

DES MOINES PUBLIC SCHOOLS
REGULAR SCHOOL BOARD MEETING
1800 GRAND BOARDROOM
TENTATIVE AGENDA
JANUARY 22, 2013


APPROX. TIME	ITEM	POLICY REF.	STATUS
5:45 p.m.	Public Forum 1. Call to Order 2. Roll Call		
6:00 p.m.	Regular Meeting 3. Call to Order 4. Roll Call 5. Approval of Agenda 6. Approval of Minutes —January 8, 2013, and January 10, 2013	ML 2.8	Action
6:03 p.m.	District Recognitions		
6:25 p.m.	Consent Items 7. Architect Payments 8. Construction Payments 9. Award of Contract(s) on Bid 10. Award of Quote No. Q6662–Asbestos Abatement at Jefferson Elementary School 11. Award of Bid No. B6641–Addition and Renovation of Jefferson Elementary School 12. Award of Bid No. B6561–Merrill Middle School Roof Replacement 13. Award of Bid No. B6564–Park Avenue Elementary School Masonry Restoration 14. Award of Bid No. B6562–Walnut Street School Roof Replacement 15. Award of Bid No. B6565–Walnut Street School Masonry Restoration 16. Final Acceptance of Bid No. B6512–ADA Improvements and Office Relocation for Smouse School 17. Iowa Health Systems Contract 18. Amendments to the Des Moines Teachers Retirement System Plan and Trust 19. Purchase of Differentiated Literacy Solution Software License Packages– Grades 9-12 Literacy 20. Personnel Recommendations 21. List of Bills for Approval	ML 2.8	Action

January 22, 2013

6:27 p.m.	Public Hearings 22. Pleasant Hill Elementary Asbestos Abatement 23. Kurtz Building Elevator Addition	ML 2.8	Action
6:30 p.m.	Other 24. Des Moines Independent Community School District Unused Sick Leave and Early Retirement Benefits Plan	ML 2.7	Action
6:35 p.m.	25. Proposal to Close Gateway Secondary School	ML 2.4	Info/Disc
8:15 p.m.	26. Time and Attendance Solution	ML 2.4	Disc/Action
8:45 p.m.	Items of Privilege Chair's Report Superintendent's Report	BD 3.1	
9:00 p.m.	Adjourn		

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are televised live on DMPS-TV; Mediacom Channels
85 and 97.3**

**For more information on agenda topics or to schedule an
opportunity to speak to the Board, call 242-7713.**

** Persons with disabilities who need information about
accessibility or who need sign or language interpreters, please
contact Sarah Taylor at 242-8162.
Individual hearing/listening assistance devices are available in the
boardroom at the Information Desk.**

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

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

Attachments: None**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>BCDM</u>				
Studebaker Elementary Architect App 16 (SWP)	95%	\$241,800.00	\$228,504.00	\$1,296.00
<u>OPN Architects</u>				
Hiatt Middle School Architect App. 16 (SWP)	93%	\$379,385.00	\$349,022.25	\$4,529.25
McCombs Middle School Architect App. 22 (SWP)	97%	\$364,100.00	\$350,200.00	\$3,475.00
Samuelson Elementary Architect App. 10 (PPEL)	96%	\$12,200.00	\$11,590.00	\$152.50
<u>Design Group</u>				
Edmunds Elementary Architect App 23 (SWP)	80%	\$566,500.00	\$446,139.06	\$10,621.00
Hoyt Middle School Architect App 6 (SWP)	55%	\$375,000.00	\$86,400.00	\$119,850.00
<u>Wells + associates</u>				
Findley Elementary Architect App. 6 (SWP)	69%	\$247,760.00	\$154,342.40	\$16,246.40
Jefferson Elementary Architect App. 6 (SWP)	68%	\$251,400.00	\$156,416.00	\$13,843.20

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RDG Planning & Design

Park Avenue Elementary Architect App. 4 (SWP)	46%	\$96,250.00	\$37,188.19	\$7,009.81
Park Avenue Elementary Architect App. 5 (SWP)	55%	\$96,250.00	\$44,198.00	\$8,644.21
Pleasant Hill Elementary Architect App. 5 (SWP)	42%	\$342,000.00	\$108,216.15	\$36,644.79
Pleasant Hill Elementary Architect App. 6 (SWP)	63%	\$342,000.00	\$144,860.94	\$70,599.06
Central Campus Phase 3 Architect App. 11 (SWP)	78%	\$312,741.00	\$237,600.13	\$7,126.74

TOTAL	\$300,037.96
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 8
Page 1 of 1**Subject: CONSTRUCTION PAYMENTS****For: ACTION****Contact: Bill Good**

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

Attachments: None**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 Due</u>
<u>Larson & Larson</u>				
Central Campus Ph 2 (SWP) RETAINAGE Sealed Bid No. B6220	100%	\$8,415,632.00	\$8,391,682.00	\$23,950.00
<u>Dean Snyder</u>				
Hiatt Middle School (SWP) - Renovation GC App. 10 Sealed Bid No. B6486	95%	\$6,671,680.00	\$6,138,714.75	\$219,297.15
<u>DDVI</u>				
Central Campus Phase 3 Renovation GC App. 6 (SWP) Sealed Bid No. B6499	80%	\$4,003,349.00	\$2,755,998.29	\$442,311.53
<u>Stahl</u>				
Edmunds GC App. 6 Sealed Bid No.	48%	\$10,452,532.00	\$3,795,554.60	\$1,240,923.06
<u>Edge</u>				
Brody Middle Addition (SWP) GC App. 9 Sealed Bid No.	95%	\$1,459,108.00	\$1,371,610.95	\$14,541.65

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Meredith Middle School Renovation (SWP) GC App. 8 Sealed Bid No. B6498	95%	\$5,564,213.00	\$5,282,233.70	\$3,768.65
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Prostruct

Smouse School (Smouse Funds) GC App. 7 Sealed Bid No. B6512	95%	\$985,164.00	\$928,177.55	\$7,728.25
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REEP Inc.

Kurtz Building Windows (SWP) GC App. 1 Sealed Bid No. B6586	3%	\$515,623.00.00	\$0.00	\$13,225.14
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TOTAL				\$1,965,745.43
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Presenters: None**Background:** None**Contact:** Bill Good

Item No. 9**Page 1 of 1****Subject: AWARD OF CONTRACT(S) ON BID****For: ACTION****Contact: Dan Warren**

(dan.warren@dmschools.org; 242-8192)

Attachments: None

Issue: Bids have been advertised, issued and received for the product listed below.

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

Background: The suggested bid award and detailed information for each bid is as shown below.

A. B6687 Tableau Software FY 13-14

A proposal was received to supply Tableau software for the district. Tableau is a business intelligence application that provides browser-based analytics. It's a rapid-fire alternative to the slow pace and rigidity of traditional business intelligence software.

Computer Information Concepts	3 items	\$ 71,820.00
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105 Bids were sent out, 1 bid was received, 2 no bids, and 102 did not respond. A complete tabulation of the bid is available: [B6687 Tableau Software](#)

Funding: Technology accounts

Contact: Dan Warren

Item No. 10
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**Subject: AWARD OF QUOTE NO. Q6662-ASBESTOS ABATEMENT
AT JEFFERSON ELEMENTARY SCHOOL**
For: ACTION
Contact: Bill Good

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

Attachments: None

Issue: Award of contract for the asbestos abatement project for Jefferson Elementary School.

Superintendent's Recommendation: The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/responsible bidder ESA Inc. in the amount of \$67,800.00.

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

Background: This project removes asbestos containing materials at Jefferson in advance of the scheduled renovation project.

The District received bids on January 15, 2013. The results are as follows:

	Base Bid
ECCO Midwest – Inver Grove Heights, MN	\$142,000
ESA Inc. – Omaha, NE	\$67,800
Iowa Illinois Taylor Insulation Davenport, IA	\$153,626
Seneca Companies – DM, IA	\$77,000

Funding Source: Statewide Penny (Students First Program)

Contact: Bill Good

Item No. 11
Page 1 of 1
Subject: AWARD OF BID NO. B6641–ADDITION AND RENOVATION OF JEFFERSON ELEMENTARY SCHOOL
For: ACTION
Contact: Bill Good

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

Attachments: None

Issue: Award of contract for the addition and renovation project for Jefferson Elementary School.

Superintendent's Recommendation: The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive/responsible bidder Cerebral Group LLC in the amount of \$5,200,000.

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

Background: This project consists of a classroom addition and renovation of the existing school to eliminate open classrooms. The work will enhance energy efficiency and safety/security measures. It will provide electrical upgrades including new lighting, a fire sprinkler system, upgraded technology, and improvements to the mechanical systems.

The district received bids on January 15, 2013. The results are as follows:

	Base Bid	Alternate 1	Alternate 2
Lang Construction – WDM, IA	\$5,550,000	\$29,100	-\$58,800
Rochon Corp – Urbandale, IA	\$5,454,000	\$21,000	-\$60,000
Larson & Larson Construction – DM, IA	\$5,434,000	\$33,000	\$0
Cerebral Group LLC – WDM, IA	\$5,200,000	\$22,500	\$74,800
Edge Commercial – Grimes, IA	\$5,475,000	\$20,700	-\$59,000
AP Samuels – Wausau, WI	\$5,813,750	\$30,000	\$70,000
Dean Snyder Construction – Ankeny, IA	\$5,451,000	\$37,300	\$0

Funding Source: Statewide Penny (Students First Program)

Contact: Bill Good

Item No. 12
Page 1 of 1**Subject: AWARD OF BID NO. B6561–MERRILL MIDDLE SCHOOL ROOF REPLACEMENT****For: ACTION****Contact: Bill Good**

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

Attachments: None**Issue:** Award of contract to remove and replace deteriorated roofing.**Superintendent's Recommendation:** The superintendent recommends the contract for the alternates 1 and 3 be awarded to the lowest responsive/responsible bidder Central States Roofing, Ames, Iowa, in the amount of \$415,000.**Presenters:** None. Bill Good will be present to answer any questions.**Background:** Plans and specifications were prepared by Angelo Architects and Facility Management. Work will begin on or before July 1, 2013. The project came before the board on December 11, 2012, for public hearing and action.

- **Base bid:** Remove deteriorated insulation and roofing. Replace with new insulation and Thermo Plastic Olefin (TPO) membrane.
- **Alternate No.1:** Add two inches of insulation to existing roof excludes auditorium, add new TPO membrane.
- **Alternate No.2:** Remove deteriorated insulation and roofing and replace with new insulation and TPO membrane on auditorium roof.
- **Alternate No.3:** Add two inches of insulation; add new TPO membrane on auditorium roof section.

The district received 5 bids on January 8, 2013. The results are as follows:

Bidder	Base Bid	Alter. No.1	Alter.No.2	Alter.No.3	Total with Alternates
Academy Roofing Des Moines, IA	\$576,100	No Bid	\$44,500	No Bid	\$620,600
Brockway Mechanical Des Moines, IA	\$521,722	No Bid	\$31,648	No Bid	\$553,370
Central States Roofing Ames, IA	No Bid	\$390,000	No Bid	\$25,000.00	\$415,000
Jim Giese Roofing Dubuque, IA	No bid	\$428,950	No Bid	\$25,923.00	\$454,873
R.L. Craft Company Denison. IA	No Bid	\$426,913	No bid	\$20,940.00	\$447,853

Funding Source: Physical plant and Equipment Levy

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**Subject: AWARD OF BID NO. B6564–PARK AVENUE ELEMENTARY SCHOOL
MASONRY RESTORATION**

For: ACTION

Contact: Bill Good

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

Attachments: None

Issue: Award of contract to repair exterior masonry deterioration for Park Avenue Elementary School.

Superintendent's Recommendation: The superintendent recommends the contract for the base bid and alternates 1, 2, 3 and 4 be awarded to the lowest responsive/responsible bidder Mid-Continental Restoration, Fort Scott, Kansas, in the amount of \$167,280,

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

Background: Plans and specifications were prepared by Angelo Architects and Facility Management. Work will begin on or before April 1, 2013. The project came before the board on December 11, 2012, for public hearing and action.

- **Base bid:** Remove deteriorated brick and mortar, replace with new on east and west elevations of 1971 building.
- **Alternate No. 1:** Remove deteriorated brick and mortar, replace with new on north and south elevations of 1913 building.
- **Alternate No. 2:** Remove deteriorated brick and mortar, replace with new on west and south elevations of 1948 building.
- **Alternate No. 3:** Install new metal parapet wall flashing.
- **Alternate No. 4:** Remove deteriorated brick and mortar, replace with new on chimney.

The district received 9 bids on January 15, 2013. The results are as follows:

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Bidder	Base Bid	Alter. No.1	Alter.No.2	Alter.No.3	Alter.No.4	Total with Alternates
BI State Masonry. Inc. Rock Island, IL	\$124,000	\$29,000	\$4,900	\$11,800	\$21,500	\$191,200
Building Restoration Roseville, MN	\$173,710	\$50,725	\$15,730	\$17,300	\$35,450	\$292,915
E & H Restoration Davenport, IA	\$197,480	\$67,544	\$11,869	\$14,902	\$40,874	\$332,669
Mid-Continental Restoration Fort Scott, KS	\$94,275	\$31,325	\$5,680	\$10,805	\$25,195	\$167,280
MTS Contracting Kansas City, MO	\$147,370	\$49,870	\$6,560	\$11,880	\$19,900	\$235,580
Renaissance Restoration Galena, IL	\$149,000	\$44,000	\$6,400	\$9,500	\$24,000	\$232,900
TNT Tuckpointing Stockton, IA	\$149,000	\$39,500	\$5,900	\$16,900	\$26,000	\$237,300
Williams Restoration Papillion, NE	\$187,856	\$54,125	\$7,760	\$12,100	\$37,676	\$299,517
RL Contractors Butler, IL	\$118,600	\$42,800	\$16,300	\$28,800	\$19,900	\$226,400

Funding Source: Physical Plant and Equipment Levy (PEEL)

Item No. 14
Page 1 of 1**Subject: AWARD OF BID NO. B6562–WALNUT STREET SCHOOL ROOF REPLACEMENT****For: ACTION****Contact: Bill Good**

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

Attachments: None

Issue: Award of contract to remove and replace deteriorated roofing at Walnut Street School.

Superintendent's Recommendation: The superintendent recommends the contract for the base bid only be awarded to the lowest responsive/responsible bidder Vis, Ltd., Marshalltown, Iowa, in the amount of \$197,000.

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

Background: Plans and specifications were prepared by Angelo Architects and Facility Management. Work will begin on or before July 1, 2013. The project came before the board on December 11, 2012, for public hearing and action.

- **Base bid:** Remove deteriorated roofing and replace with TPO (Thermoplastic Olefin) membrane.
- **Alternate No. 1:** Change from TPO membrane to PVC (Poly Vinyl Chloride) membrane.

The district received 4 bids on January 15, 2013. The results are as follows:

Bidder	Base Bid	Alter. # 1	Total with Alternates
Jim Giese Roofing Dubuque, IA	\$297,545	\$22,155	\$319,700
Central States Roofing Ames, IA	\$252,000	\$19,000	\$271,000
Vis, Ltd. Marshalltown, IA	\$197,000	\$14,000	\$211,000
R.L. Craft Company Denison, IA	\$210,826	\$7,084	\$217,910

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 15
Page 1 of 1**Subject: AWARD OF BID NO. B6563– WALNUT STREET SCHOOL MASONRY RESTORATION****For: ACTION****Contact: Bill Good**

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

Attachments: None

Issue: Award of contract to repair exterior masonry deterioration for Walnut Street School.

Superintendent's Recommendation: The superintendent recommends the contract for the base bid and alternates 1, 2 and 3 be awarded to the lowest responsive/responsible bidder RL Contractors, Butler, Illinois, in the amount of \$230,700.

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

Background: Plans and specifications were prepared by Angelo Architects and Facility Management. Work will begin on or before April 1, 2013. The project came before the Board on December 11, 2012, for public hearing and action.

- **Base bid:** Remove deteriorated brick, mortar and lintels, replace with new on South and West elevations.
- **Alternate No.1:** Remove deteriorated brick, mortar and lintels, replace with new on North elevation.
- **Alternate No.2:** Remove deteriorated brick, mortar and lintels, replace with new on East elevation.
- **Alternate No. 3:** Remove deteriorated brick and mortar, replace with new on Penthouse.

The district received 7 bids on January 8, 2013. The results are as follows:

Bidder	Base Bid	Alter. No.1	Alter. No.2	Alter. No.3	Total with Alternates
BI State Masonry Inc.-Rock Island, IL	\$214,000	\$107,000	\$86,000	\$15,000	\$422,000
Building Restoration - Roseville, MN	\$234,105	\$96,270	\$73,420	\$25,505	\$429,300
Mid-Continental Restoration-Fort Scott, KS	\$191,575	\$70,905	\$64,040	\$11,600	\$338,120
Renaissance Restoration-Galena, IL	\$343,000	\$139,000	\$123,000	\$26,000	\$631,000
E&H Restoration-Davenport, IA	\$193,312	\$87,590	\$72,617	\$19,689	\$373,208
RL Contractor-Butler, IL	\$72,900	\$71,600	\$66,800	\$19,400	\$230,700
MTS Contracting-Kansas City, MO	\$212,000	\$86,900	\$81,800	\$8,600	\$489,300

Funding Source: Physical Plant and Equipment Levy (PPEL)

Item No. 16

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Subject: FINAL ACCEPTANCE OF BID NO. B6512--ADA IMPROVEMENTS AND OFFICE RELOCATION FOR SMOUSE SCHOOL

For: ACTION

Contact: Bill Good

(harold.good@dmschools.org; 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: Smouse School

PROJECT: ADA and Office Work

CONTRACTOR: Prostruct Construction Inc.

CONTRACTED AMOUNT: \$985,164.00

CONTRACT BALANCE: \$49,258.20

Item No. 17**Page 1 of 1****Subject: IOWA HEALTH SYSTEMS CONTRACT****For: ACTION****Contact: Shelly Bosovich****Attachments: None**

(shelly.bosovich@dmschools.org; 242-7617)

Issue: The district is required by the Department of Transportation (DOT) to give pre-employment physicals and random drug and alcohol screens for school bus drivers. The district also requires a physical capacity profile for all non-administrative and non-specialist Operations employees to determine the likelihood of the individual being able to meet the physical demands of the job.

Superintendent Recommendation: The superintendent recommends the award of this contract to Iowa Health Systems.

Background: For the past two years, the district has been using Iowa Health Systems to meet these requirements. Iowa Health Systems has agreed to extend the contract for a third time with an average 3.0% increase in prices with the same terms and conditions. They will provide DOT and general physicals, drug and alcohol testing, and functional screening for district personnel.

Financial: \$24,800.00

Funds available in Health Services and Transportation accounts.

Contact: Marci Cordaro, Health Services Supervisor

marci.cordaro@dmschools.org; 242-7618

Item No. 18**Page 1 of 4****Subject: AMENDMENTS TO THE DES MOINES TEACHERS RETIREMENT SYSTEM PLAN AND TRUST****For: ACTION****Contact: Thomas Harper**
(thomas.harper@dmschools.org; 242-7745)**Attachment: None**

Issue: As presented for discussion on January 8, 2013: A reading of amendments to the "DES MOINES TEACHERS RETIREMENT SYSTEM PLAN AND TRUST," as last restated and amended (the "Plan"), which have been approved by the Advisory Committee of the Plan (the "Advisory Committee") in order to adjust the rates of contributions to reflect recent legislative changes to the Iowa Public Employees' Retirement System ("IPERS").

Superintendent's Recommendation: The superintendent recommends that the board approve the recommendations of the Advisory Committee for the following resolutions.

Presenters: None. Thomas Harper (chief financial officer) and Roger Hudson (plan administrator) will be available for questions.

Background: Effective as of July 1, 2007, the district approved increases in the rates of contributions to the Plan over a four-year period that would match the incremental increases over the same four-year period in the rates of contributions to IPERS made by both employers and employees. The Advisory Committee has now recommended that the board approve a similar plan to increase the rates of contributions by the district and employees of the district over a three-year period beginning as of July 1, 2012. Under the terms of the Plan, the new rates, if approved by the board, will apply only to employees who are first employed by the district effective as of July 1, 2013, or thereafter and to active participants in the Plan who consent to the increases in the rates of employee contributions beginning as of July 1, 2013.

Resolutions:

BE IT RESOLVED that Section 3.3 of the Plan shall be restated to read as follows:

Section 3.3 - Employer Matching Contributions. Each Plan Year the Employer will make an Employer Matching Contribution to the Trust for each Participant (the "Employer Matching Contribution(s)") as follows:

- (a) For each Participant who was an Employee prior to July 1, 2007, and who does not consent to an increase in the effective rate for his or her Employer Pick-Up Contributions under Section 3.5 in accordance with Appendices B-1 through B-4

- (b) or Appendices C-1 through C-3, as the case may be, the Employer will make an Employer Matching Contribution to the Trust in accordance with the Schedule of Rates for Employer Matching Contributions as set forth in Column 3 of Appendix A (that is, at a rate of 112 percent of the Participant's rate for his or her Employer Pick-Up Contributions as set forth in Column 2 of Appendix A).
- (c) For each Participant whose employment by the Employer commenced on or after July 1, 2007, and for each Participant who did consent to an increase in the effective rate for his or her Employer Pick-Up Contributions under Section 3.5 in accordance with Appendices B-1 through B-4, the Employer shall make an Employer Matching Contribution to the Trust in accordance with the Schedule of Rates for Employer Matching Contributions as set forth in Column 3 of Appendices B-1 through B-4 for the Plan Years beginning on July 1, 2007; July 1, 2008; July 1, 2009; and July 1, 2010; and thereafter.
- (d) For each Participant (i) who was an Employee prior to July 1, 2013, (ii) who did consent to an increase in the effective rate for his or her Employer Pick-Up Contributions under Section 3.5 in accordance with Appendices B-1 through B-4, and (iii) who does not consent to an increase in the effective rate for his or her Employer Pick-Up Contributions under Section 3.5 in accordance with Appendices C-1 through C-3, the Employer will make an Employer Matching Contribution to the Trust in accordance with the Schedule of Rates for Employer Matching Contributions as set forth in Column 3 of Appendices B-1 through B-4 for the Plan Years beginning on July 1, 2013, and thereafter.
- (e) For each Participant whose employment by the Employer commences on or after July 1, 2013, and for each Participant who does consent to an increase in the effective rate for his or her Employer Pick-Up Contributions under Section 3.5 in accordance with Appendices C-1 through C-3, the Employer will make an Employer Matching Contribution to the Trust in accordance with the Schedule of Rates for Employer Matching Contributions as set forth in Column 3 of Appendices C-1 through C-3 for the Plan Years beginning on July 1, 2013; July 1, 2014; and July 1, 2015; and thereafter.

The Plan Administrator shall maintain a separate accounting of those Participants who consent to an increase in the effective rate for his or her Employer pick-up contributions and a separate accounting for those Participants who do not consent to an increase in the effective rate for his or her Employer pick-up contributions, in accordance with this Section 3.3.

BE IT FURTHER RESOLVED that Section 3.5 of the Plan shall be restated to read as follows:

Section 3.5 - Rates for Employer Pick-Up Contributions. A Participant shall contribute a percentage of his or her Compensation, as Employer Pick-Up Contributions required under Section 3.1 (the "Employer Pick-Up Contributions"), in accordance with the applicable Schedules of Rates for Employer Pick-Up Contributions set forth in either Appendix A, Appendices B-1 through B-4, or Appendices C-1 through C-3, as follows:

- (a) An Employee who was an Employee prior to July 1, 2007 and who does not consent to an increase in the effective rate for his or her Employer Pick-Up Contributions in accordance with Appendices B-1 through B-4 or Appendices C-1 through C-3 shall contribute to the Trust, as Employer Pick-Up Contributions made by the Employer, an amount computed by applying the Schedule of Rates for Employer Pick-Up Contributions set forth in Column 2 of Appendix A.
- (b) An Employee whose employment with the District commences on or after July 1, 2007, and any Participant who does consent to an increase in the effective rate for his or her Employer Pick-Up Contributions in accordance with Appendices B-1 through B-4 shall contribute to the Trust, as Employer Pick-Up Contributions made by the Employer, an amount computed by applying the Schedule of Rates for Employer Pick-Up Contributions set forth in Column 2 of Appendices B-1 through B-4 for the Plan Years beginning on July 1, 2007; July 1, 2008; July 1, 2009; and July 1, 2010; and thereafter.
- (c) An Employee (i) who was an Employee prior to July 1, 2013, (ii) who did consent to an increase in the effective rate for his or her Employer Pick-Up Contributions in accordance with Appendices B-1 through B-4, and (iii) who does not consent to an increase in the effective rate for his or her Employer Pick-Up Contributions in accordance with Appendices C-1 through C-3, shall contribute to the Trust, as Employer Pick-Up Contributions made by the Employer, an amount computed by applying the Schedule of Rates for Employer Pick-Up Contributions set forth in Column 2 of Appendices B-1 through B-4 for the Plan Years beginning on July 1, 2013, and thereafter.
- (d) An Employee whose employment with the District commences on or after July 1, 2007, and any Participant who does consent to an increase in the effective rate for his or her Employer Pick-Up Contributions in accordance with Appendices C-1 through C-3 shall contribute to the Trust, as Employer Pick-Up Contributions made by the Employer, an amount computed by applying the Schedule of Rates for Employer Pick-Up Contributions set forth in Column 2 of Appendices C-1 through C-3 for the Plan Years beginning on July 1, 2013; July 1, 2014; and July 1, 2015; and thereafter.
- (e) The rate of contribution established for any Participant at the time he or she becomes a Participant shall not be changed at any time thereafter, unless it shall be determined by the Administrator that an error was made in establishing the

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rate, and the rate shall remain constant during participation and shall apply to any Compensation received by the Participant in the Plan.

The Plan Administrator shall maintain a separate accounting of those Participants who consent to an increase in the effective rate for his or her Employer pick-up contributions and a separate accounting for those Participants who do not consent to an increase in the effective rate for his or her Employer pick-up contributions, in accordance with this Section 3.5.

BE IT FURTHER RESOLVED that the effective date of the amendments of Sections 3.3 and 3.5 of the Plan shall be July 1, 2013.

BE IT FURTHER RESOLVED that the Advisory Committee is hereby authorized and directed to establish the necessary or advisable procedures to allow each Participant a reasonable opportunity to consent to the computation of their employee contributions (to be made by the District to the Plan as Employer Pick-Up Contributions) in accordance with the increased rates for such contributions pursuant to Appendices C-1 through C-3.

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 directed to authorized the submission of the Plan, as amended, in restated form and such other information and documentation as determined to be necessary or advisable to the Internal Revenue Service, requesting a determination that the Plan, as amended by the foregoing resolutions, 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.

Item No. 19**Page 1 of 1****Subject: PURCHASE OF DIFFERENTIATED LITERACY SOLUTION SOFTWARE LICENSE PACKAGES– GRADES 9-12 LITERACY****For: ACTION****Contact: Holly Crandell/Jeremy Schwennen****Attachments: None**

(holly.crandell@dmschools.org; 242-7568/jeremiah.schwennen@dmschools.org; 242-7924)

Issue: Purchase of differentiated literacy solutions software licenses to participating schools.

Superintendent's Recommendation: The superintendent recommends the board approve the purchase of differentiated literacy solutions software as proposed by ACHIEVE3000.

Background: Struggling readers at the high school level require more carefully constructed reading intervention than they have received in recent years. One of the areas where students need the most support is in reading challenging non-fiction text, and the Achieve3000 software will provide adaptive passages that students can engage with at the appropriate level to scaffold their skills and transition them to success in comprehending challenging nonfiction text across the content areas. Achieve3000, which offers the combination of three programs (KidBiz3000/ TeenBiz3000/ Empower3000 Differentiated Literacy Solution software packages), will support literacy intervention for a maximum of 250 students per site (5) for grades 9-12. The proposal also provides for ongoing services with regard to implementation, professional development and technical support.

Expenses: \$65,175.00

Presenter: None. Holly Crandell will be available to answer questions.

Funding Source: FY2012-2013 Curriculum Materials Budget

Publishers have guaranteed receipt of these materials by June 30, 2013.

Item No. 20

Page 1 of 1

Subject: PERSONNEL RECOMMENDATION

For: ACTION

Contact: Scott R. Mikesh

Attachment: None

(scott.mikesh@dmschools.org; 242-7972)

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

Background:

RESIGNATION

Name	School, Position	Effective Date	Reason
Friedman, Colleen	Willard, Kindergarten	1/15/2013	Personal

Item No. 21

Page 1 of 1

Subject: LIST OF BILLS FOR APPROVAL

For: ACTION

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

Attachment: 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. 22

Page 1 of 1

Subject: PLEASANT HILL ELEMENTARY ASBESTOS ABATEMENT

For: PUBLIC HEARING/ACTION

Contact: Bill Good

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

Attachments: None

Issue: Approval of the plans and specifications for the asbestos abatement related to the renovations and addition at Pleasant Hill Elementary School. Publication for the Public Hearing was included in The Des Moines Register on January 9, 2013.

Superintendent's Recommendation: The superintendent recommends that the board approve the plans and specifications prepared by Apex Companies for the asbestos abatement at Pleasant Hill Elementary School.

Presenters: None.

Background: The board approved the plans and specifications for the renovation and addition package for Pleasant Hill Elementary School at the December 11, 2012, board meeting. In order to complete the renovation and addition project, asbestos abatement work will be required.

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

Funding: Statewide Penny (Students First Program)

Item No. 23

Page 1 of 1

Subject: KURTZ BUILDING ELEVATOR ADDITION

For: PUBLIC HEARING/ACTION

Contact: Bill Good

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

Attachments: None

Issue: Approval of the plans and specifications for installation of an elevator addition at the Kurtz Building. Publication for the Public Hearing was included in The Des Moines Register on January 18, 2013.

Superintendent's Recommendation: The superintendent recommends that the board approve the plans and specifications prepared by Angelo Architectural Associates for an elevator addition at the Kurtz Building.

Background: This project will install a new elevator in order to provide accessibility to the second floor. Additionally, a new accessible restroom will be constructed on the second floor.

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

Funding: Physical Plant and Equipment Levy (PPEL)

Item No. 24

Page 1 of 1

**Subject: DES MOINES INDEPENDENT COMMUNITY SCHOOL DISTRICT
UNUSED SICK LEAVE AND EARLY RETIREMENT BENEFITS PLAN**

For: ACTION

Presentation: None

**Contact: Thomas Harper/Catherine McKay/
Scott Mikesh**

Attachment: None

(thomas.harper@dmschools.org; 242-7745/catherine.mckay@dmschools.org; 242-8137/
scott.mikesh@dmschools.org; 242-7972)

Issue: Benefit Plan changes

Superintendent's Recommendation: The superintendent recommends that the board adopt changes as presented.

Presenters: None. Cathy McKay, Scott Mikesh and Thomas Harper will be available for questions.

Background: DMPS has had an early retirement benefits plan whereby teachers and administrators can use their unused sick leave to pay future health care costs. A summary of the main changes are:

- Effective immediately, the plan is amended to address individuals who have transferred from positions that were covered under the plan to positions not covered under the plan. Plan is amended as of July 1, 2013, to include specialists who are classified as exempt under FLSA.
- The requirement to work 100 days in the final contract year has been removed to eliminate potential disability discrimination.

Item No.	25	Page 1 of 1
Subject:	PROPOSAL TO CLOSE GATEWAY SECONDARY SCHOOL	
For:	DISCUSSION	Presentation: PowerPoint
Contact:	Tim Schott (timothy.schott@dmschools.org; 242-7871)	Attachment: 13-006

Issue: Closure of Gateway Secondary School

Superintendent's Recommendation: The superintendent recommends the board review and discuss the proposal.

Presenters: Tim Schott, Bill Good, Bryce Amos

Background: Gateway Secondary School began in 2010 to pursue authorization as an IB Middle Years Programme in order to serve Walnut Street and Park Avenue Primary Years Programme students. Central Campus was chosen as the location for the school because recent renovation of classroom space for ELL programming on 3rd floor could be utilized to start the school.

In addition, Gateway Secondary School was planned to be the district's only Middle Years Programme to serve students all the way through 10th grade. By the 2013-2014 school year, Gateway would serve 6th – 10th graders, thus bridging the gap for the 9th and 10th grade years for interested students from any middle school.

At the time, Des Moines Public Schools had Middle Years Programmes in process at Merrill and Goodrell, which had capacity to serve the school of choice students from Walnut Street but not the neighborhood students from Park Avenue.

Since 2010, two additional comprehensive middle schools have begun pursuit of IB Middle Years Programme authorization; Meredith Middle School in 2011 as a 6th – 10th program in collaboration with Hoover High School and in 2012 Brody Middle School as a 6th – 8th program. With these changes, Des Moines Public Schools will have a comprehensive IB middle school in the north, south, east and west section of Des Moines, serving a total of more than 2,800 students and including a 9th and 10th grade option for interested students from any middle school.

Due to the duplication and expansion of IB programming in the district, in addition to financial and equity implications, the district is recommending the closure of Gateway School after the 2013-14 school year.

Item No. 26 **Page 1 of 1**

Subject: TIME AND ATTENDANCE SOLUTION

For: DISCUSSION/ACTION **Presentation:** PowerPoint

Contact: Thomas Harper **Attachment:** None
(thomas.harper@dmschools.org/242-7745)

Issue: The current time and attendance solution is largely manual throughout the District. This leads to a significant amount of duplication of efforts, inaccuracy, and time spent on non-mission related items.

Superintendent's Recommendation: The superintendent recommends the board approve NovaTime as the vendor of choice for the district's Time and Attendance solution at a first-year cost of implementation of ~\$404K not to exceed \$500K. In the event the district needs to purchase additional time clocks to meet demand in the future, it will not require board action. Ongoing maintenance costs will be ~\$161K not to exceed \$200K per year (dependent on number of active employees).

Presenters: Nick Lenhardt, controller, and Scott Mikesh, executive director of Human Resources

Background: The district went through a formal Request for Proposal (RFP) process which is posted and available on the district's website. The district received ten responses from the RFP. Management then selected four vendors to present formalized demonstrations to district management (including department directors). This group then ranked each vendor based on the ability to meet the district's needs. The group selected NovaTime as the preferred choice.

The district spends a significant amount of time tracking and reporting time worked by employees. This creates a great deal of duplication, inaccurate results, a less than ideal user experience, and time spent on tasks other than carrying out the district's mission. It is recommended by the superintendent that the district implement an automated solution which will reduce duplication, improve accuracy, enhance the user experience, and enable staff to further focus on the district's mission. It is estimated the return on investment would be no longer than one year.

Attached please find a presentation for further detail.