

**DES MOINES PUBLIC SCHOOLS**  
**REGULAR SCHOOL BOARD MEETING**  
**CITY BOARDROOM — 400 ROBERT D. RAY DRIVE**  
**MINUTES**  
**AUGUST 16, 2011**

**PUBLIC FORUM — 5:45 p.m.**

The Board of Directors held a public forum on Tuesday, August 16, 2011, in the city hall boardroom at 400 Robert D. Ray Drive; Connie Boesen presiding.

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

**REGULAR MEETING — 6:00 p.m.**

The Board of Directors met in regular session on Tuesday, August 16, 2011, in the city hall boardroom at 400 Robert D. Ray Drive; Connie Boesen presiding.

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

**APPROVAL OF AGENDA — 6:00 p.m.**

Ms. Boesen asked for a motion to approve the agenda with one modification moving item No. 22 ahead of No. 17.

Mrs. Woods asked to remove Item No. 14 from the consent agenda and discuss it separately.

Ms. Boesen said the Board could discuss No. 14 as part of the consent agenda and the Board agreed.

Ms. Link moved approval of the revised agenda; second by Strong.

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

Nay: None

The motion carried, 6-0

*APPROVAL OF MINUTES OF August 2, 2011.*

Ms. Strong moved approval of the minutes of August 2, 2011; second by Caldwell-Johnson.

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

Nay: None

Pass: Link

The motion carried, 5-0.

**DISTRICT RECOGNITIONS**

Dr. Sebring recognized the accomplishments of a wide range of district programs, staff, community partners and students:

- The Jumpstart Back-to School Health Fair was held at East HS on August 3<sup>rd</sup>. Spearheading this annual event were DMPS Health Services Coordinator Jean Phillips and Sarah Boese of the Polk County Health Department. More than 2,400 students without access to adequate health care and routine school supplies were provided with physical exams, immunizations, dental screenings and backpacks full of back-to-school items. Organizations lending resources included Blank Children’s Hospital, Mercy Mayo, Mercy Hospital, Mercy College, I Smiles, Lions Club, Visiting Nurse Services, Freedom for Youth, Des Moines University, Kaplan College, Grand View University, Des Moines Area Community College, Heartland AEA, Des Moines Police Department, Two Men and a Truck, DMPS school nurses and the DMPS Food & Nutrition Department.
- Head Coach Ryan Fitzgerald and the Roosevelt HS baseball team were introduced. The Riders set school records for wins in a season, qualified for the 3<sup>rd</sup> state tournament berth in school history and Coach Fitzgerald was named the CIML Metro Coach of the Year.
- Elaine Wolf, director of the Culinary Arts program at Central Campus acknowledged four of her students who earned silver medals at the Family, Career and Community Leaders of America [FCCLA] national competition in Anaheim, CA in July: Tori Stifel; graduate of Roosevelt HS, Tori Stodden; a graduate of West Des Moines Valley HS, Josh Cooper; a senior-to-be at Roosevelt HS and Jennifer Brooker; a senior-to-be at Lincoln HS.
- Following the recognitions Dr. Sebring introduced the new district administrators hired during the summer in honor of whom a brief reception had been held prior to the meeting.

**CONSENT ITEMS — 6:25 p.m.**

7. Architect Payments ----- 1

8. Construction Payments ----- 3

9. Contracts for Approval ----- 7

10. Final Acceptance of B6179 — Career & Technical Center Phase II

Connector Package ----- 9

11. Award of Quote B6384, Exterior Door Work, Van Meter School ----- 11

12. Award of B6379 Addition and Renovation, McCombs Middle School ----- 13

13. Award of Design for Phase III — Improvements, Central Campus Facility ----- 15

14. Superintendent’s Contract ----- 17

15. Personnel Recommendations ----- 19

16. List of Bills for Approval ----- 21

## Minutes

Ms. Link 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 \$1,342,770.61 and unpaid bills in the amount of \$9,756,061.13; second by Murphy.

Regarding Item No. 14 [Superintendent's Contract], Ms. Boesen read a statement explaining the Board's rationale in proposing to renew Dr. Sebring's contract with an incentive clause under which she will receive longevity bonuses in addition to her base salary. Ms. Boesen said continuity of leadership is critical, especially given the positive trends in DMPS student achievement during Dr. Sebring's tenure.

Ms. Strong echoed Ms. Boesen's sentiments and added that the Board also factored in the costs of a search for a replacement in the event Dr. Sebring is lured away by another district. She said Dr. Sebring is a desirable candidate for other jobs based on her achievements in Des Moines which, she noted, have come despite severe budgetary constraints. Based on comparisons to districts with similar profiles, Ms. Strong said the superintendent's base salary in Des Moines is relatively low and it's therefore appropriate to offer incentives for an incumbent the Board is pleased with to stay longer than is typical in large, diverse, urban districts. She said Des Moines is lucky to have a superintendent of Dr. Sebring's caliber and should do whatever it reasonably can to keep her.

Ms. Caldwell-Johnson said she would not support renewing the superintendent's contract under the proposed terms, despite her general agreement that Dr. Sebring has done a fine job, because she feels the longevity bonus clause unduly ties the hands of future Board members.

Ms. Strong responded that the proposed contract allows for removal of the superintendent in the event of just cause and said the schedule of monitoring reports called for by the Board's governance model provides an ongoing means of superintendent evaluation.

Mr. Murphy said he feels future Board members would appreciate the stability of a long-term superintendent. He also put the proposed contract revision in its full context of the district having already lost several cabinet-level administrators simultaneous with Dr. Sebring being considered as a finalist for another position last spring. He expects that Dr. Sebring will continue to attract the interest of other districts and that it behooves the Board to try and induce her to stay and build on progress already made under her direction.

Mrs. Woods said she had fielded many calls from the community asking what constitutes just cause as a basis for removing the superintendent. She also voiced her

concerns about the comparative pay scales for district administrators versus rank and file staff but agreed that the potential costs of superintendent replacement somewhat offset the longevity incentives in the proposed contract.

Ms. Pat Lantz, General Counsel for the district, explained that just cause is not explicitly defined in the Iowa Code but examples of it can be found in case law. Generally it pertains to failure to perform in accordance with documented evaluative criteria.

Aye: Boesen, Link, Murphy, Strong, Woods  
Nay: Caldwell-Johnson  
The motion carried, 5-1.

**OTHER — 6:45 p.m.**

**22. Update on Accreditation Process ----- 23**

**PUBLIC HEARING — 7:50 p.m.**

17. Window Replacement, Scavo High School ----- 25

**OTHER — 7:50 p.m.**

18. Resolution to Hold a Public Hearing for the Transfer of Property, 1323 E 25<sup>th</sup> Ct  
to city of Des Moines ----- 27

19. Proposed New Athletic & Development Center, North High School ----- 29

20. Board Memberships to Various Organizations. -----33

21. Monitoring Report for Management Limitation 2.4, Asset Protection ----- 35

**REQUESTS FOR INFORMATION — 8:30 p.m.**

NA

**CHAIR’S REPORT — 8:30p.m.**

NA

August 16, 2011

Pending Board Approval

**SUPERINTENDENT'S REPORT — 8:30 p.m.**

NA

**ADJOURN 8:35 p.m.**

Ms. Caldwell-Johnson moved that the Board go into a closed session; second by Murphy.

Roll Call: Boesen, Caldwell-Johnson, Link, Murphy, Strong, Woods

Absent: Gallardo

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**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>
<b><u>BCDM</u></b>				
Hoover Meredith Complex Architect App. 17 (SWP)	93%	\$299,500.00	\$273,828.80	\$3,912.00
<b><u>Gould Evans Goodman</u></b>				
Roosevelt High School Architect App. 41 (LOSST)	95%	\$2,128,149.00	\$2,003,565.10	\$7,910.06
<b><u>OPN Architects</u></b>				
North High School- Arch. App. 19 (SWP)	95%	\$1,036,270.00	\$974,036.52	\$10,378.36
McCombs Middle School Architect App. 5 (SWP)	55%	\$347,500.00	\$155,958.00	\$34,333.00
<b><u>Shive Hattery</u></b>				
Merrill Middle School Architect App. 9 (SWP)	88%	\$169,812.00	\$142,599.00	\$7,096.20
Brody Middle School Architect App. 9 (SWP)	88%	\$132,209.00	\$110,761.75	\$5,190.90
<b><u>RDG Planning &amp; Design</u></b>				
Career Tech – Phase 2 Architect App. 12 (SWP)	79%	\$722,579.00	\$559,234.99	\$8,171.68

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**Item No. 7**
**Page 2 of 2****Alvine Engineering**

Harding Middle School Architect App. 7 (SWP)	84%	\$219,000.00	\$155,928.00	\$28,032.00
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**Wells + associates**

Roosevelt Athletic Areas Architect App. 7 (Fundraising / LOSST)	86%	\$172,251.00	\$126,590.52	\$22,087.49
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**Taylor Ohde Kitchell**

Program Management App. No. 128 (LOSST)	99%	\$19,351,769.00	\$19,027,711.28	\$40,593.55
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**DLR Group**

Cowles Montessori Architect App 7 (SWP)	83%	\$126,500.00	\$97,974.25	\$6,831.00
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**Baldwin White**

Edmunds Elementary Architect App 6 (SWP)	50%	\$67,560.00	\$28,915.68	\$4,864.32
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			<b>TOTAL</b>	<b>\$179,400.56</b>
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**Presenters:** None**Background:** None

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**Item No. 8**
**Page 1 of 4****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 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>
<b><u>Larson &amp; Larson</u></b>				
Roosevelt High School (LOSST) GC App. 27 Sealed Bid No. 5226-09	93%	\$18,023,126.00	\$16,442,519.03	\$ 351,025.01
Central Campus Phase (SWP) GC App. 8 Sealed Bid No. B6220	70%	\$8,141,688.00	\$5,080,602.71	\$605,307.01
Roosevelt Athletic Area (LOSST) GC App. 3 Sealed Bid No. B6311	42%	\$3,440,922.00	\$488,841.50	\$960,707.45
<b><u>Dean Snyder</u></b>				
North High School (SWP) - Addition GC App. 11 Sealed Bid No. B6151	82%	\$7,504,732.00	\$5,812,749.80	\$351,832.12
North High School (SWP) - Elevator GC App. 2 Sealed Bid No. B6309	7%	\$153,196.00	\$7,600.00	\$2,540.30
North High School (SWP) - Elevator GC App. 3 Sealed Bid No. B6309	42%	\$154,710.00	\$10,140.30	\$55,041.10
North High School (SWP) - Kitchen	13%	\$293,574.00	\$4,453.60	\$33,282.30



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**Item No. 8**
**Page 2 of 4**

GC App. 2  
Sealed Bid No. B6338

North High School (SWP) - Kitchen GC App. 3 Sealed Bid No. B6338	59%	\$298,675.00	\$37,735.90	\$139,327.95
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**Joiner Construction**

Findley Elementary (SWP) GC App. 2 Quote No. Q6306	95%	\$40,087.00	\$16,533.75	\$21,528.89
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Cattell Elementary (SWP) GC App. 02 Quote No. Q6307	95%	\$47,084.00	\$8,417.00	\$36,312.80
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**Swanson Glass**

Brody Middle School (SWP) GC App. 6 Sealed Bid No. B6296	15%	\$358,433.00	\$23,750.00	\$28,500.00
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**PG Construction**

Central Campus (SWP) GC App. 1 Sealed Bid No. B6361	62%	\$217,133.00	\$0.00	\$134,357.26
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**Superior Painting**

North High School (SWP) GC App. 1 Sealed Bid No. B6367	47%	\$90,197.00.00	\$0.00	\$42,843.10
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**Wheeler Contracting**

Woodlawn School (SWP) GC App. 3 Sealed Bid No. B6201	95%	\$172,800.00	\$141,360.00	\$22,800.00
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**Item No. 8**
**Page 3 of 4****REEP, Inc.**

Merrill Middle School (SWP) GC App. 6	92%	\$380,842.00	\$330,543.56	\$19,695.35
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Sealed Bid No. B6235

**Lindstrom Environ.**

Central Campus (SWP) GC App. No. 4	93%	\$229,948.72	\$154,326.28	\$58,995.00
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Sealed Bid No. B6192

**Brocon Services**

Brody Middle School (SWP) GC App. 4	66%	\$2,565,676.00	\$987,653.40	\$712,675.28
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Sealed Bid No. B6266

**Bergstrom Constr.**

Central Campus (SWP) GC App. 8	95%	\$156,936.00	\$148,044.20	\$1,045.00
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Sealed Bid No. B6179

**Rochon Corp.**

Merrill Middle School (SWP) GC App. 4	55%	\$2,913,706.00	\$730,061.70	\$882,693.45
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Sealed Bid No. B6294

Cowles Montessori (SWP) GC App. 4	56%	\$1,840,684.00	\$415,220.30	\$617,265.82
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Sealed Bid No. B6289

Harding Middle School (SWP) GC App. 3	43%	\$4,413,085.00	\$717,059.52	\$1,201,843.67
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Sealed Bid No. B6321

**Midwest Fire  
Sprinkler**

Brody Middle School (SWP) GC App. 3	71%	\$149,100.00	\$70,822.50	\$35,411.25
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Sealed Bid No. B6267

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**Item No. 8**
**Page 4 of 4****Robinson Brothers**

North High School (SWP) GC App. 6 Sealed Bid No. B6148	95%	\$170,514.55	\$160,563.82	\$1,425.00
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**Edge Commercial**

Hoover/Meredith (SWP) GC App. 11 Sealed Bid No. B6169	88%	\$2,850,679.00	\$2,343,576.06	\$153,130.25
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CC Fire Sprinkler (LOSST) GC App. 2 Sealed Bid No. B6310	13%	\$655,500.00	\$50,185.27	\$33,903.72
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**Jensen Builders**

Woodlawn Education (SWP) GC App. 02 Sealed Bid No. B6347	60%	\$164,170.00	\$14,123.65	\$85,085.09
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**TOTAL****\$6,588,574.17****Presenters:** None**Background:** None

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**Item No. 9****Page 1 of 2****Subject: CONTRACTS FOR APPROVAL****For: ACTION****Contact: Various****Attachments: None**

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**Contract No. 11-045****Project:** Student Teaching Agreement**Contractor:** Kaplan University

**Background:** The Des Moines Public Schools has provided student teaching experiences for students from various colleges and universities for a number of years. College students are placed with teachers throughout the District for either a full or half semester. The individual teacher receives remuneration from the appropriate university. This agreement sets forth the general terms and conditions for placing college students in student teaching placements, pre-kindergarten through twelfth.

**Financial:** Revenues: \$0  
Expenses: \$0

**Term:** Beginning August 8, 2011**New or Renewal:** New

**Contact:** Thomas Mitchell, Director  
(thomas.mitchell@dmps.k12.ia.us; 242-7615)

**Contract No. 11-046****Project:** Contract for three mobile units at 1421 Walker St.**Contractor:** Des Moines Charter School

**Background:** The Charter School has need of classroom space to expand opportunities for students.

**Financial:** Revenue: \$4320.80 per month for three mobile units (23,340 sq. ft.)

**Funding Source:** Charter School

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**Item No. 9****Page 2 of 2**

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**Term:** July 1, 2011–June 30, 2012

**New or Renewal:** New

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

**Contract: 11-047**

**Project:** Literacy Initiative Implementation Checkup and Monthly Visits

**Contractor:** The Leadership and Learning Center

**Background:** DMPS is becoming a standards-based district as a means of improving student achievement. The Leadership and Learning Center provides services which measure the level of implementation of district initiatives at various levels. This contract will target Findley Elementary, and apply a rubric to determine an implementation score and provide a toolbox for the collection of future data. Following the audit, Lead and Learn will continue monthly implementation visits focusing on the improvement of the identified criteria from the audit. The project will culminate with the presentation of an Implementation Report which will serve as a road map to additional action steps.

**Financial**

Revenues:

Expenses: \$54,600.00

**Funding Source:** School Improvement Grant

**Term:** one year

**New or Renewal:** new

**Contact:** Susie Tallman  
(susie.tallman@dmps.k12.ia.us; 242-7725)

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**Item No. 10**

**Page 1 of 1**

**Subject: FINAL ACCEPTANCE OF BID NO. B6179  
CAREER TECHNICAL CENTER PHASE II CONNECTOR PACKAGE**

**For: ACTION**

**Contact: BILL GOOD**  
(harold.good@dmps.k12.ia.us : 242-8321)

**Attachments: None**

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**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: Central Campus

PROJECT: Phase II Connector Package

CONTRACTOR: Bergstrom Construction

CONTRACTED AMOUNT: \$ 156,936.00

CONTRACT BALANCE: \$ 7,846.80

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**Item No. 11**
**Page 1 of 1**
**Subject: AWARD OF COMPETITIVE QUOTE NO. B6384  
EXTERIOR DOOR WORK – VAN METER SCHOOL**
**For: ACTION**
**Contact: BILL GOOD**  
 (harold.good@dmps.k12.ia.us : 242-8321)

**Attachments: None**


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**Issue:** Award of purchase order for the exterior door work at Van Meter School.

**Superintendent's Recommendation:** The superintendent recommends a purchase order for the base bid be awarded to the lowest responsive/responsible bidder Bergstrom Construction in the amount of \$98,560.

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

**Background:** This is a project under the statewide penny funding. The work at Van Meter consists of:

- **Base Bid:** Replacement or repair of the exterior doors as well as painting of the exterior doors and the north entry canopy.

The district received quotes on August 9, 2011. The results are as follows:

Bidder	Base Bid
Bergstrom Construction	\$98,560

**Funding Source:** Statewide Penny (Students First Program)

**Contact:** Bill Good

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**Item No. 12**
**Page 1 of 1**
**Subject: AWARD OF BID NO. B6379 — ADDITION AND RENOVATION  
MCCOMBS MIDDLE SCHOOL**
**For: ACTION**
**Contact: BILL GOOD**
**Attachments: None**

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

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**Issue:** Award of contract for the addition and renovation project for McCombs Middle School.

**Superintendent's Recommendation:** The superintendent recommends a contract for the Base Bid be awarded to the lowest responsive / responsible bidder Larson & Larson Construction LLC in the amount of \$5,595,000.00.

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

**Background:** This is a project under the statewide penny funding.

- **Base Bid:** Construction of an addition containing eight classrooms and renovations of the existing building including upgrades to the mechanical, electrical, technology, security, life safety, and food service.
- **Alternate 1:** Change selected light fixtures to LED.

The district received bids on August 10, 2011. The results are as follows:

Bidder	Base Bid	Alter. No. 1
Larson & Larson – DM, IA	\$5,595,000	+\$138,000
Rochon Corp – Urban., IA	\$5,690,000	+\$108,000
Hansen Co – Johnston, IA	\$5,840,000	+\$140,000
Dean Snyder – Ankeny, IA	\$5,942,000	+\$136,000
Edge Commercial – Grimes, IA	\$6,184,000	+\$158,200

**Funding Source:** Statewide Penny (Students First Program)



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**Item No. 13**

**Page 1 of 1**

**Subject: AWARD OF DESIGN FOR PHASE III IMPROVEMENTS FOR THE CENTRAL CAMPUS FACILITY**

**For: ACTION**

**Contact: BILL GOOD**  
(harold.good@dmps.k12.ia.us : 242-8321)

**Attachments: None**

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**Issue:** Undertaking continuing improvements to the Central Campus facility as part of the State Wide Penny (Students First) program.

**Superintendent's Recommendation:** The superintendent recommends that the Board approve the contract with RDG Planning/Design for the design of additional improvements to the Central Campus facility.

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

**Background:** The work planned is a continuation of the renovations of the Central Campus facility that have to date included the restoration of the exterior façade of the building, renovation of third floor and the ongoing renovations of portions of the first and of the second floors.

This design will complete the renovations of the balance of first and second floors as well as relocation of the wellness center to the gym balcony level.

RDG has submitted a design cost proposal in the amount of \$312,741. The costs are within the design budget established for the design of these improvements.

**Funding:** Statewide Penny (Students First Program)

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**Item No. 14**

**Page 1 of 1**

**Subject: SUPERINTENDENT'S CONTRACT**

**For: ACTION**

**Contact: Connie Boesen, Board Chair**  
(boesendmia@aol.com)

**Attachments: None**

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**Issue:** Approval of the superintendent's contract

**Recommendation:** The Board Chair recommends the Board approve Dr. Sebring's contract which reflects a 0% salary increase.

**Item No. 15**

**Page 1 of 2**

**Subject: PERSONNEL RECOMMENDATIONS**

**For: ACTION**

**Contact: Tom Mitchell**

**Attachments: 11-027**

(thomas.mitchell@dmps.k12.ia.us; 242-7615)

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

**Background:**

**ELECTIONS - GENERAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Bell, Meredith	1	1	08/22/2011	\$19,381

BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Central Campus/.5 ELL

Connell, George	3	1	08/22/2011	\$42,259
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BA from University of Iowa, Iowa City IA and MA from Kaplan University, Bettendorf, IA; Address/Pleasant Hill, IA; Assignment, Lincoln/Math.

Griffin, Emily	1	2	08/22/2011	\$38,761
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BA University of Northern Iowa, Cedar Falls, IA; Address/Muscatine, IA; Hoover/Drama

Haugen, Linnea	1	1	08/22/2011	\$38,761
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BA University of Northern Iowa, Cedar Falls, IA; Address/Urbandale, IA; Oak Park/4<sup>th</sup>

Johnson, Renee	3	1	08/22/2011	\$42,259
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MA from University of Memphis/Memphis, TN; Address/West Des Moines, IA; Hiatt/Math

Kouri-Kuhns, Gabrielle	3	6	08/22/2011	\$46,541
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BA and MA from University of Iowa, Iowa City, IA; Address/Orient, IA; Assignment, Lincoln/Social Science.

Rogers, Virginia	1	1	08/22/2011	\$38,761
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BA Iowa State University, Ames, IA; Address/Des Moines, IA; Hiatt/Art

Stout, Jonna	1	2	08/22/2011	\$38,761
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BA from Faith Baptist Bible College, Ankeny, IA; Address/Des Moines, IA; Stowe/2<sup>nd</sup>

**ELECTIONS - SPECIAL EDUCATION**

Name	Class	Step	Effective Date	Amount
Bertagnoli, Rachel	1	1	08/22/2011	\$38,761

BA Cedarville University, Cedarville, OH; Address/Cedarville, OH; Willard/Multicategorical

Bjork, Matthew	1	1	08/22/2011	\$38,761
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BA from Grand View University, Des Moines, IA; Address/Urbandale, IA; Hoyt/Multicategorical

Blue, Heather	2	1	08/22/2011	\$40,189
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BA from Drake University, Des Moines, IA; Address/Des Moines, IA; Hoyt/Behavior Disorders

## Item No. 15

## Page 2 of 2

Fahle, Greg	1	1	08/22/2011	\$38,761
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BA from University of Northern Iowa, Cedar Falls, IA; Address/Des Moines, IA; Smouse/Multicategorical

Hewitt, Connie	5	14	08/22/2011	\$61,030
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BA from University of Nebraska, Kearney, NE and MS from Drake University, Des Moines, IA; Address/West Des Moines, IA; Assignment, East/Multicategorical.

**LEAVE OF ABSENCE**

Name	School, Position	Effective Date	Reason
Swenson, Marya	Edmunds/4 <sup>th</sup>	06/06/2011	Personal

**RESIGNATION**

Name	School, Position	Effective Date	Reason
Cunningham, Chelsea	Hoover, Drama	07/29/2011	Personal
Dammeier, Kory	North, Social Science	08/09/2011	Personal
Hallquist, Erin	Garton/2 <sup>nd</sup>	06/06/2011	Personal
Krieg, Katherine	McKinley, Mental Disabilities	08/04/2011	Personal
McFadden, Kellie	Garton/4 <sup>th</sup>	06/06/2011	Personal
Schwarz, Cara	Callanan/Language Arts	06/06/2011	Personal

**ADMINISTRATOR APPOINTMENT**

Name	Position	Amount	Effective Date
Mikesh, Scott R.	Executive Director, Human Resources	\$115,000 (to be prorated)	08/25/2011

Juris Doctor Degree, University of Wisconsin Law School, Madison, Wisconsin, 2004. Bachelors Degree in Business Administration (with an emphasis in Finance), Wartburg College, Waverly, Iowa, 1998. Experience: Staff Counsel for the Legal and Human Resources Department of the Wisconsin Association of School Boards, Madison, Wisconsin, May 2004 – present. Address: Rio, Wisconsin.

Name	Position	Amount	Effective Date
Crandell, Holly M.	Director of Curriculum	\$99,566 (prorated)	08/22/2011

Masters Degree in Educational Leadership, Doane College, Crete, NE, 2000. Bachelors Degree in Elementary Education, Northwest Missouri State University, Maryville, MO, 1995. Experience: Principal, Oak Park Elementary School, Des Moines Public School District, 2006-present; Principal, Lewis and Clark and Crescent Elementary Schools, Council Bluffs Community School District, Council Bluffs, Iowa, 2001-2005; Parent-Community Liaison, Bloomer Elementary School, Council Bluffs Community School District, Council Bluffs, Iowa, 2000-2001; 4<sup>th</sup> Grade Teacher, Bloomer Elementary School, Council Bluffs Community School District, Council Bluffs, Iowa, 1998-2000; Early Childhood Teacher, Washington Elementary School, Council Bluffs Community School District, Council Bluffs, Iowa, 1996-1998; Teacher, Edison Elementary, St. Joseph Public School District, St. Joseph, Missouri, 1995-1996. Address: Urbandale, Iowa.

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**Item No. 16**

**Page 1 of 1**

**Subject: LIST OF BILLS FOR APPROVAL**

**For: ACTION**

**Contact: Kevin Baccam**

(kevin.baccam@dmps.k12.ia.us; 242-7745)

**Attachments: None**

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

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**Item No. 22****Page 1 of 2****Subject: UPDATE ON THE DISTRICT ACCREDITATION PROCESS****For: INFORMATION****Contact: Nancy Sebring**

(superintendent@dmps.k12.ia.us)

**Attachments: None**

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**Issue:** The Iowa Department of Education (DE) completed an accreditation site visit, and issued a preliminary report in late June, 2011. Some items on the report required follow-up by DMPS. DMPS has provided information to the DE for review.

**Background:** Public schools go through an accreditation process every five years, and the DE visited DMPS in early 2011. In response to various questions presented during the visit, district administrators provided information about curriculum and various other requirements.

**Presenters:** Dr. Sebring and Jason Glass, Director of the Iowa Department of Education, will provide information to the Board about the process and progress of the accreditation plan.

#### Minutes

Ms. Strong said the media had misrepresented the DE's report as an attack on the school district when in fact it was intended and received as constructive feedback; a necessary check/balance which all school districts in the state welcome.

Ms. Link asked if DMPS 8<sup>th</sup> graders who were taking government classes that should have been provided only to 9<sup>th</sup>-12<sup>th</sup> graders will receive high school credit for them.

Dr. Sebring said that is still to be determined.

Mr. Murphy said the newspaper's account of the report had a completely different tone than does the report itself.

Ms. Caldwell-Johnson commented that this process suggests a need for better communication between the district administration and the Board.

Dr. Sebring responded by saying that periodic policy review is generally a good idea but she feels the Board has been kept reasonably abreast throughout this accreditation process, especially given the vacancies in several administrative positions that will play key roles in responding to the DE's final report which, she noted, has not yet been received by the district.

Ms. Boesen said she, as the Board Chair, had received the DE's preliminary report and thought she had relayed it to the rest of the Board. She apologized for that oversight but, having said that, she noted that she was a Board member five years ago when the last accreditation review was conducted and that report never rose to the level of a Board agenda discussion item. She had intended that the full Board would review and then discuss the DE's final report upon its receipt.

Ms. Caldwell-Johnson said that state accreditation amounts to the district's "Good Housekeeping Seal of Approval," and as such warrants a higher degree than normal of communication between the Board and the administration throughout that process.

Mrs. Woods commented that it's unfortunate the local newspaper continually focuses on negative aspects of the school district rather than highlighting the many positive trends that were noted in the DE's findings.

Ms. Boesen said she and the other Board members who were interviewed during the site visit came away with the impression that the DE was quite impressed overall with the district's operations and improvements made in the last five years.

Mr. Murphy said he feels the administration has been dealing with the noncompliance issues in a timely fashion and that the Board can't control the timing of when the media choose to do stories on school district matters. He thinks it was appropriate for the Board to discuss the accreditation report status after the district received the preliminary report and had a chance to respond to it.

Ms. Strong said the Board needs to speak with one voice to the administration, in accordance with its governance policies. She feels the communication to the Board throughout the accreditation process has been timely and compliant with the Board's policy ML 2.8: Board Awareness and Support.

Ms. Boesen said the Board can discuss whether or not to revise its policies regarding internal communications at its next work session.

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**Item No. 17**

**Page 1 of 1**

**Subject: SCAVO HIGH WINDOW REPLACEMENT**

**For: PUBLIC HEARING/ACTION**

**Contact: BILL GOOD**

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

**Attachments:**

**None**

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**Issue:** Approval of the plans and specifications for the window replacement package for Scavo High. Publications for the public hearing was included in the Des Moines Register on August 9, 2011

**Superintendent's Recommendation:** The superintendent recommends that the Board approve the plans and specifications prepared by Larrison & Associates for the window replacement at Scavo High.

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

**Background:** This project will be replacing the exterior windows at Scavo High. The project will improve energy efficiency and natural lighting in the classrooms.

**Funding:** PPEL

Minutes

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

Ms. Caldwell-Johnson moved to approve the plans and specifications; second by Murphy.

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

Nay: None

The motion carried, 6-0



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**Item No. 18****Page 1 of 2****Subject: RESOLUTION TO HOLD A PUBLIC HEARING FOR THE TRANSFER OF PROPERTY LOCATED AT 1323 E. 25<sup>TH</sup> COURT TO THE CITY OF DES MOINES****For: ACTION****Contact: MARY NEIDERBACH/ BILL GOOD**  
(harold.good@dmps.k12.ia.us : 242-8321)**Attachments: None**

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**Issue:** Set a date for the Public Hearing for the sale of the partially rehabilitated East High School Remodeling Program house at 1323 E 25<sup>th</sup> Court.

**Superintendent's Recommendation:** The superintendent recommends that the Board approve the resolution to hold a public hearing on the transfer of the house at 1323 E 25<sup>th</sup> Court by special warranty deed to the City of Des Moines for \$1.00.

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

**Background:** This is a home remodeling program project that was planned approximately two years ago between the Des Moines Public School (DMPS) and the City of Des Moines which provided the Community Development Block Grant (CDBG) funds for materials. Combining the two DMPS home remodeling classes has left an unfinished single family house at 1323 E 25<sup>th</sup> Court. It was determined after several meetings between City and DMPS staff that Central Campus students would not be able to work on the house until a previous project was finished. The recommendation is for DMPS to transfer the house by special warranty deed to the City of Des Moines as the house still has the federal requirements associated with the CDBG Program.

#### Minutes

Ms. Caldwell-Johnson asked if the district has any of its own funding invested in the property.

Ms. Neiderbach, representing the City of Des Moines, explained that the district originally acquired the property as a donation and essentially has no assets at stake in it.

Mr. Murphy asked why the city is interested in the property if it represents a liability to the district.

Ms. Neiderbach said the project needs to be completed and the property sold as low-income housing as soon as possible because of federal HUD dollars already invested in it. The city is in a better position to expedite the resolution than the district is at the present time. She said that regardless of who sells the property the proceeds would revert to the CDBG program.

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**Item No. 18**

**Page 2 of 2**

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She added that if the district remains involved in the CDBG program going forward it might consider restoration of properties built post-1978 to eliminate concerns about lead paint.

Mrs. Woods said it's too bad that budget cuts forced the district to scale back its remodeling staff, making it impractical to complete this project.

Ms. Caldwell-Johnson moved approval of the resolution; second by Link.

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

Nay: None

The motion carried, 6-0.

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**Item No. 19****Page 1 of 4****Subject: PROPOSED NEW ATHLETIC & DEVELOPMENT CENTER — NORTH HIGH SCHOOL****For: DISCUSSION****Contact: BILL GOOD****Attachments: None**

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

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**Issue:** Discuss the potential of a new athletic facility at the North High School location.**Superintendent's Recommendation:** The Superintendent recommends that the Board discuss the potential for a new structure to be built on Des Moines Public Schools (DMPS) property at the North High School site. This would be fully funded by others and would include all design, construction, ongoing maintenance and operations.**Presenters:** Andre Allen, Tony DeAngelo, Bob Ligouri**Background:** With declining budget dollars, it has become imperative to ensure future growth that there are more public/private joint venture initiatives. The proposed Dynamic Sports YOU building will be a private/public development initiative. It will be approximately 15,000-20,000 sq. ft. located on the North High School sports campus. It will provide significant facilities/services to solve unmet needs to both the college and general business community of the north, east, south and central metro Des Moines areas. It will include two key components:*Part 1 – The Entrepreneurial Development Center*

The Center will develop a relationship with the Iowa Small Business Development Center (SBDC) to offer a counseling center. It will include two counseling offices and a multi-purpose theatre seating classroom for 20-25 students. This will enable the SBDC to conduct classes for students/community/clients in a restructured geographic area.

*Part 2 – The Athletic Training and Wellness Center*

- The Athletic Center will be a best practices athletic training and wellness center. The Center will include:
- Indoor athletic space
- Indoor netting for baseball, softball and golf workouts
- Indoor jogging/walking/sprint space

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**Item No. 19****Page 2 of 4**

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- Cardio vascular work out area
- Cybex and free weight training
- Executive Office Space
- A “FunFit” Center that will focus on providing wellness opportunities for children.
- Team and organizational meeting/film/and rental space. This will enable the college to also expand clinics and seminars for local coaches and wellness trainers.

Collaboration

The proposed facility will have great synergy with existing service providers, as well as, offer outstanding opportunities to expand high school, middle and elementary school, college, and community business relationships. Des Moines Public Schools student career exploration and opportunities will be enhanced.

The Entrepreneurial Development Center will provide:

- Counseling services for county business growth and expansion. Classes will be offered for various business development projects, and students will be able to attend also.
- Youth Entrepreneurial Education: Classes and activities for area public and private school children to promote entrepreneurship.
- Potential introductory classes or seminars for students.
- Integration opportunities with existing curriculum opportunities.

The Training and Wellness Center will provide:

- Expanded intramural opportunities for students, staff and faculty.
- Increased wellness programs for students, faculty, staff and community members.
- Increased wellness programs for area children.
- Improved training programs for DMPS, high school, and community based amateur teams.
- Expanded student learning opportunities in a variety of DMPS curriculums. Improved on campus high school activity opportunities for students.

Minutes

Ms. Strong asked when the organization plans to be operational.

Mr. Allen said Dynamic Sports YOU can be operational almost immediately in terms of camps and events hosted in conjunction with DMPS high schools and staffed by high profile professional athletes with local backgrounds.

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**Item No. 19****Page 3 of 4**

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Mrs. Woods asked if the membership fees mentioned in the prospectus were part of the project fundraising campaign.

Mr. Allen responded that those fees would be charged to institutional users of the facility to defray operational costs once the facility has been built.

Mrs. Woods asked if there would be user fees charged for individual students.

Mr. Allen said they would be minimal and on a sliding scale based on ability to pay. He said one of the goals of the facility is to level the playing field for DMPS kids versus their suburban counterparts.

Ms. Boesen asked where the group stands in its fundraising toward the \$4 million estimated cost to build the facility.

Mr. Allen said the formal capital campaign has not been launched. He stressed the importance of the organization being able to approach potential investors with a location for the facility already secured.

Ms. Boesen asked who would get the building if at some point in the future Dynamic Sports YOU ceased operations.

Mr. Allen said in that scenario the facility would belong to the district.

Ms. Caldwell-Johnson asked the square footage of the area the group has targeted.

Mr. DeAngelo said it measures approximately 200'x75' [25,000 sq. ft.] on the northeast portion of the North HS premises at 2<sup>nd</sup> & Holcomb. He said the goal is to break ground in June of 2012 and complete the superstructure before winter of that year so the remaining interior work could be completed in time to open the facility in the spring of 2013.

Ms. Caldwell-Johnson asked how the landlord/tenant relationship between the district and Dynamic Sports YOU would be crafted.

Mr. Good said most of those details are yet to be determined.

Ms. Caldwell-Johnson asked about the timeframe for a Board decision on the proposal.

Mr. Good said this presentation was for informational purposes only and that no formal Board action is being sought at this time but he expects that a decision will be necessary within the next month or two given the proposed timeline for fundraising and construction.

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**Item No. 19****Page 4 of 4**

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Mr. Murphy asked if the \$4 million figure is strictly a construction estimate.

Mr. Allen said it covers construction and operational startup costs.

Mr. Murphy asked if the proposal is modeled after similar facilities elsewhere.

Mr. Ligouri said the proposal is a composite of best practices the group has researched nationwide over the course of the last year.

Mr. Murphy asked about the makeup of the facility's Board of Directors.

Mr. Ligouri explained that there will be both an advisory board comprised of practitioners of fields the facility offers services in and a board of directors comprised of community stakeholders, including DMPS.

Mr. Murphy asked whether the board of directors would be primarily in charge of operational oversight or ongoing fundraising since the organization is structured as a non-profit.

Mr. Ligouri said he expects it will be some of both functions.

Mr. Murphy said it's possible the Board might stipulate some additional level of access to the facility for North HS students as part of an agreement to have the facility built on the North campus.

Mr. Ligouri said that planning discussions have envisioned the facility as one that will serve and benefit students at all levels in the broader North feeder community as opposed to North students in particular. He said it will complement rather than compete with programming offered through agencies like Boys Club or the YMCA.

Ms. Caldwell-Johnson asked what the estimated annual operating costs of the facility will be once it's open.

Mr. Ligouri pegged them between \$250,000 and \$350,000, assuming no construction debt and donated services from athletes and coaches.

The Board expressed its consensus that it would like to move ahead and further explore the project.

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**Item No. 20**

**Page 1 of 1**

**Subject: BOARD MEMBERSHIPS TO VARIOUS ORGANIZATIONS**

**For: DISCUSSION /ACTION**

**Contact: Board**

**Attachments: None**

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**Issue:** Consideration of the Board memberships to various organizations.

**Background:** Currently the Board is a member of the UEN (Urban Educators Network). Discussion will focus on whether the Board should be a member of other associations/organizations.

#### Minutes

Ms. Caldwell-Johnson reiterated her feeling that it will be important for the Board to become more actively involved in UEN course-setting if that is to be its primary means of affiliation with other school districts and school boards.

Dr. Sebring suggested that the UEN Steering Committee will be a good mechanism for the Board to deepen its involvement.

The Board expressed its consensus that membership in the UEN shall remain its primary affiliation for the coming year.

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**Item No. 21****Page 1 of 2****Subject: MONITORING REPORT FOR MANAGEMENT LIMITATION 2.4 – ASSET PROTECTION****For: ACTION****Contact: Thomas Harper****Attachment: 11-028**

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

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**Issue:** Board Governance Policy 3.4 – Monitoring Superintendent Performance includes a schedule relative to monitoring reports that requires an annual monitoring report on Management Limitation 2.4 – Asset Protection.

**Superintendent's Recommendation:** The superintendent recommends that the board receive, discuss and take action on the annual monitoring report for Management Limitation 2.4 – Asset Protection.

**Background:** Management Limitation 2.4 – Asset Protection is included as Attachment 11 – 028. This report covers the fiscal year 2011 which goes from July 1, 2010 to June 30, 2011, unless otherwise stated.

Management Limitation 2.4 states: The superintendent shall not allow district assets to be unprotected, inadequately maintained, inadequately or inappropriately used or unnecessarily risked.

Accordingly, the superintendent shall not:

1. Allow there to be inadequate insurance to protect the district's assets, including but not limited to coverage for theft, casualty, institutional liability, board and officer liability, and employee theft and dishonesty.
2. Fail to employ risk management practices to minimize exposure of the district, its board or staff to claims of liability.
3. Incur indebtedness (i.e. anticipatory warrants, general obligations or revenue bonds, and capital loan notes).
4. Subject facilities and equipment to improper wear and tear or insufficient maintenance.
5. Allow any purchase where there exists a real conflict of interest or the appearance of a conflict of interest.
6. Fail to protect district owned intellectual property, information and files from loss or significant damage or theft.



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**Item No. 21**

**Page 2 of 2**

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7. Receive, process or disburse funds under controls insufficient to meet the Board-appointed auditor's standards (as set forth in Management Letter and/or other correspondence) or compromise the independence of the Board's audit.
8. Endanger the district's public image, its credibility, or its ability to accomplish Ends.

Minutes

Ms. Link moved to accept the monitoring report; second by Caldwell-Johnson.

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

Nay: None

The motion carried, 6-0.