

**DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
AND WORK SESSION
MULTIPURPOSE ROOM
1800 GRAND AVENUE
MINUTES
DECEMBER 9, 2014**

PUBLIC FORUM—5:45-5:46 P.M.

1. Chair Elsbernd called the public forum to order on Tuesday, December 9, 2014.
2. Present: Barron, Boesen, Elsbernd, and Howard
Absent: Caldwell-Johnson, Cheatom and Sweeney

There were no speakers.

REGULAR MEETING—6:00 P.M.

3. Chair Elsbernd called the December 9, 2014, meeting of the Des Moines Public Schools Board of Directors to order.
4. Present: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard
Absent: Cheatom and Sweeney

APPROVAL OF AGENDA—6:01 P.M.

5. Ms. Caldwell-Johnson moved approval of the agenda; seconded by Mr. Howard.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

APPROVAL OF MINUTES — 6:00 P.M.

6. Minutes for the meeting of November 18, 2014, were moved for approval by Ms. Boesen; seconded by Mr. Barron.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

DISTRICT RECOGNITION—6:01 P.M.

Dr. Ahart stated the district is home to the 2015 Iowa Teacher of Year. Last Friday, Governor Branstad and Iowa Department of Education Director Brad Buck made the big announcement in front of several hundred Merrill Middle School students and staff that Clemencia Spizzirri has earned the state's top educator award. Ms. Spizzirri is a foreign language teacher and the ninth DMPS recipient of this award since it began in 1958. Ms. Spizzirri and Principal Alex Hanna were invited to make a few comments.

Mr. Hanna is very honored to have such an outstanding young lady representing the Des Moines Public Schools and Merrill Middle School as the Iowa Teacher of the Year. Mrs. Spizzirri has really helped the school on their IB journey and creating a foreign language program that is second to none and a model for the country. She is an outstanding educator.

Mrs. Spizzirri is very honored to be present tonight. She thinks of the award as a reflection of everyone and all the work we all do together. She hopes to share in her journey how IB and SRG highlight the Iowa standards and promote how meaningful learning and effective teaching are going on in our classrooms. She is very thankful for all the support she’s been receiving throughout her years in the district, especially from Mr. Hanna who works behind the scene to always support staff and encourage them to achieve greatness. There is a saying: If you surround yourself with great people, you achieve greatness—all of you are great people.

CONSENT ITEMS — 6:02 P.M.

7. Architect Payments	1
8. Construction Payments	3
9. Award of Contract on Bid	5
10. Contract for Approval	6
11. Award of Design—Walnut Street School, Renovate the Fifth Floor	7
12. Award of Bid No. B7071—Addition to Perkins Elementary School	8
13. Personnel Recommendations	9
14. List of Bills for Approval	10

Minutes

Ms. Boesen moved that the board approve the consent items including bills previously authorized and certified by the secretary and approved for payment by the board chair in the amount of \$4,113,238.19 and unpaid bills in the amount of \$3,155,730.10; seconded by Mr. Howard.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

PUBLIC HEARINGS—6:09 P.M.

15. Central Academy Roof Replacement.....	11
16. Hoover High School Masonry Restoration.....	12
17. North High School Masonry Restoration.....	13
18. Harding Middle School Partial Roof Replacement.....	14
19. Howe Elementary School Masonry Restoration	15
20. Mann Elementary School Full Roof Replacement	16
21. McKinley Elementary School Masonry Restoration	17
22. Public Hearing for Renovation of Smouse Opportunity School.....	18

OTHER — 6:15 P.M.

23. Comprehensive Annual Financial Report (CAFR) for the Fiscal Year Ended June 20, 2014	19
24. DMPS Affirmative Action Equal Employment Opportunity Plan	22
25. Dropout Prevention Maximum Funding and Tax Levy Rate	25

ITEMS OF PRIVILEGE — 6:58 P.M.

26. Chair’s Report — None

27. Superintendent’s Report

Dr. Ahart recognized a senior from Lincoln and Central Academy, Cole Rehbein, who organized a die-in at Central Academy on Monday. Also to recognize are Tim Schott, Matt Smith and Gary McClanahan for their support of Cole’s efforts. He organized about 50 students for a DMPS student response to recent experiences in Missouri, Cleveland and New York related to police treatment of African-American young men. He was very proud of the students and the leadership Cole demonstrated in exercising their personal freedoms of expressing, engaging in a societal issue that’s highly impactful even though these students weren’t impacted personally, and demonstrating they are global citizens.

In 2013, the legislature passed a bill requiring attendance center rankings of all public schools in the state. Employees from the Department of Education put together a draft plan with the intent of issuing the first rankings in January based on 2014 data. There will be three factors comprising the ranking: proficiency, growth factor, and a measure for closing the achievement gap—all based on Iowa Assessments. Two real examples were shared on how the state will be measuring the district in which the students make significant progress, yet hurt the district’s ranking.

When fully implemented, it is expected the state will have an on-line list of all schools according to this system, broken down by elementary, middle and high school levels. It will be discouraging for staff, students, and families to see school we believe are performing very well being ranked very low.

Subgroups will be lumped into one super subgroup which provides no useful way to determine how to improve since we cannot tell if it’s an ELL, special education, poverty issue, etc.

We are talking with the Department of Education on this.

Since this is the last board meeting of 2014, appreciation is given for the leadership of the school board and the outstanding work of the entire DMPS staff on behalf of our more than 32,000 students. It’s good work and it’s the right work.

Ms. Caldwell-Johnson requested an update on the oil rights and long-term plans on Smouse.

ADJOURN — 7:20 P.M.

WORK SESSION — 7:30 P.M.

Present: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Absent: Cheatom and Sweeney

The board held a work session and continued work on their self-evaluation.

Item No. 7**Page 1 of 2****Subject: ARCHITECT PAYMENTS****For: ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

(harold.good@dmschools.org; 242-8321)

Issue: Payment of architect/engineer invoices.**Superintendent's Recommendation:** The superintendent recommends that 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>Wells + associates</u>				
Van Meter Add. / Renovation Architect App. 3 (SWP)	48%	\$249,650.00	\$69,902.00	\$49,430.70
Moore Elementary School Architect App 9 (SWP)	69%	\$298,120.00	\$205,136.37	\$1,609.85
Findley Elementary School FINAL PAYMENT (SWP)	100%	\$253,686.00	\$241,628.00	\$12,058.00
<u>OPN Architects</u>				
Merrill Middle School Architect App. 19 (SWP)	95%	\$94,040.00	\$88,148.46	\$1,189.54
<u>Alvine Engineering</u>				
Lincoln RAILS Architect App. 13 (SWP)	94%	\$273,200.00	\$252,163.6	\$3,688.20
<u>RDG Planning and Design</u>				
Central Campus Phase 4 Architect App. 13 (SWP)	80%	\$463,175.00	\$359,771.18	\$7,018.26
Central Campus Phase 5 Architect App. 2 (SWP)	17%	\$180,201.00	\$19,822.22	\$9,911.11

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Angelo Architectural

Aviation Facility Architect App 5 (SWP)	69%	\$147,500.00	\$95,300.00	\$5,800.00
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Studio Melee

River Woods Addition Architect App. 8 (SWP)	80%	\$66,200.00	\$51,382.00	\$1,674.00
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Smouse School Renovation Architect App. 5 (SWP)	62%	\$179,000.00	\$82,340.00	\$28,998.00
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TOTAL				\$121,377.66
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 8
Page 1 of 2**Subject: CONSTRUCTION PAYMENTS****For: ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

(harold.good@dmschools.org; 242-8321)

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

<u>Contractor</u>	<u>Percent Paid</u>	<u>Estimated Fee</u>	<u>Previous Payments</u>	<u>Current Payment</u>
<u>Dean Snyder Construction</u>				
Lincoln RAILS Renovation (SWP) GC App. 12 Sealed Bid No. B6808	95%	\$6,840,116.00	\$6,492,101.45	\$6,008.75
<u>Koester Construction</u>				
Central Campus Phase 4 GC App. 8 (SWP) Sealed Bid No. B6948	91%	\$4,538,406.00	\$3,714,393.14	\$422,980.85
<u>Rochon Corporation</u>				
Casady Education Center RETAINAGE RELEASE (SWP) Sealed Bid No. B6776	99%	\$7,732,902.00	\$7,346,256.90	\$346,645.10
<u>DDVI Inc.</u>				
Merrill Middle School Addition (SWP) GC App. 9 Sealed Bid No. B6832	95%	\$1,504,253.00	\$1,351,152.99	\$75,444.78
<u>Edge Commercial</u>				
Central Campus Elevator GC App 3 (PEL) Sealed Bid No. B7015	69%	\$390,445.02	\$69,778.53	\$200,116.27

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AJ Allen Mechanical

North High GC App. 7 (SWP) Sealed Bid No. B6939	95%	\$3,043,698.00	\$2,867,536.05	\$22,077.05
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2323 Grand Avenue GC App. 1 SWP Sealed Bid No. B7070	2%	\$977,660.00	\$0.00	\$15,673.10
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Pro Commercial LLC

River Woods Addition GC App. 4 (SWP) Sealed Bid No. B7037	30%	\$1,276,100.00	\$280,919.47	\$97,729.86
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TOTAL				\$1,186,675.76
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 9**Page 1 of 1****Subject: AWARD OF CONTRACT ON BID****For: ACTION****Presentation: None****Contact: Dan Warren****Attachment: None**(danny.warren@dmschools.org/242-8192)

Issue: The approval to expend funds over the threshold amount requiring board approval.

Superintendent's Recommendation: The superintendent recommends the board approve the contract as shown below.

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

Background: Bid 6958 was issued March 2014 as a renewable contract for the installation of projectors at the district's elementary sites. The board approved the original expenditure at its April 15, 2014, meeting where primary and secondary awardees were selected. The contract was renewed on July 1, 2014, in anticipation of projector installations at additional building locations in fiscal year 2015. The Technology and Purchasing departments feel it is important to retain primary and secondary providers to install up to 1600 Epson BrightLink projectors at additional building locations. The Epson BrightLink 595Wi interactive projector will be used at all additional buildings district wide to enable teachers to integrate technology with their curriculum.

Sight & Sound St. Joseph, MO	1 item (Primary)	\$912,784.00
Berg Audio Carlisle, IA	Secondary	TBD

The contract renewal is available at the following link:

<http://www.dmschools.org/departments/operations/purchasing-central-stores/purchasing/current-contracts/>

Funding Source: Physical Plant & Equipment Levy (PPEL) and Statewide Penny

Item No. 10

Page 1 of 1

Subject: CONTRACT FOR APPROVAL

For: ACTION

Presentation: None

Contact: Various

Attachment: None

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

Contract No. 14-056

Project: 28E with Madrid Community School District

Background: An agreement for student/s to attend Central Campus and/or Central Academy is required.

Financial:

Revenues: Prorated portion of state aid per student who attends CC/CA

Expenses: n/a

Funding Source: n/a

Term: Beginning 2014-15 school year.

New or Renewal: New

Contact: Tim Schott

(timothy.schott@dmschools.org/242-7871)

Item No. 11

Page 1 of 1

Subject: AWARD OF DESIGN – WALNUT STREET SCHOOL,
RENOVATE THE FIFTH FLOOR

For: ACTION

Presentation: None

Contact: Bill Good

(harold.good@dmschools.org: 242-8321)

Attachment: None

Issue: Design for the renovation of the fifth floor at Walnut Street for the Walnut Street School.

Superintendent's Recommendation: The superintendent recommends that the board approve the contract with Angelo Architectural Associates for the design of the renovation of fifth floor of Walnut Street.

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

Background: The fifth floor of Walnut Street will be renovated for expansion of the Walnut Street School. Work will include modifications to Walnut Street building to allow additional educational use.

Angelo has submitted a design cost proposal in the amount of \$195,000 including the cost of their consultants' design work.

Funding: Statewide Penny (SWP)

Item No. 12

Page 1 of 1

Subject: AWARD OF BID NO. B7071—ADDITION TO PERKINS ELEMENTARY SCHOOL

For: ACTION

Presentation: None

Contact: Bill Good
(harold.good@dmschools.org: 242-8321)

Attachment: None

Issue: Award of contract for the addition project for Perkins Elementary School.

Superintendent's Recommendation: The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/responsible bidder Dean Snyder Construction in the amount of \$1,789,000.00.

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

Background: This project will add four classrooms to Perkins as well as additional student restrooms and staff offices.

The district received bids on November 25, 2014. The results are as follows:

Bidder	Base Bid
Ball Team - Urbandale, IA	\$1,800,000
Hanson Co. - Johnston, IA	\$1,879,000
Koester Constr. – Grimes, IA	\$1,881,000
Lang Constr. – WDM, IA	\$1,819,000
Larson & Larson – Urbandale, IA	\$1,805,900
Rochon Corp – Urbandale, IA	\$1,930,000
Dean Snyder Constr. – Ankeny, IA	\$1,789,000

Funding Source: Statewide Penny (Students First Program)

Item No. 13**Page 1 of 1****Subject: PERSONNEL RECOMMENDATIONS****For: ACTION****Presentation: None****Contact: Dr. Anne Sullivan****Attachment: None**(anne.sullivan@dmschools.org/242-7763)

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

ELECTIONS - GENERAL EDUCATION

Name	School, Position	Effective Date
Klotz, Emily	Harding, Vocal Music	11/17/2014

RESIGNATION

Name	School, Position	Effective Date
Hook, Susan	Roosevelt, Multicategorical	06/09/2015

Item No. 14

Page 1 of 1

Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

Presentation: None

Contact: Thomas Harper
(thomas.harper@dmschools.org/242-7745)

Attachment: None

Issue: A list of previously paid and unpaid bills will be reviewed by one of the directors prior to the meeting who may randomly or specifically select various entries for detailed review with Business and Finance staff. Such director will make a motion for action to be taken by the board at the meeting.

Item No. 15

Page 1 of 1

Subject: CENTRAL ACADEMY ROOF REPLACEMENT

For: PUBLIC HEARING/ACTION

Presentation: None

Contact: Bill Good

Attachment: None

(harold.good@dmschools.org; 242-8321)

Issue: The approval of final plans and specifications for partial roof replacement at Central Academy.

Superintendent's Recommendation: The superintendent recommends the board approve the final plans and specifications prepared for the replacement of the roofing materials following the public hearing.

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

Background: To correct the moisture infiltration problems roofing will be removed and replaced. Bids are due on January 8, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:09 p.m. With no speakers present, the public hearing was closed at 6:09 p.m.

Ms. Caldwell-Johnson moved approval of the plans and specifications; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 16**Page 1 of 1****Subject: HOOVER HIGH SCHOOL MASONRY RESTORATION****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Bill Good****Attachment: None**

(harold.good@dmschools.org; 242-8321)

Issue: Due to water leaks from masonry deterioration, the building is in need of exterior 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 following the public hearing.

Presenters: None. Bill Good will be available to answer any 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 22, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:10 p.m. With no speakers present, the public hearing was closed at 6:10 p.m.

Mr. Howard moved approval of the plans and specifications; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 17 Page 1 of 1

Subject: NORTH HIGH SCHOOL MASONRY RESTORATION

For: PUBLIC HEARING/ACTION

Presentation: None

Contact: Bill Good

Attachment: None

(harold.good@dmschools.org; 242-8321)

Issue: The exterior of North High School needs 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 following the public hearing.

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

Background: As per our annual schedule of masonry repairs, North is next for work. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. Bids are due January 22, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:10 p.m. With no speakers present, the public hearing was closed at 6:10 p.m.

Mr. Howard moved approval of the plans and specifications; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 18**Page 1 of 1****Subject: HARDING MIDDLE SCHOOL PARTIAL ROOF REPLACEMENT****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Bill Good****Attachment: None**(harold.good@dmschools.org; 242-8321)

Issue: The approval of final plans and specifications for partial roof replacement at Harding Middle School.

Superintendent's Recommendation: The superintendent recommends the board approve the final plans and specifications prepared for the replacement of the roofing materials following the public hearing.

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

Background: To correct the moisture infiltration problems, roofing will be removed and replaced. Bids are due on January 15, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:11 p.m. With no speakers present, the public hearing was closed at 6:11 p.m.

Ms. Caldwell-Johnson moved approval of the plans and specifications; seconded by Mr. Barron.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 19 **Page 1 of 1**

Subject: HOWE ELEMENTARY SCHOOL MASONRY RESTORATION

For: PUBLIC HEARING/ACTION **Presentation: None**

Contact: Bill Good **Attachment: None**
(harold.good@dmschools.org; 242-8321)

Issue: The exterior of Howe Elementary needs 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 following the public hearing.

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

Background: As per our annual schedule of masonry repairs, Howe is next for work. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. Bids are due January 15, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:11 p.m. With no speakers present, the public hearing was closed at 6:11 p.m.

Ms. Boesen moved approval of the plans and specifications; seconded by Ms. Caldwell-Johnson.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 20**Page 1 of 1****Subject: MANN ELEMENTARY SCHOOL FULL ROOF REPLACEMENT****For: PUBLIC HEARING/ACTION****Presentation: None****Contact: Bill Good****Attachment: None**(harold.good@dmschools.org; 242-8321)

Issue: The approval of final plans and specifications for full roof replacement at Mann Elementary School.

Superintendent's Recommendation: The superintendent recommends the board approve the final plans and specifications prepared for the replacement of the roofing materials following the public hearing.

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

Background: To correct the moisture infiltration problems, roofing will be removed and replaced. Bids are due on January 22, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the February 3, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:12 p.m. With no speakers present, the public hearing was closed at 6:12 p.m.

Ms. Boesen moved approval of the plans and specifications; seconded by Mr. Barron.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No.	21	Page 1 of 1
Subject:	MCKINLEY ELEMENTARY SCHOOL MASONRY RESTORATION	
For:	PUBLIC HEARING/ACTION	Presentation: None
Contact:	Bill Good (harold.good@dmschools.org ; 242-8321)	Attachment: None

Issue: The exterior of McKinley Elementary needs 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 following the public hearing.

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

Background: As per our annual schedule of masonry repairs, McKinley is next for work. Bids will be solicited as detailed in Chapter 26 of the Iowa Code. Bids are due January 8, 2015. Facility Services will seek board approval of the lowest responsive, responsible bid at the January 20, 2015, board meeting.

Plans are available at the Operations Center, 1917 Dean Ave.

Funding Source: Physical Plant and Equipment Levy (PPEL)

Minutes

The public hearing was called to order at 6:13 p.m. With no speakers present, the public hearing was closed at 6:13 p.m.

Ms. Caldwell-Johnson moved approval of the plans and specifications; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 22

Page 1 of 1

Subject: PUBLIC HEARING FOR RENOVATION OF SMOUSE OPPORTUNITY SCHOOL

For: PUBLIC HEARING/ACTION

Presentation: None

Contact: Bill Good
(harold.good@dmschools.org: 242-8321)

Attachment: None

Issue: Holding a public hearing to approve the plans and specifications prepared by Studio Melee for the renovation of Smouse Opportunity School. Publication of the public hearing was included in The Des Moines Register on November 29, 2014.

Superintendent's Recommendation: The superintendent recommends the board approve the plans for the renovation of Smouse following the public hearing.

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

Background: This project will renovate the existing Smouse building. Renovation will include a new mechanical system, a new fire sprinkler system, electrical upgrades and a new fire alarm system.

A copy of the plans and specifications is available for review at the district's Operations Center, 1917 Dean Avenue.

Funding: Smouse Funds and Statewide Penny (Students First Program)

Minutes

The public hearing was called to order at 6:14 p.m. With no speakers present, the public hearing was closed at 6:14 p.m.

Mr. Howard moved approval of the plans and specifications; seconded by Mr. Barron.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 23

Page 1 of 3

Subject: COMPREHENSIVE ANNUAL FINANCIAL REPORT (CAFR) FOR THE FISCAL YEAR ENDED JUNE 30, 2014

For: ACTION

Presentation: PowerPoint

Contact: Thomas Harper
(thomas.harper@dmschools.org/242-7745)

Attachment: 14-069 & 14-070

Issue: McGladrey and Pullen, LLP, have completed their audit of the financial statements of the district for the year ended June 30, 2014.

Superintendent’s Recommendation: The superintendent recommends the board discuss and accept the Audit Report from McGladrey LLP.

Presenters: Thomas Harper, Lori Fenton and Jaci Dammeier

Background: Board Governance Policy 3.4 – Monitoring Superintendent Performance states that the Board will acquire monitoring data by one or more of the three methods. One method is “by external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies.”

This external audit report done in accordance with generally accepted auditing standards provides data on certain aspects of the following Management Limitations:

- 2.0 General Executive Constraint
- 2.3 Financial Condition and Activities
- 2.4 Asset Protection
- 2.5 Financial Planning/Budgeting
- 2.7 Compensation and Benefits

The auditors conducted three audits, one on the financial statements, one on compliance matters and test of controls, and a “single audit” on federal dollars. In every audit, the district received an unqualified opinion, which is the best or highest opinion that can be rendered. An unqualified opinion means the auditors had no material reservations concerning the financial statements presented and no material concerns over standards and controls employed, and no material concerns over the accounting of federal funds. .

Financial statements – the auditors stated (page 2), “In our opinion, the financial statements referred to above present fairly, in all material aspects, the respective financial position, in accordance with accounting principles...”

Compliance matters and test of controls - The auditors made recommendations to remedy “certain immaterial instances of noncompliance”. However, the auditors stated

in their report (page 130) that “We did not identify any deficiencies in internal control over financial reporting that we consider to be material weaknesses...”

Single audit on federal dollars – the auditors stated (page 132) “In our opinion, the District complied, in all material respects, with the compliance requirements... that could have a direct and material effect on each of its major federal programs...”

Internal Control Over Compliance – Also stated in the auditors report (page 133) "we did not identify and deficiencies in internal control, that we consider to be material weaknesses"

Lastly, the audit report contains on pages xi and xii copies of the Certificates for Excellence in Financial Reporting that the district received during FY 2014 based on its FY 2013 Comprehensive Annual Financial Report (CAFR). This is the seventh year in a row that the district has received these Certificates of Excellence.

The Letter of Transmittal (pages iii – ix), as well as Management’s Discussion and Analysis (pages 3 – 15) provide summary information in an easy to read format.

The Superintendent is pleased to present this audit report to the board as evidence by external examination that the financial matters of the district are in good order with no significant deficiencies.

Minutes

Lori Fenton is the current chair of the Audit Committee and provided an overview of committee activities. One of their main activities is to work with the external auditor in conjunction with Mr. Harper and his staff. They have been very impressed by the work that’s been done by all. The timeline has been moved up which is to everyone’s benefit and a great improvement. The Internal Audit team presents a high level of professionalism and has expanded their scope to some critical areas. The other three members of the Audit Committee are Skeet Wootten, Greg Kopp and Brent Wilberts. There is one vacancy they hope to fill around the first of the year.

Jaci Dammeier of McGladrey and Pullen reviewed the results of the audit report which was reviewed in detail with the Audit Committee. An unmodified, or clean, audit opinion was issued on the financial statements, which is the highest level of assurance they can give. No changes to the planned procedures or difficulties were encountered. No new GASB statements were adopted. Management does use their judgment and estimates are part of the financial reporting process, listing the most significant in the package, with no changes to bring to your attention.

No audit adjustments were made to the financial statements from the trial balance that was presented at the onset of the audit. This is an excellent indicator that the financial statements being prepared by the management team throughout the year are complete and accurate.

Uncorrected misstatements are adjustments found that are not posted in the financial statements as deemed immaterial. In the Capital Projects Fund, there was an understatement of expenditures and liabilities of approximately \$55,000. The second item related to the aggregate remaining funds which was an overstatement of expenditures of approximately \$117,000. Both items related to invoices that were not posted in the right period with a net immaterial amount.

Revenue of all governmental funds was \$435 million, an increase of \$14 million. Property tax revenue, funding from Heartland AEA, rebates and refunds, and state sources including the state foundation aid all increased. Federal sources decreased approximately \$7.8 million. Expenses of all governmental funds increased \$13.3 million, primarily due to payroll benefits of salary increases averaging about 4% and 110 additional staff. Debt service increased only slightly. The district had two bond issuances: \$8.8 million in December and \$61.9 million in May, so expect the debt service to increase to around \$18 million next year. The 2014 recap of governmental funds revenue to expenditures shows higher expenditures than revenue; yet there was a \$57 million increase to the fund balance. Again, that was due to the \$71 million debt issuance.

The General Fund balance increased approximately \$2.5 million to \$76.5 million, with 60% of it unassigned.

The Enterprise Fund is primarily school nutrition and child care with a few smaller funds. Changes were mainly due to an increase of 270 students and a 3-8% increase in food prices.

For compliance reporting, an opinion was issued over internal control as well as an opinion on the single audit portion of the testing performed. Both received an unmodified (clean) opinion. Three major programs were tested with no items to bring to your attention—a very, very clean audit opinion for testing of three major programs.

Mr. Barron moved approval of the Certified Annual Financial Report; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 24**Page 1 of 3****Subject: DMPS AFFIRMATION ACTION/EQUAL EMPLOYMENT OPPORTUNITY PLAN****For: INFORMATION****Presentation: PowerPoint****Contact: Dr. Anne Sullivan****Attachment: 14-071 & 14-074**(anne.sullivan@dmschools.org/242-7763)

Issue: The Des Moines Public Schools affirmative action/equal employment opportunity plan.

Superintendent's Recommendation: The superintendent recommends the board approve the Des Moines Public Schools affirmative action/equal employment opportunity plan.

Presenters: Dr. Anne Sullivan and Isaiah McGee

Background: Federal regulations particularly advocate affirmative actions on behalf of racial and ethnic minority members, women, persons with disabilities, and veterans. This plan reaffirms the district's policies and responsibilities of compliance to those regulations supporting equitable opportunity and nondiscrimination. The intent of the district's equal employment opportunity policies is to make sound and appropriate board and administrative decisions that assure equal employment opportunities in the following: recruitment, promotions, selections, compensation and benefits, assignment and professional growth experiences. This affirmative action and equal employment opportunity plan requires action appropriate to overcome the effects of past and present practices, policies, or other barriers to equal employment opportunity. Specific attention is directed to recruitment, appointment, assignment, and advancement of personnel.

Minutes

Dr. Sullivan stated a two-year plan is being presented for board approval. The purpose and requirements of the plan will be discussed. The report will include both qualitative and quantitative goals, and implications for district practice.

Mr. McGee stated the document is required by law with the idea to look at things we should not be doing and looking at things to do in the affirmative for better recruiting, hiring and promotion of minorities.

The first of four sections covers the statements and resolution required by law. The second section goes over different board policies, other legislative and administrative guidelines that show the standards that give the authority for the state to require this.

The third section is the pertinent section and covers the relevant labor market and internal data used to create quantitative goals—not quotas, which would be illegal.

Multiple sources were used for collecting data that can be compared with district data as reflected in the report. An online application process is now used for hiring which provides additional tracking of applicants and hiring.

Six quantitative goals have been set. We're trying to increase our Hispanic and other minority employee numbers from 17% to 20% by June 30, 2016, which is about 118 people, both classified and certified staff. We want to look at our minority teaching population and increase that from 8.5% to 10%, about 44 teachers within the next two years. For administrators, we're trying to increase from 14.5% to 20%, about 9 over the course of two years. In classified staff, an obvious gender imbalance was identified, so the goal is to increase male staff from 23% to 25%, or 22 people.

The qualitative goals look at our recruiting practices and policies. We have to spend a lot of work, time and energy to make the recruiting pool bigger. More on this next month in the barriers to hiring minority teachers report.

Professional development includes training for supervisory staff on appropriate hiring practices and districtwide cultural proficiency training. The University of Iowa and Iowa State University have been a tremendous help in terms of providing some substantial support with these efforts.

Collective bargaining agreements have been reviewed and compared to the affirmative action and equity goals. Some things in terms of licensing, background checks, state and federal requirements may be hindering our affirmative action and necessitate lobbying and advocating changes. Reinstating the district's Equity Advisory Committee will be done later this year, providing a group of stakeholders representing all groups from across the district who can look at our practices, policies and data and report to the board and other groups.

A focus group will be conducted with our minority teachers and administrators. That information, along with other demographic data and other research, will be used to prepare a report in January on the barriers to recruiting, hiring and retaining minority teachers and administrators.

The state requires an affirmative action plan that is "alive." Goals in the plan identify where the district would like to be. There will not be any admonishment from state or federal entities for not meeting the numbers; rather the goals provide an internal marker. Part of the responsibility is training on and communication of those goals to supervisory staff and those in charge of hiring. Carol Richardson from the Department of Education will meet with staff in January to talk about the available hiring pool and provide more data.

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The skills, abilities and knowledge required for positions have been identified, allowing unbiased screening of applicants. The district works with ProAct for administrative hires. They conduct a national search and are helping to bring a more diverse candidate pool to Des Moines Public Schools. There are firms that do searches for teachers but most teacher applicants are not willing to relocate unless there is another factor involved. The barriers report next month will address some of these challenges. Multimonthly training that's in place has been very intensive with great feedback from the principals.

The plan was developed to be renewed in two years with quarterly updates.

Exit interviews began last year and information will be included in future reports.

The process for selecting candidate for the Equity Advisory Committee is being worked out, ensuring it reflects every community in the district. Board members are encouraged to share names.

While the district has had a plan in place to meet the legal requirement, the district was found to be in noncompliance in the last equity audit by the state.

Establishing baseline data took extensive work so energy can be shifted to strategies and improvement

Mr. Howard moved approval of the Affirmative Action, Equal Employment Opportunity Plan; seconded by Ms. Boesen.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion passed 5-0.

Item No. 25
Page 1 of 2**Subject: DROPOUT PREVENTION MAXIMUM FUNDING AND TAX LEVY RATE****For: ACTION****Presentation: None****Contact: Thomas Harper, Matt Smith**
(thomas.harper@dmschools.org/242-7745)**Attachment: 14-072**

Issue: The board must approve the preliminary FY 2016 maximum funding and tax levy rate for Dropout Prevention by December 15, 2014.

Superintendent's Recommendation: The superintendent recommends the board approve the maximum funding of \$10,421,825 and also maintain the current levy rate for FY 2016. The superintendent may recommend a change in the rate when the FY 2016 budget recommendations are made later in the fiscal year as has been done in the past.

Presenters: None

Background: Annually, the district submits a board-approved application to the Iowa Department of Education (DE) seeking DE School Budget Review Committee (SBRC) approval to use Dropout Prevention funding. The preliminary levy rate for FY 2016 is based on the maximum funding per state formula and must be approved by the board in order to accommodate the state filing deadline of December 15, 2014.

The state formula establishes the maximum amount that can be approved for the district by the Board of Directors for Dropout Prevention and is estimated at \$10,421,825 for FY 2016. The formula is based on the district enrollment x 5 percent x district cost per pupil. The Department of Education is assuming a 0% allowable growth (AG) for FY 2016. Thus, based on these estimates, the formula results in the following maximum funding level:

$$32,396.1 \times .05 \times \$6,434 \text{ [assumes 0\% AG]} = \$ 10,421,825$$

The current levy for FY 2015 generates \$10,427,326 and the rate is \$1.54947, representing the maximum FY 2015 Dropout Prevention funding and levy authorized by law, respectively. Although no increase is recommended at this time in the tax levy rate for FY 2016, increases or decreases in property valuation may result in some additional or reduced revenues for FY 2016. The amount generated by the levy is sufficient to accommodate current programming costs for FY 2015.

While the levy rate for FY 2016 must be approved before December, programming decisions for FY 2016 are best made later in the year when the allowable growth for FY 2016 is known, when property valuations are known, when other budget/staffing decisions are being made and when more is known about overall district needs and priorities for FY 2016. Therefore, it is possible that budget recommendations for FY 2016 will include a change to the Dropout Prevention maximum budget and associated tax rate.

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Minutes

This will not result in an increase to property taxes.

Ms. Caldwell-Johnson commented that it would be helpful to have specific dollar figures identified with each of the programs on the attachment.

Ms. Boesen moved approval of the Dropout Prevention Maximum Funding Tax Levy Rate; seconded by Mr. Barron.

Aye: Barron, Boesen, Caldwell-Johnson, Elsbernd and Howard

Nay: None

Motion carried 5-0.