

**DAVENPORT COMMUNITY SCHOOL DISTRICT**  
ACHIEVEMENT SERVICE CENTER  
JIM HESTER BOARD ROOM  
1606 BRADY STREET  
DAVENPORT, IOWA 52803  
**MONDAY, OCTOBER 27, 2014**  
**REGULAR BOARD MEETING**  
**6:00 PM**

The Board of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met on Monday, September 8, 2014 for their Regular Meeting. The meeting was held at the Achievement Service Center, 1606 Brady St., Davenport, Iowa, in said District. President Johanson called the Regular Meeting to order at 6:10PM.

President Johanson announced that he was changing the order of the agenda so the first discussion item on the budget would immediately follow open forum.

**1. OPENING ITEMS**

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

**1.02** Director DeFauw read the board priorities and Director Snyder read the mission and vision statements.

**2. STUDENT BOARD REPORTS**

Caitlyn and Luke from Central reported on dance team, the student hunger drive and cross country. Mitchell and Olivia from West reported on a \$15,000 grant for Project Lead the Way and their fall musical. Bennett and Cindy from North reported on their student hunger drive, spirit week and announced their fall play “Children of a Lesser God” scheduled for November 7<sup>th</sup> and 8<sup>th</sup>.

**3. SHOWCASE**

**3.01 Truman Elementary School Showcase –**

Principal, Mary McMeekin introduced 5<sup>th</sup> grade student, Tailor Varner who presented a Powerpoint about Truman Elementary School for the Showcase. Tailor helped Mayor Gluba cut the ribbon at the recent ribbon cutting for Truman’s school renovations. She reviewed the student pledge and reported on the many activities taking place at the school. Board members complimented Tailor on her presentation and emphasized what a great job she did.

**4. COMMUNICATIONS**

**4.01 Upcoming Events and Meetings**

- October 28, 6:30-8:30PM, Student Showcase, River City Music Experience, Davenport
- October 29th, 6-7:30PM, Legislative Forum, Madison Elementary School
- November 3rd, 5:30PM, Committee of the Whole, ASC, Jim Hester Board Room
- November 4th, 3:00PM, Legislative Advocacy Committee, ASC, Executive Board Room
- November 5th, 4:00PM, Policy Committee, ASC, Executive Board Room
- November 10th, 6:00PM, Regular Meeting, ASC, Jim Hester Board Room
- November 24th, 6:00PM, Regular Meeting ASC, Jim Hester Board Room

#### **4.02 Open Forum for Community Input**

Melissa France, 712 Prairie Meadow Drive, Blue Grass - Spoke in favor of block scheduling.

Hunter Bell, 1691 W. 49<sup>th</sup> St, Davenport – Spoke in favor of block scheduling.

Judy DeSalvo, 3929 W. Garfield, Davenport –Spoke in favor of block scheduling.

Brinson Kinzer, 304 E. Lotte St. Blue Grass- Against closing Bluegrass school.

Vince Jurgena, 503 Rusholme, Davenport - Spoke in favor of block scheduling and expressed concern about budget cuts.

Tammie Wink, 6188 135<sup>th</sup> St. Bluegrass –Against closing Bluegrass school.

Patrick Shoemaker, 1440 E. Bloomington St., Iowa City-Spoke in favor of block scheduling.

Alex Hunt, 445 W. Garfield St. Davenport - Spoke in favor of block scheduling.

Anthony DeSalvo, 3929 W. Garfield, Davenport-Concerned that traditional schedule will affect dual enrollment program at North.

Stephaine Hansel, 123 Valley Brook Dr. Bluegrass-Against closing Bluegrass school.

### **9. DISCUSSION ITEM**

#### **9.01 BUDGET**

Dr. Tate provided an overview of the Superintendent’s Draft General Fund Budget Reduction Plan. He discussed the overall goal to have at least \$8,000,000 in unspent budget authority by July 1, 2018, the assumptions underlying this plan and his philosophical approach (Attachment A). Tate reviewed the Draft Reduction Plans for school years 2015-16 (Attachment B); 2016-17 (Attachment C); and 2017-18 (Attachment D).

President Johanson stated another meeting on the budget will be needed in November if the high school schedule is changed. Director Snyder asked how teacher contracts would be affected if the scheduled is changed to traditional. Tate responded he is consulting the attorney about this issue. Dickmann said she would be in favor of eliminating the annuity for new hires and also mentioned eliminating sports coaching positions and these positions being filled by volunteers. Director Clewell asked how many employees they estimate for 2015-16 early retirement and Tangen said between 60-70 positions. Clewell thinks the administration has done a good job listening and this plan seems appropriate to him. Director DeFauw agrees with early retirement and supports eliminating positions through attrition and the proposed elimination of the annuity for new hires. She also mentioned previous discussions about going to four day work week in the summer which would save on utilities and also mentioned that the idea of K-8’s and repurposing building should also be considered. She suggested the board have a separate discussion about block vs. traditional so this can either be carried forward or put to rest and asked the agenda committee to consider this. DeFauw also mentioned increasing walk zones and proposed the idea of working with the city to provide bus passes to parents of young children so they could ride with their child on the bus. This would also help reduce the effects of poverty, which is one of the board’s priorities. Cutting curriculum specialists would be last on her list. DeFauw said she would like to move up the discussion on increasing class size and have it sooner than in year three. Sherwood also asked for clarification on how changing to traditional schedule would affect teacher contracts and said that he disagrees with eliminating annuity for new hires because it would create inequity in pay for administrators.

Dickmann would also like to discuss the idea of decreasing days in the second year, and is uncomfortable with increasing walk zones but likes Director DeFauw's idea about getting bus passes for parents. Johanson concluded saying that overall the board is agreeable with Dr. Tate's plans.

**5. CONSENT AGENDA**

**5.01 Reading of the Minutes of the Last Regular and Intervening Meetings**

10-1-14 (Policy Committee) and 10-6-14 (Committee of the Whole).

**5.02 Personnel: Appointments, Resignations, Retirements, Leaves, Etc.**

APPOINTMENTS: SUPPLEMENTAL CONTRACTS

|   |                               |
|---|-------------------------------|
| Craig, Ellen<br>Newspaper Advisor<br>Central High                                   | 14%<br>\$4,189.00             |
| Harkness, Robert<br>Head Boys' Soccer<br>Central High                               | 14%<br>\$4,189.00             |
| Obleton, Joseph<br>Girls' 7 <sup>th</sup> Grade Basketball<br>Williams Intermediate | 4%<br>\$1,171.53 (46/47 Days) |
| Tangen, Morgan<br>Assistant Girls' Basketball<br>Central High                       | 12%<br>\$3,590.00             |

APPOINTMENTS: CLASSIFIED

|   |   |
|---|---|
| Ahrens, Colleen<br>Para Educator<br>Children's Village West   | Effective: October 20, 2014<br>Salary: \$11.66/hr<br>Hours: 6.25 hrs/day    |
| Avis, Rachel<br>Para Educator<br>Young K-8                    | Effective: October 20, 2014<br>Salary: \$10.59/hr<br>Hours: 6.5 hrs/day     |
| Broadie, Cynthia<br>Title I Family Involvement Liaison<br>ASC | Effective: October 13, 2014<br>Salary: \$12.79/hr<br>Hours: 4 – 6.5 hrs/day |
| Chalupa, Tracy<br>Food Service Worker<br>Walcott K-8          | Effective: October 27, 2014<br>Salary: \$9.89/hr<br>Hours: 4.25 hrs/day     |
| Greer, Lindsey<br>Para Educator<br>Washington Elementary      | Effective: October 20, 2014<br>Salary: \$10.24/hr<br>Hours: 6.5 hrs/day     |
| Groth, Caitlin<br>Para Educator<br>Smart Intermediate         | Effective: October 13, 2014<br>Salary: \$10.59/hr<br>Hours: 6.5 hrs/day     |

|  |   |
|--|---|
| Hale, Shanella<br>Para Educator<br>Fillmore Elementary           | Effective: October 27, 2014<br>Salary: \$11.34/hr<br>Hours: 6.5 hrs/day     |
| Jones, Isaac<br>Para Educator<br>Madison Elementary              | Effective: October 16, 2014<br>Salary: \$10.24/hr<br>Hours: 6.5 hrs/day     |
| Lewis, Latoya<br>Title I Family Involvement Liaison<br>Young K-8 | Effective: October 17, 2014<br>Salary: \$14.46/hr<br>Hours: 4 – 6.5 hrs/day |
| Maxwell, Myron<br>Campus Security<br>Young K-8                   | Effective: October 14, 2014<br>Salary: \$13.73/hr<br>Hours: 7.5 hrs/day     |
| Nunn, Natosha<br>Para Educator<br>Smart Intermediate             | Effective: October 17, 2014<br>Salary: \$10.24/hr<br>Hours: 6.5 hrs/day     |
| Peters, Desiree<br>Para Educator<br>Wood Intermediate            | Effective: October 20, 2014<br>Salary: \$10.24/hr<br>Hours: 6.5 hrs/day     |
| Sammon, Melissa<br>Para Educator<br>Smart Intermediate           | Effective: October 27, 2014<br>Salary: \$11.34<br>Hours: 6.5 hrs/day        |
| VanDeWostine, Pippen<br>Para Educator<br>Young K-8               | Effective: October 21, 2014<br>Salary: \$10.24/hr<br>Hours: 6.5 hrs/day     |

RESIGNATIONS/TERMINATIONS: CERTIFICATED

|  |  |
|--|--|
| Daniels, Rhonda<br>Special Education SCI<br>North High | Effective: October 22, 2014<br>Years of Service: 2 mos |
|--|--|

RESIGNATIONS/TERMINATIONS: SUPPLEMENTAL CONTRACTS

|  |                  |
|--|------------------|
| Powers, Bernard<br>Assistant 8 <sup>th</sup> Grade Football<br>Walcott K-8 | 7%<br>\$2,094.00 |
|--|------------------|

RESIGNATIONS/TERMINATIONS: CLASSIFIED

|  |   |
|--|---|
| Barth, Kristina<br>Para Educator<br>Madison Elementary | Effective: October 31, 2014<br>Years of Service: 1 yr |
| Boyd, Lonnie<br>Para Educator<br>West High             | Effective: October 9, 2014<br>Years of Service: 2 wks |

Durham, Zachary  
Custodian  
Buchanan Elementary

Effective: October 15, 2014  
Years of Service: 3 yrs 8 mos

Goetzke, Sandra  
Para Educator  
LOA

Effective: October 10, 2014  
Years of Service: 15 yrs 8 mos

Isabel, DeMetria  
OST Program Liaison  
Lincoln/OST Office

Effective: October 31, 2014  
Years of Service: 3 yrs 11 mos

#### LEAVES OF ABSENCE: CERTIFICATED

Westphal, Roxanne  
Art  
Central High

Paid and Unpaid Leave of Absence  
Effective: September 2, 2014 – End of 2014-15 School Year

#### RETURNS FROM LEAVE OF ABSENCE: CLASSIFIED

Stewart, Lagina  
Custodian  
North High

Return from Unpaid Leave of Absence  
Effective: October 22, 2014

#### **5.03 AEA 267 Contract for Special Education Services- \$31,500**

#### **5.04 Approval of Parking Lot Change Order for Mid City High - \$32,632.50**

#### **5.05 28E Partnership Agreement-Toddlers Morning Out Preschool-\$46,706.80**

#### **5.06 28E Partnership Agreement- Positive Parenting at Trinity Preschool - \$40,479.23**

Director Clewell made a motion to approve the consent agenda as written and this was seconded by Director Sherwood. Sherwood requested discussion on the 5.06 - 28E Partnership Agreement with Trinity Preschool for \$40,479.23 and President Johanson requested discussion on 5.03-AEA 267 Contract for Special Education for \$31,500. These two contracts were pulled from the Consent Agenda. President Johanson stated the vote on the consent agenda would include everything except 5.03 and 5.06 that have been removed for discussion. Johanson stated that he would accept the motion on the consent agenda and 5.03 and 5.06 would be voted on separately.

**Discussion:** None.

**Vote:** All ayes motion carried.

#### **5.06 - 28E Partnership Agreement- Positive Parenting at Trinity Preschool - \$40,479.23**

**Discussion:** Director Sherwood asked how we know if the district is not replacing existing funds. These funds are meant to supplement and expand preschool efforts and aren't meant to subsidize what they are already doing. Tammy Conrad said she would look into this. Director Dickmann said she is not picking on Trinity but she has concerns about religious institutions taking state funding so she will be voting no. She thinks it would be better to have the preschools in our own buildings with our own staff.

**Vote on 5.06:** Ayes: (5) Clewell, Sherwood, Snyder, DeFauw, Johanson. Nays: (1) Dickmann  
Motion carried.

**5.03 - AEA 267 Contract for Special Education Services- \$31,500**

**Discussion:** Johanson asked for clarification on some of the wording of the contract regarding the district paying more than other districts for students and Patti Pace-Tracy responded that she has investigated this issue and the district won't be paying any more than what the billing tool allows. Ms. Pace Tracy did indicate that she has verification of this through her communications with the Assistant Director of Special Education for AEA 267.

**Vote on 5.03:** Ayes: (5) Clewell, Sherwood, Snyder, Dickmann, DeFauw. Abstained: (1) Johanson  
Motion carried.

**6. APPROVAL OF BILLS**

**6.01 Motion** by Director Clewell and seconded by Director Dickmann he board approved the following resolution for the payment of bills and salaries:

“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 period of October 9, 2014 through October 22<sup>nd</sup>, 2014 with the following voided check: #321456 in the amount of \$27,205.98 payable to 95% Group (wrong vendor)

**Discussion:** None.

**Vote:** All Ayes motion carried.

**7. SUPERINTENDENT REPORT**

Dr. Tate mentioned the award from MIT to Project Lead the Way and an upcoming meeting with Director Buck from the Department of Education about the new Teacher Leadership Compensation System.

**8. OTHER ITEMS REQUIRING ACTION**

**8.01- Approval of Level I and II Investigators**

**Motion** by Director DeFauw and seconded by Director Dickmann the board approved the District Level I and II Investigators as presented.

**Discussion:** None.

**Vote:** All Ayes motion carried.

**8.02 Approval of Medical Director**

**Motion** by Director Clewell and seconded by Director DeFauw the board approved the appointment of Naomi C. Chelli MD as the Medical Director for the Davenport Community School District.

**Discussion:** Director Sherwood asked about Dr. Chelli’s speciality and Ms. Miller noted she is a General Practitioner.

**Vote:** All Ayes motion carried.

**8.03 – Approval for Engineering Services for Security Cameras at 13 Elementary Schools.**

**Motion** by Director Dickmann and seconded by Director Snyder the board approved the contract for engineering and design services for the elementary school security system to be awarded to KJWW Engineering in an amount not to exceed \$105,000.

**Discussion:** Board members inquired about measures to avoid change orders, subcontracting, process for putting bad contractors on a no use list and retention of ownership for work products. Mike Maloney provided clarification on these topics.

**Vote:** Ayes (5) Dickmann, Snyder, DeFauw, Sherwood and Johanson.  
Nays (1) Clewell. Motion carried.

**8.04 Approval of Change Order for Treiber Construction Mid City Physical Activity Center**

**Motion** by Director Sherwood and seconded by Director DeFauw the board approved the change order for Treiber Construction for the Mid City High School Physical Activities Center in the amount of \$469,000.

**Discussion:** None.

**Vote:** All Ayes motion carried.

**8.05 Approval of 28E Partnership Agreement-John F. Kennedy Preschool**

**Motion** by Director DeFauw and seconded by Dickmann the board approved the 28E Agreement John F. Kennedy Preschool in the amount of \$224,192.56.

**Discussion:** Director Clewell provided explanation of the statewide voluntary preschool program for the benefit of the audience and student school board members.

**Vote:** All Ayes motion carried.

**8.06 Approval of 28E Partnership Agreement-Trinity Lutheran Preschool**

**Motion** by Director DeFauw and seconded by Director Snyder the board approved the 28E Partnership Agreement with Trinity Lutheran Preschool in the amount of \$208,623.73.

**Discussion:** None.

**Vote:** Ayes (4) DeFauw, Snyder, Sherwood, and Clewell; Abstained (1) Johanson; Nays (1) Dickmann. Motion carried.

**8.07 Approval of 28E Partnership Agreement-All Saints Preschool**

**Motion** by Director Clewell and seconded by Director Snyder the board approved The 28E Partnership Agreement with All Saints Preschool in the amount of \$177,485.86

**Discussion:** None.

**Vote:** Ayes (5) Clewell, Snyder, Sherwood, DeFauw and Clewell; Nays (1) Dickmann. Motion carried.

**8.08 Approval of 28 E Partnership Agreement-Community Action of Eastern Iowa**

**Motion** by Director Dickmann and seconded by Director Clewell the board approved the 28E Partnership Agreement with Community Action of Eastern Iowa in the amount of \$124,551.48.

**Discussion:** None.

**Vote:** All ayes motion carried.

**8.09 Approval of 28E Partnership Agreement-St. Paul's Preschool**

**Motion** by Director Snyder and seconded by Director DeFauw the board approved the 28E Partnership Agreement with St. Paul's Preschool in the amount of \$121,437.69

**Discussion:** A student board member asked for more detail about this preschool.

**Vote:** Ayes (5) Snyder, DeFauw, Sherwood, Clewell and Johanson. Nays (1) Dickmann. Motion carried.



**8.10 Approval of 28E Partnership Agreement with YMCA Palmer Learning Center Preschool**  
**Motion** by Director Dickmann and seconded by Director Clewell the board approved the 28E Partnership Agreement with the YMCA Palmer Learning Center Preschool in the amount of \$112,096.33.

**Discussion:** None.

**Vote:** All Ayes motion carried.

**8.11 Approval of 28E Partnership Agreement-Friendly House Preschool**  
**Motion** by Director Clewell and seconded by Director Dickmann the board approved the 28E Partnership Agreement with Friendly House Preschool in the amount of \$108,982.54.

**Discussion:** None.

**Vote:** All Ayes motion carried.

**8.12 Approval of 28E Partnership Agreement-Growing Tree Preschool**  
**Motion** by Director Dickmann and seconded by Director DeFauw the partnership agreement with Growing Tree Preschool in the amount of \$102,754.97.

**Discussion:** None

**Vote:** All Ayes motion carried.

**8.13 Approval of 28E Partnership with Noah's Ark Preschool**  
**Motion** by Director DeFauw and seconded by Director Clewell the board approved the 28E Partnership Agreement with Noah's Ark Preschool in the amount of \$93,413.61

**Discussion:** None.

**Vote:** Ayes (5) DeFauw, Clewell, Snyder, Sherwood, and Johanson. Nays (1) Dickmann. Motion carried.

**8.14 Approval of 28E Partnership Agreement with St. Ambrose Children's Campus Preschool**  
**Motion** by Director Sherwood and seconded by Director Snyder the board approved the 28E Agreement with St. Ambrose Children's Campus Preschool in the amount of \$65,389.53.

**Discussion:** None.

**Vote:** Ayes (4) Clewell, Snyder, Sherwood, and Johanson; Abstain (1) DeFauw; Nays (1) Dickmann. Motion carried.

### **8.15 Approval of 28E Partnership with Calvary Preschool**

**Motion** by Director Dickmann and seconded by Director Clewell the board approved the 28E Partnership Agreement with Calvary Preschool in the amount of \$62,275.74.

**Discussion:** None.

**Vote:** All Ayes motion carried.

### **8.16 Approval of 28E Partnership Agreement with St. Alphonsus Early Learning Preschool**

**Motion** by Director Snyder and seconded by Director Clewell the board approved the 28E Partnership Agreement with St. Alphonsus Early Learning Preschool in the amount of \$56,048.17.

**Discussion:** None.

**Vote:** Ayes (5) DeFauw, Clewell, Snyder, Sherwood, and Johanson. Nays (1) Dickmann. Motion carried.

### **8.17 Policy**

**Motion** by Director DeFauw and seconded by Director Sherwood the board approved the following policies:

- 605.10-Multicultural and Gender Fair Approaches to Educational Programming
- 603.05 – Religion Based Excuse from School Program or Activity
- 605.02-Testing Program
- 103.15-Tobacco Free Environment
- 504.01-Discipline Policy
- 504.03-Search and Seizure
- 504.04-Substance Abuse

**Discussion:** Director Clewell asked about the phone number listed in policy 605.10 for Dr. Goldstone because the area code looks incorrect. DeFauw said the board could approve the policy based on correcting the phone number.

**Vote:** All Ayes motion carried.

## **9. DISCUSSION ITEMS (Continued)**

### **9.02 Literacy Series #1-Reading Review**

Julie Staszewski, Tarrah Parrish and Beth Evans made the presentation. They reviewed what is currently outlined in Iowa Code Chapter 62-IAC 281 and Ms. Staszewski pointed out that there will be on-going changes and they will keep the board informed. Universal screening in reading was reviewed. It was explained the district must screen all students K-3 with a state approved universal screening tool three times a year. They must also report K-3 assessment data to the state. Students are

categorized in three ways: 1) meeting benchmark 2) at-risk or 3) substantially deficient and more detail was provided about those three groups. Details about the summer reading program was also highlighted and Staszewski covered information regarding the 3<sup>rd</sup> grade retention requirement. Data collection categories were highlighted and data analysis was discussed. Board members asked for more information regarding assessments and the required 90 minutes of instruction. Sherwood asked about reducing reading specialists position and Staszewski said they are looking at ways to avoid this type of cut. There was some discussion regarding how the summer reading program is an unfunded mandate. Staszewski explained the communication plan they are in the process of implementing that will get the word out to parents and other stakeholders about the new 3<sup>rd</sup> grade retention requirement. DeFauw asked for more clarification on the summer reading program and current programs at various schools. She also added that some children will never be able to read aloud and at a fast pace and to keep this in mind regarding assessments. Johanson asked about how this aligns with the Iowa Core and they provided more details concerning this.

### **9.03 Board Protocols and Processes**

President Johanson led a discussion asking for additional input on how the board should conduct business during a meeting and if board members would like to change anything. He asked the board if Roberts Rules of Order should be followed more closely. DeFauw said the President should definitely vote. Sherwood said it may not hurt to have a motion to end debate. Johanson asked if there should be limits on discussions. Director Snyder he would not want to limit board discussion and DeFauw said she wouldn't be keen on limiting discussion but would advocate agenda management or modification similar to what was done this evening in moving the budget discussion to the beginning of the meeting. Director Sherwood suggested moving the board reports from the end of the meeting and to also consider moving some items to the consent agenda. It was also noted by several board members that having a meeting run past 4 hours is too long and sometime agenda items could be postponed if necessary. Johanson asked about board requests and asked if the board would give the agenda committee the authority to make those decisions and Director Sherwood and Dickmann expressed they would be uncomfortable with allowing the agenda committee having that type of veto power.

There was continued discussion about agenda management and how agenda items of extreme importance, such as the budget, should be moved up on the agenda if there are lots of agenda items in order to provide board members an opportunity to discuss these important topics when they are fresh. DeFauw also asked that there not be both showcases and presentations at the same meeting and how at a very recent meeting it was over 90 minutes before they started board business due to the length of the showcase, presentation and board questions and comments afterwards. Dickmann mentioned time spent on discussing the Central pool and auditorium project and wondered if the board could have more limited role. There was additional discussion about the time limit for Open Forum and several board members noted that if the time was extended it would make the meetings even longer. Board members discussed limiting discussions for Showcases and Presentations. DeFauw suggested that presenters do not need to be thanked by each and every board member and that the President would be designated to thank them on behalf of the board. Johanson covered additional topics concerning conducting board business during meetings.

## **10. ADMINISTRATIVE REPORTS**

**Balanced Enrollment Report** - Bill Schneden provided a report on balanced enrollment. He said many of the balanced enrolled issue have been solved with the boundary changes and that last year 259 students needed to balance enroll and that this number has been cut in half. They review this data quarterly and the master list is kept at the central office. Board members inquired as to whether there is a relationship between this and a decline in enrollment and it was also suggested that an exit interview be conducted to gather data on why students are leaving the district.

## **11. BOARD REPORTS/REQUESTS**

Director Sherwood offered condolences on behalf of the board to a crossing guard of many years; mentioned the upcoming Trivia Nights. He also reported on the efforts and activities of the board's Poverty Committee and mentioned a very special speaker, Donna Beegle, who would be presenting at the upcoming Prosperity Summit. He also mentioned the Community Schools Meeting in Naperville and suggested board members attend with him in order to get a unified vision for the district.

Board Requests:

Director Sherwood:

- 1) Agenda item: A board discussion on reassessing the long term plan in light of budget cuts and sustainability considerations.
- 2) Agenda item: A board discussion on sustainability in the district and how we might support sustainability through policy.

## **ADJOURNMENT**

Director Clewell moved the board adjourn. Director Dickmann seconded the motion. By consensus President Johanson declared the meeting adjourned at 9:57p.m.

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Mary Correthers, Board Secretary/Treasurer

## **Attachment A**

### **SUPERINTENDENT'S DRAFT GENERAL FUND BUDGET REDUCTION PLAN**

Goal: To have at least \$8,000,000 in unspent budget authority by July 1,2018.

#### Assumptions:

1. At least a 3% State Supplemental Aid for the next three years.
2. There will be a loss of enrollment of 75 students per year for the next three years.
3. Health insurance costs will increase 5% due to the Affordable Care Act.

#### Philosophical Approach:

1. Respect the work of all employees by crafting a plan which attempts to assure that no employee receives a "pink slip" or loses employment or wages involuntarily.
2. Balance reductions so that no particular segment of the employee force is inordinately affected by reductions.
3. As much as possible, assure that the effects of reductions on student achievement can be overcome or minimized through restructuring or re-prioritizing.

## Attachment B

The general fund reductions required for the next three years are projected to be between \$3.5 million to \$4.5 million.

### **Draft Reduction Plan School Year 2015-2016 (not in priority order)**

|   |                    |
|---|--------------------|
| Early retirement  | \$1,500,000        |
| Reduce 15 teacher positions at high school level                | 900,000            |
| Reduce 6 teacher positions at intermediate level                | 360,000            |
| Reduce 4 teacher positions at elementary level                  | 240,000            |
| Reduce department budgets (not schools) by 5%                   | 150,000            |
| Administration reduction in positions by attrition (Note #1)    | 125,000            |
| Eliminate administrator annuity for new hires                   | 40,000             |
| Eliminate 2 instructional coach positions                       | 160,000            |
| Eliminate 1 reading interventionist position                    | 80,000             |
| Utility savings   | 100,000            |
| Curtail professional development to reduce need for substitutes | 190,000            |
| Total potential savings   | <b>\$3,845,000</b> |

**Attachment C**

**Draft Reduction Plan School Year 2016-2017  
(not in priority order)**

|   |                |
|---|----------------|
| Early retirement  | \$750,000      |
| Eliminate administrator annuity for new hires                                 | 40,000         |
| Change from block to traditional schedule                                     | 1,100,000      |
| Repurpose a school (Note #2)  | 900,000        |
| Reduce 3 instructional coach or interventionist positions                     | 240,000        |
| Utility savings   | 100,000        |
| Increase transportation walk zones  | 80,000         |
| Increase school hours per day, decrease number of days<br>attending (Note #3) | 25,000 per day |
| Administrator position reduction through attrition                            | 125,000        |
| Potential Total Savings   | \$3,335,000    |
| Plus \$25,000 x number of school days reduced                                 |                |

**Attachment D**

**Draft Reduction Plan School Year 2017-2018  
(not in priority order)**

|  |             |
|--|-------------|
| Early retirement                                   | ,\$750,000  |
| Eliminate administrator annuity for new hires      | 40,000      |
| Close a school                                     | 900,000     |
| Utility savings                                    | 50,000      |
| Class size increases                               | 500,000     |
| Administrator position reduction through attrition | 125,000     |
| Total Potential Savings                            | \$2,365,000 |

**Notes:**

- 1. The following administrative positions will be eliminated by attrition; hence, exact timing for the reductions will depend upon the departure of current incumbents.**
  - **One school principal by combining school leadership positions**
  - **One high school associate principal position**
  - **One ASC administrative position**
  - **One curriculum department position**
- 2. A school repurpose committee should be appointed by the Board to make a recommendation to the Board by September 2015 concerning whether schools can be repurposed, and further, which schools should be selected.**
- 3. A school year study committee will be formed by the superintendent to determine the feasibility of reducing the number of days of school attendance.**