

## **DAVENPORT COMMUNITY SCHOOL DISTRICT**

ACHIEVEMENT SERVICE CENTER  
JIM HESTER BOARD ROOM  
1606 BRADY STREET  
DAVENPORT, IOWA 52803

### **MONDAY, JANUARY 13, 2014 REGULAR BOARD MEETING 7:00 PM**

The Board of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met on Monday, January 13, 2014 for their Regular Meeting. The meetings were held at the Achievement Service Center, 1606 Brady St., Davenport, Iowa, in said District. President Johanson called the Regular Meeting to order at 7:00 PM.

On roll call the following board members were present: Directors: Ralph Johanson, Ken Krumwiede, Nikki DeFauw, Bill Sherwood and Jamie Snyder. Rich Clewell and Maria Dickmann were absent. Dr. Tate and other administrators were present.

Director DeFauw read the vision statement.

#### **I. SHOWCASE**

**A. Fillmore Elementary** – Principal, Kent Ryan explained they would be highlighting their after school programs which reach across grade levels and provide real life experience. Staff presenting were Ashley Hamm, para-educator and Lori Kimmel, 4<sup>th</sup> grade teacher. Ms. Kimmel provided an overview of the Kids in the Creek Program which is in its 4<sup>th</sup> year and partners with the city of Davenport to conduct an annual creek clean up event. The other program highlighted was the Leggo League which is the only one in Davenport. They had over 100 kids try out for the program. Students involved in the programs demonstrated their projects for the board. Board members thanked them for the presentation and congratulated their efforts.

#### **II. COMMUNICATIONS (Including Open Forum)**

- A. January 20<sup>th</sup>, CLOSED Martin Luther King Jr. Day
- B. January 27<sup>th</sup>, 7:00PM, Regular Meeting, ASC, Jim Hester Board Room
- C. February 3<sup>rd</sup>, 5:30PM Committee of the Whole, ASC, Jim Hester Board Room
- D. February 4<sup>th</sup>, 3:00PM Legislative Advocacy Meeting, ASC, Executive Board Room
- E. February 5<sup>th</sup>, 4:00PM Policy Meeting, ASC, Executive Board Room
- F. February 10<sup>th</sup>, 7:00PM Regular Meeting, ASC, Jim Hester Board Room
- G. February 17<sup>th</sup>, Annual Get on the Bus Trip to Des Moines
- H. February 24<sup>th</sup>, 7:00PM Regular Meeting, ASC, Jim Hester Board Room
- I. Open Forum for Community Input  
Sally Ellis-2216 N. Nevada, Davenport, IA – Sally spoke in favor of the District taking back the students at Wittenmyer.

Rob Woodall-4511 Old Ivy Ct. Bettendorf, IA – Rob spoke in favor of renewing the contract with Family Resources.

Sarah Pohlmann Johanson-5695 Barcelona St., Bettendorf, IA- Sarah spoke in favor of renewing the contract with Family Resources.

Dick Kleine-6610 James Road, Bettendorf, IA – Dick spoke in favor of renewing the contract with Family Resources.

Rodney Blackwell-2110 Aspen Drive-Would like to see total costs involved per student for the new Kimberly Center.

### III. CONSENT AGENDA

To conserve time and focus attention on non-routine matters on the agenda, the Board considered a number of items grouped together as a Consent Agenda, all items to be approved in one motion.

#### A. Reading of the Minutes of the Last Regular and Intervening Meetings

November 26<sup>th</sup>, 2013 (Closed Session), December 2<sup>nd</sup>, 2013 (Committee of the Whole), December 9<sup>th</sup>, 2013 (Closed Session), December 9<sup>th</sup> (Regular Meeting), December 18<sup>th</sup> (Special Call Open Session).

#### B. Personnel: Appointments, Resignations, Retirements, Leaves, Etc.

##### APPOINTMENTS: CERTIFICATED

Ashworth, Michael Special Education Wood Intermediate	Degree: B.A. – Step 1 Salary: \$34,438.00 Prorated to \$17,125.80 for the remaining 92 days in the School Year
Boyd, Jennifer Reading Wood Intermediate	Degree: B.A. – Step 8 Salary: \$44,823.00 Prorated to \$22,290.68 for the remaining 92 days in the School Year
Duncan, Mary Katie Grade 5 Walcott K-8	Degree: M.A. – Step 11 Salary: \$53,724.00 Prorated to \$26,716.80 for the remaining 92 days in the School Year
Heidemann, Sue Special Education Fillmore Elementary	Degree: M.A. – Step 11 Salary: \$53,724.00 Prorated to \$28,168.80 for the remaining 97 days in the School Year

##### APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Parks, Fred W. Boys' 7 <sup>th</sup> Grade Basketball Sudlow Intermediate	7% \$2,031.00
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##### APPOINTMENTS: CLASSIFIED

Ambrose, Lauren Para Educator Jefferson/Edison	Effective: January 7, 2014 Salary: \$10.31/hr Hours: 6.5 hrs/day
Beale-McDonald, Blayne Para Educator West High	Effective: December 12, 2013 Salary: \$10.81/hr Hours: 6.5 hrs/day

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Carlson, Lina Para Educator Children's Village West	Effective: January 7, 2014 Salary: \$11.35/hr Hours: 6.25 hrs/day
Claussen, Fay Para Educator Williams Intermediate	Effective: December 17, 2013 Salary: \$9.96/hr Hours: 6.5 hrs/day
Droessler, Debra Para Educator Smart Intermediate	Effective: December 12, 2013 Salary: \$10.31/hr Hours: 6.5 hrs/day
Engler, Trinity Para Educator Jackson Elementary	Effective: January 9, 2014 Salary: \$10.31/hr Hours: 4 hrs/day
Fuller, Steven Para Educator Jefferson/Edison	Effective: January 9, 2014 Salary: \$10.31/hr Hours: 6.5 hrs/day
Gluck, Brenda Custodian Buffalo Elementary	Effective: January 2, 2014 Salary: \$13.38/hr Hours: 4.0 hrs/day
Quast, Dana Custodian Garfield Elementary	Effective: January 21, 2014 Salary: \$13.38/hr Hours: 7.0 hrs/day
Richardson, Tanjela Para Educator Smart Intermediate	Effective: January 7, 2014 Salary: \$10.31/hr Hours: 6.5 hrs/day
Rogers, Kiki Para Educator Buchanan Elementary	Effective: December 12, 2013 Salary: \$10.31/hr Hours: 6.50 hrs/day

RESIGNATIONS/TERMINATIONS: SUPPLEMENTAL CONTRACTS

Hamilton, Ashly Soccer Girls' Varsity West High	14% \$4,063.00
Jones, Michael Football Assistant Central High	12% \$3,482.00

RETIREMENTS: CLASSIFIED

Payne, Mark Custodial Supervisor Operation Center	Effective: February 28, 2014 Years of Service: 1 yr 9 mos (+ 34 yrs 9 mos as custodian and Custodial Field Supervisor prior to current position)
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RESIGNATIONS/TERMINATIONS: CLASSIFIED

Cook, Dana Food Service Cashier II Madison Elementary	Effective: January 3, 2014 Years of Service: 1 yr 10 mos Reason: Other Employment
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Garduno, Donna  
Food Service Worker  
Bakery

Effective: December 23, 2013  
Years of Service: 2 yrs 4 mos

RETURN FROM LEAVE OF ABSENCE: CERTIFICATED

Vance, Wendy  
Teacher - TBD  
Site TBD

Effective: January 8, 2014  
Salary: \$56,691.00 prorated to \$27,885.77 for 91/185 days

LEAVES OF ABSENCE: CERTIFICATED

Mesick, Sheila  
Art  
Smart Intermediate

Extended Paid/Unpaid Leave of Absence  
Effective: December 2, 2013 – End of  
The 2014 - 2015 School Year

RETURNS FROM LEAVE OF ABSENCE: CLASSIFIED

Dorethy, Teresa  
Para Educator  
North High

Effective: January 8, 2014  
Salary: \$13.45/hr  
Hours: 6.5 hrs/day

LEAVES OF ABSENCE: CLASSIFIED

Collins, Rhonda  
Food Service Worker  
LOA

Extension of Unpaid Leave of Absence  
Effective: December 21, 2013 – End of  
2013-14 school year

Thede, Phyllis  
Professional Secretary I, 10.5 mos  
Williams Intermediate

Unpaid Leave of Absence  
Effective: January 8, 2014 – May 12, 2014

Voss, Candace  
Para Educator  
Wood Intermediate

Unpaid Leave of Absence  
Effective: January 13, 2014 – May 4, 2014

Zelnio, Judith  
Professional Secretary I, 10.5 mos  
Wood Intermediate

Extended Unpaid Leave of Absence  
Effective: December 21, 2013 – August 21, 2014

**Motion:** Director Krumwiede moved the board approved the consent agenda as presented.  
Director Sherwood seconded the motion.

**Discussion:** None.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Krumwiede, Sherwood, DeFauw, Snyder and Johanson. All ayes motion carried.

#### IV. APPROVAL OF BILLS

**Motion:** Director DeFauw moved the board approve the following resolution from the bill listing periods: through December 5<sup>th</sup> through December 18<sup>th</sup>, 2013 and December 19<sup>th</sup>, 2013 through January 8<sup>th</sup>, 2014.

“Resolved all claims presented to the Board having been duly certified as correct by the Secretary, reviewed by the administration and board members, and they are hereby audited and allowed as just claims and warrants drawn on the Treasury for the several amounts. Further Resolved, the payment of claims and salaries be approved as presented for the periods of December 5<sup>th</sup> through December 18<sup>th</sup>, 2013 (Special release with President’s approval) and December 19<sup>th</sup>, 2013 through January 8<sup>th</sup>, 2014. Director Snyder seconded the motion.

**Discussion:** None.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: DeFauw, Snyder, Sherwood, Krumwiede and Johanson. All ayes motion carried.

#### V. SUPERINTENDENT REPORT

Dr. Tate announced the Greater Achievement Plan Saturday Academy is scheduled for this Saturday from 10:30-1:00PM at the Davenport Public Library 3000 N. Fairmount St. Tate thanked the following staff members for their outstanding response and efforts when the heat went out at Adams School this month: Jesse Dalton, Jeff Brimeyer, Todd Lillyblade, Randy Stender, Trevor Muilenburg, Scott Ellis and Cindy Plaster. He also thanked Dan Burlingame and Scott Martin for all they do as well. Student board member, Cameron Pugh reported on Show Choir events and talked about the damage done at Central due to the frozen sprinkler heads.

#### VI. OTHER ITEMS REQUIRING ACTION

##### A. Approval of Plans and Specifications for District Restroom Renovations Phase 4

**Motion:** Director Sherwood moved the board approve the plans and specifications as presented for the District Restroom Renovations Phase 4 project. Director Krumwiede seconded the motion. President Johanson conducted a public hearing on the project. No one spoke and President declared the public hearing closed.

**Discussion:** None.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Sherwood, Krumwiede, DeFauw, Snyder and Johanson. All ayes motion carried.

## **B. Approval of Architect for 3801 Marquette Renovation**

**Motion:** Director Snyder moved the board approve BLDD Architects of Davenport, IA for the design of the new Kimberly Center at 3801 Marquette Street. Director DeFauw seconded the motion.

**Discussion:** President Johanson asked for more detail regarding the selection process for architects and costs involved. Scott Martin provided more details.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Snyder, DeFauw, Krumwiede and Johanson. Nays: Sherwood. Motion carried.

## **C. Approval of Engineer for Hoover Boiler and Air Conditioning**

**Motion:** Director Sherwood moved the board approve KJWW Engineering Consultants of Rock Island, Illinois to design the replacement boiler and air conditioning systems at Children's Village Hoover. Director Snyder seconded the motion.

**Discussion:** None.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Sherwood, Snyder, Krumwiede, DeFauw and Johanson. All ayes motion carried.

## **D. Wittenmyer Contract**

**Motion:** Director Krumwiede moved the board approve that the Wittenmyer Learning Center Educational Services Agreement Between Family Resources, Inc. and Davenport Community School District not be renewed when it ends on June 30, 2014. Director DeFauw seconded the motion.

**Discussion:** Director DeFauw asked Dr. Tate to provide more detail on the most recent document from the Department of Education (DOE) regarding the billing tool. Dr. Tate provided a brief history of the efforts by the district and Family Resources to get around the issues concerning the billing tool which has caused major problems. The District ends up losing funds because we can't bill other districts. In late December the DOE provided this new document concerning the billing tool and the interpretation he received from the Deputy at the DOE is a strict interpretation that states the district is only allowed to pay for education costs. Dr. Tate said stated it is not about the money but about the fact that the district can provide a better education for the students and he believes the district should be responsible for these students. DeFauw asked him to explain the therapeutic interventions. Tate discussed the staff ratios currently at Family Resources compared to the proposed model for the district. Director Sherwood asked why this new document and proposal had not been shared with the entire board. President Johanson provided an explanation and stated this was the normal approach to take. He explained he spoke with Ms. Goodwin from Family Resources and district administration evaluated all the information to the best of their abilities.

Director Sherwood said it may appear that this would be a method of shaping the conversation and reiterated that the entire board should have had access to all the information in order to make an informed decision.

**Motion:** Director Sherwood made a motion to table this discussion. There was not a second. Motion failed.

President Johanson stated that Ms. Cheryl Goodwin was in the audience and available for questions. Ms. Goodwin explained the various components of their proposal and noted that her organization has always responded very quickly to the district in addition to increasing human capital as well as facilities. Director Krumwiede asked about staffing patterns and if they have certified principals. They explained they had certified principals in the past but not with their new model. Krumwiede asked if they believe the school district could provide the same services. Goodwin said she can only speak to their expertise and that she is very confident in the model they have created and thinks they have been doing a good job and would like to continue. Krumwiede mentioned the contract with Edison Learning and expressed that he doesn't think we sign a lifetime contract with any agency and thinks it is time the district gives this a try since the district has outstanding staff and the staffing patterns in Dr. Tate's proposal looks very good. He also mentioned the district has great administrators and special education department.

President Johanson asked Goodwin to share the financial part of their offer. She said the new proposal would save the district \$100,000. She also indicated it didn't have to be all or nothing that they could offer up their facilities and expertise in another way and was hoping for a dialogue with the board. Johanson asked about the sense of urgency from the perspective of Family Resources in making a decision tonight. Goodwin stated she asked last week for consideration to not have the vote this evening because of the recent document from the Department of Education. Goodwin said there are a number of different interpretations of this document and doesn't believe the document has been vetted appropriately. There was further discussion about the timeline for taking a vote. Director Sherwood asked Dr. Tate the plan for the elementary and intermediate students. Tate explained that all the grades-elementary through high school-would be in the current Kimberly Center and additionally would have the high school students from Kimberly West together in one program. Sherwood expressed concerns about the safety of Kimberly Center.

Director DeFauw said she is completely torn because she wants to support the Superintendent and agrees with his view that in order to be accountable for these students he also needs to be responsible for these students. She said there were several questions raised concerning inconsistencies in terms of cost factors and information that hasn't been fully shared with the board and that this gives her pause. DeFauw stated that having been a former employee at Wittenmyer, she understands the positive impact it can make. The school district used to manage the program that was onsite but moved away from that model, and this hasn't been fully explored by the board. Based upon all those elements she said she would reiterate Director Sherwood's motion to table this discussion until the time we can have further conversation and put to rest some of these unanswered questions.

**Motion:** Director DeFauw made motion to table the discussion. Director Sherwood seconded the motion.

President Johanson allowed discussion on tabling the motion: Director Krumwiede asked about the consequences for tabling this item and how it will affect timelines. Dr. Tate said initially it was the first of December and stated he worries about the employees at Wittenmyer and wants to make sure they know what is going to happen next year. He said there is flexibility to a point but it can't involve months of discussions and recommended the decision be made by the next two meetings. Director Sherwood said that the Roberts Rules of Order states that there is no discussion allowed for tabling and we are required by state code to follow this as the default rule book. Sherwood said the Iowa Association of School Boards has a document on this on their website. President Johanson said he appreciates his comments and Roberts Rules of Order is accepted by this board as the default, however, there are other provisions that are allowed.

**Vote to table:** The vote to table the motion was recorded as follows: Ayes: DeFauw, Sherwood and Johanson. Nays: Snyder and Krumwiede. Motion carried.

#### **E. Superintendent Goals**

**Motion:** Director DeFauw moved the board approve the Superintendent Goals as presented. Director Snyder seconded the motion.

**Discussion:** Dr. Tate read his goals. DeFauw asked why there are no percentages attached to the reduction in the achievement gap or the increase in graduation rates. Dr. Tate said it would be a wild guess at the point and not sure what data his would use to measure this with at this point. DeFauw suggested a future conversation about this point in order to provide a measurement for progress.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: DeFauw, Snyder, Krumwiede, Sherwood, and Johanson. All ayes motion carried.

#### **F. Minimum Unspent Balance**

**Motion:** Director Sherwood moved the board approve and establish an Unspent Balance target of 5% of Maximum General Fund Budget Authority. Director DeFauw seconded the motion.

**Discussion:** Director DeFauw asked what the plan moving forward would be in order to attain this goal. Dr. Tate said this is what we have been aiming at with the annual reductions of 2-3 million a year and asked Ms. Tangen if this was correct and she confirmed this was accurate. She also explained there was a discussion about how the target amount was established and she took the lower end of the range as it is based on the \$500 per pupil and this was set back in March of 2012 and is the amount that was used during public discussions. Johanson asked if this can be attained in the next two years.

Tangen said it can be attained but is dependent upon budget reductions. She said if budget reductions of 2-2.5 million are made each year for three years the target can be met.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Sherwood, DeFauw, Krumwiede, Snyder and Johanson. All ayes motion carried.

#### **G. Minimum Health Self-Insured Fund Balance**

**Motion:** Director Snyder moved the board approve a Health Benefit Plan Reserve target at an amount equal to 6 months of the estimated maximum annual plan year costs. Director Krumwiede seconded the motion.

**Discussion:** Director Sherwood asked the dollar amount this represents. Ms. Tangen said it would be approximately 14.5 million dollars and currently the district is at about twice this amount. Johanson asked why this target was selected. Tangen stated it is reflective of an administrative procedure and the recommendation of the insurance consultant. Tangen said she would not go any lower than 6 months but doesn't want to put any more money in the fund than what is needed keeping in mind that we still don't know the impact of the Affordable Health Care Act on the self-insurance fund. Director DeFauw said she views this as a floor not a ceiling and is a way of protecting the reserve from one too many insurance holidays as we look to band-aid budgets as opposed to making sustainable cuts. This should not be interpreted as the maximum amount we should maintain, but rather the minimum amount that should be maintained in this fund.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Snyder, Krumwiede, Sherwood, DeFauw, and Johanson. All ayes motion carried.

#### **H. Appointment of Medical Director**

**Motion:** Director Sherwood moved the board approve the appointment of Naomi C. Chelli, MD as the Medical Director for the Davenport Community School District beginning second semester for the 2013-14 school year for the fee of \$3,150. (Annual fee is \$6,300). Director DeFauw seconded the motion.

**Discussion:** President Johanson asked how the annual fee is established and whether having a medical director is a requirement. Deb Miller provided more details on the fee and indicated this is not a requirement. Johanson asked if this was a retainer and how frequently services are provided. Ms. Miller said the services are dependent upon the student population and discussed other areas the medical director would provide assistance. Johanson asked for more information on the exact nature of the services rendered and mentioned the option of hourly payment. Director Sherwood said the previous Director, Dr. Garvin, was a highly regarded pediatrician and this may not be the case with Dr. Chelli and if they went to an hourly arrangement the time could be split between her and a highly skilled pediatrician. Ms. Miller

explained the current working relationship they have Dr. Chelli. Director DeFauw noted the hourly wage if divided by instructional hours which would be \$9 an hour, but also agrees with Sherwood in looking at the expertise that is needed in pediatrics. Several board members expressed they are willing to support for the remainder of the school year but that the board may want to consider other options after that. Director Snyder asked if there was a conflict of interest concerning her working with the workers compensation cases and Ms. Miller stated she doesn't think there is a conflict.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Sherwood, DeFauw, Snyder, Krumwiede and Johanson. All ayes motion carried.

### **I. Master Data Sharing Agreement**

**Motion:** Director Krumwiede moved the board approve the Master Data Sharing Agreement between Davenport Community School District and St. Ambrose University “on behalf of the Achieve Quad Cities Partnership.” Director Snyder seconded the motion.

**Discussion:** Director DeFauw asked if parents would be informed of the data sharing and if they have can opt out. Dr. Tate said they will not have the opportunity to opt out.

**Vote:** The vote on the motion was called and recorded as follows: Ayes: Krumwiede, Snyder, Sherwood and Johanson. Abstain: DeFauw. Motion carried.

### **J. Policy Review**

**Motion:** Director DeFauw made a motion to approve the following policies as recommended by the policy committee:

602.07- Curriculum Implementation

602.08- Curriculum Evaluation

Director Sherwood seconded the motion.

**Discussion:** Director DeFauw noted the policies were being trimmed and the majority of the content being moved to Administrative Regulations.

**Vote:** The vote on the motion was called and recorded as follows: Ayes. DeFauw, Sherwood, Snyder, Krumwiede and Johanson. All ayes motion carried.

## **VII. DISCUSSION**

No discussion items.

## **VIII. ADMINISTRATIVE REPORTS**

**A. Teacher Leadership and Compensation Committee** - Juli Staszewski provided an update on the work of this committee and stated it will be presented for approval at the next board meeting. She reviewed the goals, timeline, and the progress they have made. She explained the different models and the 5 “must-haves” for local plans. The selection process will be very rigorous. She explained that through these recommendations it is the hope of the Teacher Leadership and Compensation Committee to attract and retain the most highly effective educators possible which will ensure that our students receive

a world class education. She asked what additional information the board may need before the vote at the next meeting. Dr. Tate indicated the documents he would like for her to provide to the board. Director DeFauw asked if this information will include how much instructional time mentor and teachers will be using from the classroom and Ms. Staszewski indicated it would be included. Director Sherwood thanked the entire committee for their efforts and mentioned a previous recommendation he had made regarding using these teachers to help the lower performing buildings. Ms. Staszewski said that every building at the elementary level will have one lead teacher and the mentor/teachers will be in a variety of locations.

## **IX. BOARD REPORTS/REQUESTS**

Director Snyder had the following board requests:

1. Agenda item: Return to a discussion on looking at going to electronic board packets and minimizing the amount of paperwork we currently have.
2. Information request: Have we as a district looked at the possibilities of an alternative middle school? Have we had any interest expressed in an alternative learning environment by our students, parents, teachers, or the public focused on middle school aged students?

President Johanson said the recent fundraising event at North High School was really great and was very well attended.

## **ADJOURNMENT**

Director DeFauw moved the board adjourn. Director Krumwiede seconded the motion. By consensus President Johanson declared the meeting adjourned at 9:05 PM.

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Mary Correthers, Board Secretary/Treasurer