. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. A public hearing will be advertised and conducted at the January 3, 2012 Board meeting. Bids are due on January 20, 2012. Facility management will seek Board approval of the lowest responsive, responsible bid at the February 2, 2012 Board meeting.

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

Funding source: Statewide Penny (Students First)

Minutes

The Board received this proposal without discussion.

Item No. 20**Page 1 of 2****Subject: FCC NARROWBANDING MANDATE****For: DISCUSSION/ACTION****Contact: Todd Liston/Dan Warren****Attachments:****None**(todd.liston@dmps.k12.ia.us; 242-7832/dan.warren@dmps.k12.ia.us; 242-8192)

Superintendent's Recommendation: The superintendent recommends approval of the purchase of the equipment described below.

Background: The FCC has a Narrowbanding mandate (DA 09-2589) for all users of radio communication. Similar to the recent change in television broadcasting, the district must change from an analog to digital radio system by purchasing digital radios for all district school buses and school buildings. We plan to do this in a two-phase approach beginning with the purchase of digital Motorola radios for Security and the Transportation Department.

We plan to take advantage of a \$100 per bus radio trade-in credit that is available until December 30, 2011, which will save the District \$13,600. Beginning January 1, 2013, the FCC fine for the district using old analog radios would be \$80,000 per day.

We are taking advantage of the State of Iowa Master Contract No. 005 3807-10 through Electronic Engineering in Des Moines to purchase these radios.

Cost: \$93,836.00

Funding Source: Funds are provided in the E-rate.

Minutes

Mr. Howard asked if this change would render communication towers unnecessary.

Mr. Good said the switch to digital radios will still require the towers.

Ms. Boesen moved action be taken on the proposal; second by Link.

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

Nay: None

The motion carried, 7-0.

Ms. Boesen then moved approval for purchase of the equipment; second by Howard.

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

The motion carried, 7-0.

Item No. 21**Page 1 of 4****Subject: ELL PROGRAM UPDATE****For: INFORMATION/DISCUSSION****Contact: Vinh Nguyen**

(vinh.nguyen@dmps.k12.ia.us; 242-7853)

Attachments: 11-054

Issue: Report on the ELL program enrollment and its academic achievement in the 2010-11 school year.

Background: The English Language Learner (ELL) program (formerly ESL) in Des Moines Public Schools has provided opportunities to learn how to speak, read and write English since the fall of 1975. The program was created in that year in response to the influx of refugees from Southeast Asia to the Des Moines area. It served approximately 275 students at the time. The refugee population from Southeast Asia peaked in the late 1980's at more than 900 students, but it began to decrease in the early 1990's because of the repatriation programs and the closing of many refugee camps in Southeast Asia.

In 1993, the ELL population increased once again with new refugee populations from Sudan and Bosnia in conjunction with a growing immigrant population from Central and South America. In the last few years, the program experienced another peak in the enrollment with other refugee language groups from Bhutan and Myanmar. Currently, the program serves more than 5,100 students and their families in the Des Moines area

Minutes

Mr. Murphy asked how many students besides the 5,100+ receiving services from the ELL program come from homes where English is not the primary language.

Mr. Nguyen estimated the overall total to be approximately 6,500 or roughly 20% of the district's total enrollment, explaining that it includes students who may already have completed the ELL program and others from non-English speaking homes whose parents have signed waivers and declined participation.

Ms. Boesen asked if the district is considering trying to expand ELL district-wide, at least at the elementary level, given the steadily growing numbers the program serves.

Mr. Tom Ahart, the district's Associate Superintendent, said ways are being explored to serve the ELL population at more buildings.

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Mr. Murphy reiterated his longstanding suggestion that the district hire as many teachers as possible whose credentials include ELL endorsements with a goal of placing staff so equipped in every school.

Ms. Caldwell-Johnson said she supports the notion of ELL services in every school as a means of minimizing the extent to which kids have to be bussed out of their neighborhoods in order to receive services. She asked how long it typically takes a student to achieve English proficiency and transition out of the program into the mainstream curriculum.

Mr. Nguyen said the norm is currently about six years. He said it has risen in recent years because the district has absorbed so many kids who were actually born in refugee camps and come here with no formal education background whatsoever. They are functionally illiterate even in their native tongues.

Mr. Murphy said the ELL achievement data are misleading because the raw numbers don't reflect that the district's task has gotten increasingly difficult while the NCLB proficiency benchmarks have risen arbitrarily higher.

Mr. Ahart said the NCLB expectations are unrealistic because they do not take into account the circumstances under which most ELL students enter the district.

Mr. Howard asked what would be more realistic in terms of proficiency benchmarks for ELL students.

Mr. Ahart said it makes no sense to measure an ELL 5th grader who's been in this country for one year by the same standard as English-speaking 5th graders who've been here all of their lives. He feels ELL students should be measured as they progress along the six-year timeline rather than by grade level.

Ms. Caldwell-Johnson asked if ELL students who are literate in their native tongue progress faster in the program than those who are not.

Mr. Ahart said literacy in the primary language is the most critical tool in teaching ELL kids because it enables transference of skills already acquired to English as the second language.

Mr. Nguyen commented that the district cannot even find outreach workers in the community who speak some of the native languages that refugee kids bring into the district, further hampering efforts to build skills in the first language as a bridge to English.

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Mr. Murphy said that socioeconomic status in the homeland is just as key a predictor of academic success for immigrant children as it is for native English speakers born in America.

Ms. Link asked if the district knows how many ELL students also have diagnosable learning disabilities or other characteristics which would classify them as Special Ed irrespective of their language barriers.

Mr. Nguyen said that data is maintained and is available upon request by the Board.

Mr. Howard asked if an effort is made to bolster the situations at home for ELL students in addition to the services they receive at school.

Mr. Nguyen said there is a family literacy initiative that takes place on Saturdays at three sites around the district which also includes a substantial cultural immersion component.

Mr. Murphy commented that the state used to set ELL program objectives in consultation with the service providers but now seems to impose them arbitrarily and unilaterally.

Mr. Nguyen said the state is slow to respond to trends in the ELL population and that whatever the state mandates impacts Des Moines most directly because nearly a quarter of Iowa's ELL students are enrolled in this district.

Dr. Sebring asked how many staff serve the ELL cohort at Hoover which has nearly 200 students enrolled in the program.

Mr. Nguyen said there are 2.5 teachers serving the ELL population at Hoover plus two additional bilingual support staff.

Dr. Sebring pointed out that Mr. Nguyen leads a program that serves more students than all but 15 of Iowa's 350+ school districts and does so with insufficient funding, especially in light of the unrealistic mandates that are imposed at both the state and federal levels.

Ms. Caldwell-Johnson cited the fact the state provides a per pupil funding weight of .22 per ELL student, but only for four years in a program requiring six to achieve proficiency as something that needs to be emphasized with the state legislature.

Ms. Boesen agreed the state needs to provide additional funding for ELL support, noting that United Way had managed to fund two additional positions in the ELL program for the 2011/12 school year.

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Mr. Howard suggested the legislature may become more attentive as the ELL population begins to secondarily migrate to rural Iowa.

Mr. Ahart said ELL populations outside of Des Moines tend to exist in isolated pockets centered on job opportunities for non-English speakers like packing plants.

Mr. Nguyen said he has informally aligned with his counterparts in other districts that have growing ELL populations in hopes of developing a stronger voice for raising awareness of the issue and the challenges it involves.

Mr. Sweeney asked if the Urban Education Network (UEN) in Iowa formally addresses the ELL issue in any way.

Dr. Sebring said the other UEN districts have not been as impacted by refugee populations as Des Moines has so they tend not to prioritize the issue to the degree that DMPS does.

Mr. Nguyen said when refugee populations come to Iowa now, 100% of them are resettled in Des Moines because other branch support offices around the state have been closed.

Mr. Murphy commended Mr. Nguyen for the dedication he brings to his job and for organizing what had been a bureaucratically chaotic department prior to his arrival. He said the ELL families enrich the Des Moines community and the school district gets penalized instead of credited for doing what he considers the most important job schools do anywhere – creating citizens.

Ms. Boesen joined in praising Mr. Nguyen's efforts under difficult circumstances.

Mr. Nguyen said as a former refugee himself he considers his position a dream job and thanked the Board for the opportunity to be of service.

Ms. Caldwell-Johnson suggested that future monitoring reports on student achievement include more data specific to the ELL program.

Item No. 22**Page 1 of 2****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.7:
COMPENSATION AND BENEFITS****For: DISCUSSION/ACTION****Contact: Scott R. Mikesch****Attachments: 11-053**

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

Issue: Board Governance Policy 3.4: Monitoring Superintendent Performance includes a schedule that requires an annual monitoring report on Management Limitation 2.7: Compensation and Benefits.

Superintendent's Recommendation: The superintendent recommends the Board receive, discuss, and take action on the annual monitoring report for Management Limitation 2.7: Compensation and Benefits.

Background: The Board adopted Policy Governance on November 21, 2007 which included a schedule of monitoring reports. The Management Limitation 2.7: Compensation and Benefits Monitoring Report is included as Attachment 11-053. This report covers FY2011 which runs from July 1, 2010 to June 30, 2011.

Minutes

Mr. Sweeney said it's unclear to him what constitutes compliance on the part of the superintendent in certain areas addressed by this particular monitoring report.

Dr. Sebring responded that in the area of compensation and benefits the district strives to be competitive but reasonable, especially given the severe budget constraints of recent years.

Mr. Mikesch noted that when both compensation and benefits are considered some of the apparent gaps between DMPS and comparable districts on the basis of salary tracks alone either narrow or are reversed because the district is one of the few that still pays 100% of employees' health insurance premiums. Also, he said, when rates of increase in total settlement packages in collectively bargained contracts are examined in addition to wage scales DMPS stacks up favorably with other districts.

Mr. Murphy commented that the employee groups the district negotiates with have made health care benefits a priority knowing they come at a tradeoff in terms of salaries.

Mr. Howard suggested this report should include figures for district administrators in the future as well as teachers and support staff.

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Dr. Sebring said those figures were not included because administrators do not constitute a collective bargaining unit but they certainly can be if that is the Board consensus.

Ms. Boesen said the ongoing challenge with this monitoring report is the occasional difficulty in obtaining apples-to-apples data as a basis for comparison and assessment.

Ms. Elsbernd commented she is glad to see that the district plans to continue with the KEYS Survey and expand it to other employee groups besides just teachers.

Mr. Murphy suggested that as the Board embarks upon its review and reconsideration of the district's End Statements it should reassess its Management Limitations accordingly. He said it may make sense to adjust what the superintendent cannot do if there are going to be adjustments in what's expected of her.

Ms. Boesen said it's generally better for the Board to be creative and proactive than always reacting to imposed mandates.

Mr. Murphy moved acceptance of the report; second by Link.

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

The motion carried, 7-0.

Item No. 23**Page 1 of 3****Subject: ASSESSMENT PLAN; 2011-12****For: INFORMATION****Contact: Tom Ahart**

(thomas.ahart@dmps.k12.ia.us; 242-7536)

Attachments: 11-055

Issue: The district's comprehensive plan for assessment of students at all levels.

Background: The Board has requested a presentation outlining all instruments used for benchmarking students, the authority mandating them and the schedules according to which they are administered.

Presenters: Tom Ahart, Holly Crandell, David Johns, Carlyn Cox

Minutes

Ms. Link asked why results of the NAEP tests aren't shared with the students who take them.

Mr. Ahart said NAEP results aren't even shared at the district level which he characterized as poor assessment practice.

Mr. Murphy said when he was a teacher he withheld his students from participation in the NAEP exams on the grounds that they needed to be taught more than they needed to be tested. He said he believes parents still have the right to opt out of the NAEP and Mr. Ahart confirmed they do have that option.

Ms. Boesen asked how long the District Unit Assessments (DUA) have been in use district-wide.

Mr. Ahart said since last year, although the schedules have been tweaked some based on content area this year. A year ago all of them were administered in six-week cycles.

Ms. Elsbernd wondered what happens in the event of poor results on unit assessments. Does the teacher forge ahead with the curriculum or pause to refocus on the material covered by that assessment?

Mr. Ahart said the assessments are administered with some time still left in a unit of study. Students who demonstrate mastery can begin to move ahead but there is still time for students who need them to receive interventions.

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Mr. Johns, a School Improvement Leader at Meredith MS and the district's International Baccalaureate Coordinator, said the concepts covered by the unit assessments are considered foundational and as such must be understood before students can effectively proceed in the curricula.

Ms. Elsbernd asked for some clarification as to how feedback on the unit assessments is collected and treated.

Ms. Cox, the district's Elementary Literacy Coordinator who last year oversaw the implementation of Data Director software district-wide, said that professional development time is set aside on Wednesday afternoons to solicit feedback from teachers on the unit assessments which is compiled and reviewed for trends. Assessments will be revised annually based on the feedback gathered throughout each school year.

Mr. Murphy recalled when the DUA's were first implemented he heard a lot of talk about the distinction between testing of students and assessing of curricula. He said he hopes the emphasis will remain on determining what works best rather than who does best. He is concerned that teachers still feel like they're constantly testing kids.

Mr. Ahart acknowledged there is still work to be done in terms of teachers getting comfortable with the means and purposes of the DUA's, but much progress has been made since they were implemented last year. He said already there are teachers who eagerly await the results of DUA's as verification that their methods are working.

Ms. Cox said the key is aligning the assessments as closely as possible with the standards of the Iowa Core which teachers are teaching toward. The better aligned they become, she said, the more useful they will be.

Dr. Sebring said the proliferation of both testing and assessment is a consequence of a movement begun in the 1990's toward standards-based education. She said the bell curve distribution of student achievement is no longer the model. In its place is the objective that all kids will learn and achieve at a proficient level. Iowa, she noted, was the only state that did not adopt standards at that time, opting instead to leave that question up to individual school districts. When No Child Left Behind (NCLB) became law a decade ago it mandated the sort of standardized testing that practitioners in other states had grown used to during the preceding several years. She said the DUA's are a better instrument used for better purposes than the standardized testing at the core of NCLB but, in any case, longtime Iowa teachers have been playing instructional catch-up through no fault of their own since passage of NCLB. She stressed that DUA's are used neither to evaluate teachers nor to punish particular schools. They are for the sole purpose of monitoring progress toward an increasingly rigorous set of standards that have been imposed from beyond the district level.

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Ms. Elsbernd voiced her concern that the DUA's are sometimes incorporated into students' actual grades.

Mr. Ahart said they are not be used for that purpose and any confusion on that point will be cleared up.

Item No. 24
Page 1 of 3**Subject: SCHOOL CALENDAR FOR 2012-2013****For: ACTION****Contact: Scott R. Mikesch**

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

Attachments: 11-049

(revised from 11/15/11)

Issue: The 2012-2013 Regular School Calendar.**Superintendent's Recommendation:** The superintendent recommends the Board approve 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 22, 2012 as the first day of school and leaves 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. Mikesch (Chair)	Executive Director, Human Resources Management

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Minutes

Mr. Murphy wondered if some of the obstacles to calendar development would be cleared by not letting seniors out earlier than underclassmen at the end of the year.

Dr. Sebring said the proposed 2012/13 calendar calls for seniors to attend classes up until the day before graduation but even so the timeline is tight because of the tradition of not starting school until after the state fair and the elimination of Vet's Auditorium as a commencement venue. Other suitable venues are not available after Memorial Day.

Ms. Boesen asked if some leeway could be achieved by starting school the Monday following the state fair instead of in the middle of that week.

Dr. Sebring said the proposed calendar moves the first day up from Thursday to Wednesday in the week following the fair but there is still some consensus to allow teachers a couple of days to prepare their classrooms and to ease students back into school routines with a shortened first week.

Mr. Murphy, referring to the proposed calendar's provision that each school will have the autonomy to devise its own plan and schedule for parent/teacher conferences, suggested they also be allowed to consider doing away with them altogether since the district's Infinite Campus online system opens a much wider window for parents to monitor their kids' progress throughout the year. He said conferences can be as-needed instead of mandatory now.

Mr. Howard said maybe conferences can be phased out by first limiting them to a round in the fall semester and then gauging the reaction to that approach.

Ms. Caldwell-Johnson said feedback should be gathered on the different approaches to conferences next year so the Board can make an informed decision about whether or not to make permanent changes in the conference format.

Mr. Howard said not everybody has computer access and that has to be factored into consideration of any significant change in conferences.

Ms. Caldwell-Johnson said there may be a greater burden on teachers to engage in outreach to parents if the traditional format is scrapped.

Mr. Murphy said it may turn out that schools and teachers prefer to have the conference times and formats determined by the administration rather than add those tasks to everything they already have to plan.

Ms. Link said her sense is that lots of parents don't feel the traditional conferences are necessary.

Mr. Sweeney said he feels conferences are more critical at the elementary level than they are in the upper grades.

Dr. Sebring said she thinks conferences are important at all levels but not necessarily effective. She thinks there may be better ways of approaching them in the secondary grades than having parents jockey for brief audiences with several teachers, all on the same date. She thinks each school community is unique and there should be thoughtful ways of tailoring the conference format to best suit the constituency.

Ms. Boesen moved approval of the proposed calendar; second by Howard.

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

The motion carried, 7-0.