

DAVENPORT COMMUNITY SCHOOL DISTRICT
DAVENPORT SCHOOLS ACHIEVEMENT SERVICE CENTER
JIM HESTER BOARD ROOM
Achievement Service Center
1606 BRADY STREET
DAVENPORT, IOWA 52803

MONDAY, DECEMBER 10, 2012

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, December 10, 2012 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 7:09 PM.

On roll call the following board members were present: Directors: Ralph Johanson, Ken Krumwiede, Nikki De Fauw, Larry Roberson, Rich Clewell, Bill Sherwood and Patt Zamora. Dr. Tate and other administrators were present.

Director De Fauw read the vision statement.

I. SHOWCASE

A. **Monroe Elementary** - Principal, T.J. Schneckloth thanked the board for the opportunity to present and discussed the Ambassador's leadership program. He explained student data notebooks and introduced eight students who shared their data notebooks with the board. He talked about kindergarten round up and how ambassadors helped new kids starting kindergarten. Three students presented a lesson on courage for the board and each student shared a situation where they had to use courage. The students engaged the board and then assigned the board some homework asking them to write down a situation where they had to show courage. Board members asked for more details about the leadership camp and President Johanson thanked T.J. and all of the students for their presentations.

II. COMMUNICATIONS (Including Open Forum)

- A. December 18, 2012 7:00PM Kimberly Center Graduation, North High School
- B. January 7, 5:30PM, Committee of the Whole, ASC, Jim Hester Board Room
- C. January 14, 7:00PM, Regular Meeting, ASC, Jim Hester Board Room
- D. January 28, 7:00PM, Regular Meeting, ASC, Jim Hester Board Room

E. Open Forum for Community Input

Holly Mammen - 1123 Tremont Ave. Davenport -Addressed the proposed boundary changes and encouraged the board get community input.

Heather Johnson - 505 W. 16 Street, Davenport – Supports the changes to boundaries due to overcrowding at some schools and how this affects available resources.

Robert Ewoldt – 613 N. Mississippi Ave Bluegrass – Expressed concern about early start date and how it interferes with State Fair and summer activities

Bob Boscoe – 1002 W. 59th Davenport – Expressed that open enrollment affects sports and music programs and thanked Dr. Tate for reviewing.

Rocky Jones – 927 W. 60th Davenport – Against open enrollment and challenged board to look at how this practice could be hurting the schools.

Chad Carr – 3934 Fernwood Ave. Davenport – Against proposed changes to boundaries due to concerns about splitting up peer groups.

Katy Strzepak - 3821 Kenwood Ave. Davenport – Expressed concern about proposed boundary changes and impact to Eisenhower students.

Molly Dye – 3821 Kenwood Ave. Davenport – A 4th grader at Eisenhower said she should be allowed to go to Central High School in the future.

Anastasia Nikolopoulos - 2503 E. 58th St. Davenport – Said all high schools are wonderful but supports open enrollment.

Molly Meyer - 2239 Cromwell Circle- Decided to stay in Davenport based on choice of high schools.

Mia Carr – 3934 Fernwood Ave. Davenport – Against proposed boundary changes and this action doesn't support District beliefs and vision.

Ty Cutkomp – 33 Oak Lane Davenport – AFSCME Representative took a public stand in opposition of contracting out and outsourcing custodial service and discussed the reasons why and handed out summary sheet to the board.

III. CONSENT AGENDA

To conserve time and focus attention on non-routine matters on the agenda, the Board will consider a number of items grouped together as a Consent Agenda, all items to be approved in one motion. Before a motion is made to consider the Consent Agenda, any board member may request an item be removed from the Consent Agenda. The removed item will then be considered for separate action.

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

The minutes from the following meetings will be presented for approval as follows:
November 26, 2012 (Regular Meeting).

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

APPOINTMENTS: CERTIFICATED

Smith (Erickson), Stacy
Special Education
Children's Village West

Degree: B.A. – Step 1
Salary: \$35,264.24
Effective: August 29, 2012

APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Baldwin, Eric Basketball Boys' Assistant West High	12% \$3,398.00
Hester, Janelle Basketball Girls' Assistant North High	12% \$3,398.00
Peterson, Mitchell Boys 8 th Gr Basketball Sudlow Intermediate	7% \$1,982.00
Sodawasser, Carey Soccer Boys' Varsity North High	14% \$3,965.00
Vogel, Margaret Musical Director (High School) North High	2% \$566.00

APPOINTMENTS: CLASSIFIED

Bowen, Natalie Para Educator Eisenhower Elementary	Effective: November 20, 2012 Salary: \$9.69/hr Hours: 6.5 hrs/day
Emery, Courtney Para Educator Children's Village West	Effective: December 3, 2012 Salary: \$11.05 Hours: 6.25 hrs/day
Hicks, Denise Food Service Cashier I Central High	Effective: December 4, 2012 Salary: \$9.50/hr Hours: 3.5 hrs/day
Humphrey, Brenda Food Service Worker Sudlow Intermediate	Effective: December 4, 2012 Salary: \$9.29/hr Hours: 3.25 hrs/day
Jutting, Jon Para Educator West High	Effective: December 10, 2012 Salary: \$10.04/hr Hours: 6.5 hrs/day

Correction to 11/26/12 Board Minutes:

Gacke, Julie Food Service Worker West High	Effective: November 26, 2012 28, 2012 Salary: \$9.29/hr Hours: 3.5 hrs/day
Sones, Katy Para Educator Williams Intermediate	Effective: November 29, 2012 Salary: \$9.69/hr Hours: 6.5 hrs/day
Trice, Latoya Attendance Coach Young Intermediate	Effective: November 27, 2012 Salary: \$16.04/hr Hours: 8.0 hrs/day

12-10-12 Minutes

Zogg, Brenda Food Service Cashier I Walcott K-8	Effective: December 4, 2012 Salary: \$9.50/hr Hours: 3.0 hrs/day
---	--

EARLY RETIREMENTS: CERTIFICATED

Allen, Nancy LOA	Effective: December 4, 2012 Years of Service: 4 yrs 1 mos
---------------------	--

RESIGNATIONS/TERMINATIONS: CERTIFICATED

Arevalo, Jorge Spanish Central High	Effective: January 4, 2013 Years of Service: 4 mos
---	---

RESIGNATIONS/TERMINATIONS: SUPPLEMENTAL CONTRACTS

Carr, Matthew Girls' 8 th Grade Basketball Young Intermediate	7% \$1,982.00
--	------------------

Carr, Matthew Boys' 8 th Grade Basketball Young Intermediate	7% \$1,982.00
---	------------------

Fox, Kyle Wrestling Grade 7 Smart Intermediate	7% \$1,982.00
--	------------------

Hoxie, Amanda Soccer Girls' Assistant West High	12% \$3,398.00
---	-------------------

Peekenschneider, Craig Football Assistant West High	12% \$3,398.00
---	-------------------

RETIREMENTS: CLASSIFIED

Timmerman, Christine Food Service Worker West High	Effective: December 20, 2012 Years of Service: 20 yrs 1 mos
--	--

RESIGNATIONS/TERMINATIONS: CLASSIFIED

Carr, Mia Para Educator Washington Elementary	Effective: November 16, 2012 Years of Service: 4 yrs 2 mos
---	---

Paxton, Lisa Para Educator Children's Village Hoover	Effective: November 16, 2012 Years of Service: 4 yrs. 4 mos.
--	---

Reagan, James Lead Custodian (rover) Operations Center	Effective: November 16, 2012 Years of Service: 1 mo
--	--

Sones, Kathleen
Lead Custodian
Williams Intermediate

Effective: November 28, 2012
Years of Service: 1 yr

Trice, Latoya
Para Educator
Young Intermediate

Effective: November 26, 2012
Years of Service: 1 yr

Wangler, Laura
Food Service Cook-in-Charge
Kimberly Center

Effective: December 4, 2012
Years of Service: 2 yrs 3 mos

Motion: Director Krumwiede moved the Board approve the Consent Agenda as presented. Director De Fauw seconded the motion.

Discussion: None.

Vote: The vote on the motion was called and recorded as follows: Ayes: Krumwiede, De Fauw, Roberson, Clewell, Zamora, Sherwood and Johanson. The motion carried.

IV. APPROVAL OF BILLS

Motion: Director Clewell moved the approve the resolution: “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 from the bill listing period of November 22, 2012 through December 5, 2012. Director Zamora seconded the motion.

Discussion: None.

Vote: The vote of the motion was called and recorded as follows: Ayes: Clewell, Zamora, Sherwood, Krumwiede, Roberson, DeFauw and Johanson. The motion carried unanimously.

V. SUPERINTENDENT REPORT

Dr. Tate asked the student board members to share what is happening at the schools. Andre and Noah reported on the blood drive; Brandon talked about the sportsmanship award; Aubrey shared activities with the speech and debate club; Chloe mentioned the winter music concert and Caroline shared how impressed she has been with the students and teachers in her AP government class. She shared how the class has really helped prepare her for college. Isaac talked about getting ready for their concert at the Adler but also shared how nerve racking it is to load and transport such expensive equipment. Ana talked about their Christmas food basket program and how successful it has been.

VI. OTHER ITEMS REQUIRING ACTION

A. Early Start Date Waiver 2013-2014

Motion: Director Krumwiede moved the board accept the administration's recommendation to submit a request for a waiver to the Department of Education allowing a 2013-14 early start date of Monday, August 12, 2013 for the 2013-2014 school year. Director De Fauw seconded the motion.

President Johanson announced this was the time and place for the Board to hold a public hearing on the matter of requesting a waiver for an early start state of Monday, August 12, 2013 for the traditional calendar schools for the 2013-2014 school year. It was explained that the notification was published in the *Quad City Times* on November 27, 2012. No one came forward to be heard. The public hearing was then declared closed.

Discussion: Director Zamora said she is very much against the early start date because it is too early and doesn't see the advantage of doing this. She said school should start after Labor Day as the state law indicates. Director Sherwood asked for more explanation on the rationale for having an early start date. Dr. Tate explained it is tradition, the fact that other schools start early, but emphasized that he has received feedback from high school principals who feel that ending the term before Christmas break is better because students will not have to come back from break and take exams. Sherwood said is also against an early start date as it doesn't indicate any improvement in student achievement and it also increases costs due to bills for heating and air conditioning. Director De Fauw inquired as to what changes might be possible, and Deb Miller explained the two year teacher contract has already been negotiated, but this could be explored in the future. De Fauw asked for input from student board members. They provided feedback including missing out on family vacations and camp opportunities due to the early start date, but some also said they do not like the idea of coming back and taking the tests after a break. Director Roberson stated this has already been selected by the negotiation team and that is also affects teachers. Director Krumwiede shared feedback he received from his recent attendance at the AEA Superintendent's meeting. He is very supportive of early start date. Director Clewell said this question comes down to core values and this board's core value is student achievement and he supports the early start date but also talked about difference between student achievement and student performance but said he trusts the administration's take on this issue. Director Zamora asked why we would base the entire schedule on the high schools. President Johanson agrees with Zamora and reviewed the history of start date included in the packet and thinks this start date is too early.

Vote: The vote on the motion was called and recorded as follows: Ayes: Krumwiede, De Fauw, Roberson, Clewell. Nays: Zamora, Sherwood and Johanson. Motion carried.

B. Facility Strategic Plan

Motion: Director Clewell moved the board approve the Facility Strategic Plan with the understanding that all future requests for use of funds for the projects will be brought to the Board of Directors for approval. Director Roberson seconded the motion.

Discussion: Dr. Tate explained this is the fourth year of the plan which includes millions of dollars each year for scores of projects at all of the schools. The plan is revisited each year and the board validates it and approves for planning as the motion indicates. He stated that no money be spent until the administration comes back to the board and talks about what the plan looks like and what the money will be spent on. He referred to discussions at the most recent Committee of the Whole meeting about placement of an auditorium and pool at Central, he assured the board that administration would continue to come to the board to make sure what is planned is still what the board desires. They are asking the board to validate the plan moving forward so administration and the schools would have a general idea of when the projects would be completed.

Director Sherwood said that maintenance costs have not been factored into Lincoln school and he would like to see more figures on replacement costs for the building as he does not want the building to be comprised by neglect. Scott explained the air conditioning was completed at Lincoln in 2007 and they have dollars in the budget for roofs and explained Lincoln is still the district's asset and the building will not be neglected. Director Roberson thanked Dr. Tate for his explanation of the process and how the costs will be brought back to board for final approval. Director De Fauw asked Scott to explain his prioritization process, and he stated this has been based on a variety of factors including established priorities given to him by the board, the buildings, public forums, input from administration and what is equitable. He explained how he looks at what has been done previously at other schools as another filter to establish priorities. Director De Fauw mentioned the local option sales tax dollars in terms of equity and stated that all buildings should have an opportunity to take advantage of the enhancements allowed by this tax. She asked Scott to explain more on the proposed pool and auditorium at Central High School. Scott stated that the cost from the handout provided to board indicates the cost for a for a 6 lane, 25 yard pool on site at Central. He explained the factors that increase the price such as locker rooms, restrooms and seating on an existing site. Director De Fauw asked Scott to speak to the idea of collaborating with other organizations such as the YMCA and asked if this project could be put to the back of the schedule while possible collaborations are explored. Dr. Tate noted these collaborations could be explored quickly to determine if this option is available. De Fauw noted that the pool and auditorium projects commits a vast majority of the local option sales tax dollars to one building in the next several years and suggested looking at this more expansively in order that more buildings are able to benefit.

Director Roberson stated that in light of the budget reductions that have to be made, he agreed that collaborations with the YMCA should be explored. Dr. Tate said they can explore this and bring it back to board. Roberson emphasized the need to make a decision quickly on this matter. Director Zamora commented she could not in good conscience talk about delaying the pool and auditorium project and reminded the board of the difficulties they have had in past with these collaborations. Director Sherwood noted it would save money to bond all of the projects and this option should be explored. He also asked if they are staying in touch with FEMA on the possibility of mitigation funds for these any new structures. The projects at Central should be top priority and not be delayed and also mentioned safety concerns at Kimberly Center. Director Clewell said it is important to look at equity of funds but the board should also consider equity of the buildings. He referred to the essential functions created by the board and how one of those was for an 8 lane pool vs. a 6 six lane during previous discussions concerning providing equity for all the schools. Director Krumwiede expressed the need to move ahead and how the pool at Central has been in very poor condition for a very long time. President Johanson asked for feedback from student board members. Isaac mentioned that Central is 109 years old and there has been one pool put in so the next one can last another 109 years. He also mentioned how nerve racking it is to move \$150,000 worth of equipment to the Adler and expressed the other reasons why both the pool and auditorium are very much needed.

President Johanson noted the cost of the pool being 9 million and asked about the possibility of renovating the existing pool. Scott said there is not enough space to renovate and provided specific information about the proposed pool. President Johanson referred to the spreadsheet provided to the board which indicates 19% would be spent on Central, 10% on North and 11% on West and said this doesn't seem an equitable way to spend the money. He also mentioned the frontloading of these projects in the next two years means 50% of the yearly LOST funds will be spent on Central. He stated that if the board accepts this strategic plan, even though administration will come back to the board with funding, the perception by the community will be that these projects are done deals and does not agree with this.

Director Zamora said the board is forgetting that when this was started it was acknowledged that Central would need things that North or West would not need like lockers, windows, and other expenses up front because of the age of the building. She stated that Central's pool is so far behind the others that it is ridiculous in addition to an auditorium that is barely functional. She said the board should not look at this as dollars having to match and does not agree with that viewpoint at all. She also noted there is no way to renovate the existing pool and agrees with Director Sherwood that all of the projects should be bonded due to the low interest rates available at this time.

Director Sherwood mentioned being a District of Distinction and the facilities are a major player in that concept and the pool has been in bad shape for a very long time. Director DeFauw asked Marsha Tangen about the board's bonding capacity and Marsha replied it is 31-32 million. De Fauw noted that bonding would probably not buy additional projects beyond the pool and auditorium project. Director Roberson expressed that when the amount being spent on Central more than the others then this can cause misperceptions. He represents all the schools and stated he has never been

in favor of having specific programs at the high schools. He wants Central to have what they need but this is taxpayer money and the board needs to be fiscally responsible and do what is right for all schools. Director Clewell said he is not sure why this has become a big conversation issue since the board has been talking about the projects for a long time. There was continued discussion about funding for the high schools. President Johanson discussed fiscal responsibility and discussed the difference in costs presented to the board associated with the pool. President Johanson turned the chair over to Vice-President Krumwiede.

Motion: President Johanson made a motion to amend the strategic facilities plan so it includes everything that is on the plan with the exception of the Central pool to be reconsidered. Director Roberson seconded the motion to amend. No discussion.

Vote: The vote on the amendment was called and recorded as follows: Ayes: Johanson, Roberson, De Fauw. Nays: Sherwood, Zamora, Clewell and Krumwiede. The motion on the amendment failed.

Vote: The vote on the original motion was called and recorded as follows: Ayes: Clewell, Sherwood, Krumwiede and Zamora. Nays: Johanson, De Fauw and Roberson. The motion carried.

C. Contract for Literacy Consultant

Motion: Director Clewell moved the board approve a contract with Donna Shaw, D.S. Literacy Consulting, LLC for consultation, professional development and on-site instructional coaching for the 2012-13 school year for an estimated amount of \$28,770.00. Director Krumwiede seconded the motion.

Discussion: Dr. Krumwiede asked for clarification on the contract. Patti-Pace Tracy provided a detailed description of what the contract provides and how they are training teachers to train other teachers which will make the program self-sustaining. The program provides intensive instruction to improve reading scores of high school students with disabilities.

Vote: The vote on the motion was called and recorded as follows: Ayes: Clewell, Krumwiede, De Fauw, Zamora, Sherwood, Roberson and Johanson. The motion carried unanimously.

D. Time Clock Plus System

Motion: Director Roberson moved the board approve the purchase of a time and attendance system from Time Clock Plus in the amount of \$124,314.16. Director Krumwiede seconded the motion.

Discussion: Director Zamora asked why this is needed at this particular time during budget cuts. Marsha explained that time and attendance records are currently done manually and this system would provide more accuracy and improved compliance with fair labor standards. The funding source is PPEL. There was a discussion about security concerns and Director Sherwood asked about life expectancy. Marsha will

contact the vendor for this information. Director Roberson said he believes this will save time and dollars. Director De Fauw asked if this was the compressive cost and Marsha responded it included everything except maintenance costs which are minimal. Zamora asked if anyone would lose their job and Marsha said they do not anticipate this. Marsha stated it would allow current staff to have time to do other things. Director Krumwiede asked if this would be used for all employees and Marsha said it is mainly for hourly employees. President Johanson stated he generally supports this type of thing but asked if there is a current problem with the district complying with the fair labor act and whether there is a cost to not being in compliance. Marsha said information from internal audits indicates they are not in compliance in many cases and explained some of the costs associated with not being in compliance. Director Zamora again stated she doesn't see why it is important to do at this particular time in the face of budget cuts. Dr. Tate asked Marsha if there are other items of higher priority using PPEL funds and Marsha said the dollars being used are set aside for technology support and at this time that would be the next step in fully implementing our financial software system.

Vote: The vote on the motion was called and recorded as follows: Ayes: Roberson, Krumwiede, De Fauw, Clewell, Sherwood and Johanson. Nays: Zamora. The motion carried.

E. Audit

Motion: Director De Fauw moved the board approve the audit report prepared and presented by McGladrey & Pullen for the 2011-2012 audit of the District. Director Zamora seconded the motion.

Discussion: None.

Vote: The vote on the motion was called and recorded as follows: Ayes: De Fauw, Zamora, Krumwiede, Roberson, Clewell, Sherwood and Johanson. The motion carried.

F. Draft Elementary School Boundaries

Motion: Director Krumwiede moved the board approve a set of draft elementary school boundaries which will be discussed in public forums during January and February 2013. Director Zamora seconded.

Discussion: Director Zamora emphasized that these plans are drafts not a done deal. She explained that when you begin a project like this you have to start somewhere and this requires some type of beginning plan. There will be much more discussion and numerous opportunities for public input at the forums which are being planned.

Director Roberson asked the listening audience to attend and participate in the public forums that will be scheduled. Director Clewell reminded everyone that the last time the board looked at boundaries they listened to public input to allow open enrollment for high schools. Director Sherwood said he still thinks the board is a little premature considering the possibilities of an international baccalaureate school or other new programs, but also believes the board needs to move forward. Director Krumwiede asked Scott about the suggestions made at the last COW meeting and if these

modifications have been made to this plan. Scott said he did incorporate the suggestion of getting more students into McKinley because of the proximity of Eisenhower.

Director De Fauw noted her concern about the rebounding of some of the current Harrison enrollment and explained how parents were given assurances in the past that they would not be moved again in the future. She expressed reservations about this and would advocate that alternatives be considered as they present themselves but does support moving forward with draft recommendations to allow for dialogue and public input.

Scott reviewed the draft boundary maps for each of the elementary schools and discussed proposed changes.

Vote: The vote on the motion was called and recorded as follows: Ayes: Clewell, Zamora, Sherwood, Krumwiede, Roberson, De Fauw and Johanson. The motion carried.

G. Draft Intermediate School Boundaries

Motion: Director Clewell moved the board approve a set of draft intermediate school boundaries which will be discussed in public forums during January and February 2013. Director Zamora seconded the motion.

Discussion: Director De Fauw asked if it was correct that the intermediate boundaries are not being recommended for change. Dr. Tate stated what is being recommended is that the feeder school go in its' entirety so this will change the boundaries in that regard. He explained that Smart will have Monroe and Hayes; Sudlow will have Eisenhower, Garfield, McKinley and Washington; Walcott will have Walcott, Bluegrass and Buffalo; Williams will have Adams, Wilson and Jackson; Wood will have Fillmore, Harrison, Buchanan and Truman; Young will be Young, Madison and Jefferson; so as those boundaries change they will change as well.

Vote: The vote on the motion was called and recorded as follows: Ayes: Clewell, Zamora, Sherwood, Krumwiede, Roberson, De Fauw and Johanson.

H. High School Boundaries

Motion: Director De Fauw moved the board accept the administration's recommendation to ask the public to discuss at public forums during January and February 2013, whether intra-district open enrollment should continue to be permitted at Central, North, and West High Schools, rather than having strict attendance boundaries. Director Zamora seconded the motion.

Discussion: None.

Vote: The vote on the motion was called and recorded as follows: Ayes: De Fauw, Zamora, Clewell, Sherwood, Krumwiede, Roberson and Johanson. The motion carried.

G. Policy

Motion: Director De Fauw moved the board accept the Policy Committee's recommendation to approve modifications the following policies. Director Zamora seconded the motion.

- A) 305.22 - Security Cameras
- B) 303.15 - Signing Contracts

Discussion: Direction Clewell stated his vote will be no due to his concerns about security cameras and the increasing use of them. He thinks this sends a message to the students that they cannot be trusted and although he understands the utility of using security cameras this leads to a slippery slope.

Vote: The vote on the motion was called and recorded as follows: Ayes: De Fauw, Zamora, Sherwood, Krumwiede, Roberson and Johanson.
Nays: Clewell.

VII. DISCUSSION

A. (CSIP) Comprehensive School Improvement Plan Report

Juli Staszewski explained that the plan is now called the Consolidated Plan and it now includes the CSIP as well as other areas which are included in the report. Four people work on separate parts of the plan. Julie provided an overview of the components in the Comprehensive School Improvement plan; Dawn Anderson-Rascher explained the Annual Progress Report which is part of the No Child Left Behind requirements. Patti Pace-Tracy reviewed the District Developed Service Delivery Plan and the components included in this plan. Director Sherwood asked about caseloads, national thresholds, and if the process is research-based and asked why social studies isn't included in the plan. Patti explained this plan only covers reading, math, and science. Kendra Owoh presented information on Schools/Districts in Need of Assistance. Sherwood asked if there have been any problems with breaches in confidentiality on Tier III assessments. She responded none so far. Director Clewell asked for clarification on the metrics the board would normally see from the CSIP Plan. Juli explained the specifics about the data and how it is more streamlined and organized together but that it is still a five year plan. There was more discussion about the metrics and how the board will eventually see metrics once the data is established. Director Krumwiede asked if the LSIAC is involved in the plan and if so how. Juli said they are involved in the Annual Progress Report and the goal setting and updates on testing results.

B. Five Year Budget Plan

Dr. Tate said administration would like to be able to move forward with the Early Retirement Incentive package due to the deadline being February 1, 2013, but if the board wants to formally approve the package it will require a special meeting. Director Krumwiede doesn't see a need for a special meeting and the recommendation is a good one to save money. Director Zamora thanked Tate for bringing this before the board so they could review it and agreed to move forward. Director Sherwood expressed concerns about losing senior talent but also mentioned the quality of the incoming staff and said to move forward. Director Clewell agreed to move forward but is still looking for the data on senior teachers vs. new teachers. Dr. Tate said he will move forward.

C. Policy

Director De Fauw noted the majority of the policies have nominal or no recommended changes and believes that the board can filter any questions prior to the next meeting so the policies can be brought forward for approval at the next meeting. She read through the titles of each policy for the benefit of the public.

- A) 302.02 – Tuition Fees
- B) 302.12 – Depository of Funds
- C) 303.11 - Employee Travel Compensation
- D) 303.12 – Unpaid Warrants
- E) 304.01 – Financial Accounting System
- F) 304.02 – Treasurer's Annual Report
- G) 304.03 – Secretary's Monthly Report
- H) 304.06 – Audits
- I) 304.07 – Inventory
- J) 304.09 – School Credit Cards
- K) 305.02 – Insurance Program
- L) 305.03 – Personal Property in Facilities Owned by the DSCD
- M) 305.19 – Transportation for Out-of-District Open Enrollment
- N) 305.20 – Outsourcing Services
- O) 501.01 – Resident Students
- P) 501.02 – Non-Resident Students
- Q) 501.13 – Attendance Records
- R) 501.14 – Student Fee Refunds
- S) 502.06 – Use of Motor Vehicles
- T) 502.07 – Work Permits
- U) 502.08 – Use of Bicycles
- V) 502.09 – Student Insurance
- W) 502.10 – Emergency School Closings
- X) 502.12 – Artificial and Real Trees

Director Clewell asked about policy 305.19 and why it was so restrictive, and Marsha explained the language in this policy comes directly from Iowa Code.

VIII. ADMINISTRATIVE REPORTS

None.

IX. BOARD REPORTS/REQUESTS

Director Roberson gave a hats off to Jefferson for their workshop on Saturday noting how engaged all the teachers were.

Director Sherwood shared on the IASB and UEN meetings and shared information on the workshops he attended, in particular, one on competency based education. He said the district should consider implementing this type of program. He encouraged the public to contact their legislators asking them to provide more money from the past years of neglect of the state. He also reported on attending the workshop at Jefferson and shared how impressed he was with their work.

Director De Fauw announced that in October North High School presented a Holocaust piece entitled "I Never Saw Another Butterfly." They presented at the State Thespian Festival that was held in early November and have now been selected to do one of the main stage performances at International Thespian Festival in Lincoln, Nebraska this summer which is a very high honor. Chloe, a student board member, played one of lead roles. They have also been nominated to perform at the Global International Thespian Festival in Scotland.

Director Zamora mentioned how she displayed the green ribbon awards from Madison all over the board room so everyone could see them.

Director Krumwiede commended all three high schools for the Holiday Winter Concert.

Director Clewell thanked the student board members for their comments and feedback. He mentioned the Grassroots Advocacy Summit where they are working with parents to bring them into the process of advocating with state legislators and assured everyone the board listens to the public. He also congratulated the Iowa Conversation Teacher of the Year, Kim Strunk and mentioned his 38 year teacher tenure.

Director Sherwood had the following request an agenda item: K-8 Education.

ADJOURNMENT

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

Mary Correthers, Board Secretary/Treasurer