

DAVENPORT COMMUNITY SCHOOL DISTRICT
ACHIEVEMENT SERVICE CENTER
JIM HESTER BOARD ROOM
1702 MAIN STREET
DAVENPORT, IOWA 52803
TUESDAY, NOVEMBER 13, 2018
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 Tuesday, November 13, 2018 for their Regular Meeting. The meeting was held at the Achievement Service Center, 1702 Main Street, Davenport, Iowa, in said District. President Johanson called the Regular Meeting to order at 6:00 PM.

1. REGULAR MEETING

1.01 On roll call the following board members were present: Directors: Julie DeSalvo, Linda Hayes, Bruce Potts, Dan Gosa and Ralph Johanson. Allison Beck participated by phone. Clyde Mayfield was absent.

1.02 Director DeSalvo read the board priorities and Director Potts read the mission and vision statement

2. STUDENT BOARD REPORTS

2.01 Natalie Thede from Central High School and Esmee Belzer and Christian Wagschal from North High School gave reports on activities and events happening at their schools.

3. BOARD REPORTS

3.01 Director DeSalvo gave updates on the Superintendent Search and reported that the Leadership Profile Reports will be presented to the board at the November 26th Regular meeting.

Director Hayes reported her attendance a variety of events which included a play at North High School, the TLCS Academy. She also visited Williams Intermediate School where she was invited to return after lunch to observe various behaviors that took place during passing after lunch. Director Hayes and Sandy Schmitz, Implementation Advisor, had a meeting with about 10 community leaders to discuss addressing community concerns with disproportionality. They will also be meeting with students and parents in the near future. She then read the following statement:

"I've attended several meetings over the course of the last few weeks where disproportionality has been the topic of discussion. As unfortunate as it is to have to reinforce the importance of altering ones mindset, relationship building, and understanding the needs of others that differ from yourself, in my opinion, this is pretty much the root of the problem. In creating a CLR (Culturally and Linguistically Responsive) Culture in a classroom, the VABB (Validate. Affirm, Build and Bridge) System is being taught.

Validate: Make legitimate that which the school and mainstream have made illegitimate.

Affirm: Make positive that which the school and mainstream have made negative.

Build: Make the connection between the home culture and language and the school culture/language.

Bridge: Give opportunities for situational appropriateness or utilizing appropriate culture of linguistic behaviors.

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*I witnessed a teacher doing this today at Williams. A young man was walking with his pants sagging really low. She was not mean, but very matter of fact and asked if he had forgotten his belt today. He said no and continued to walk. She politely ask if he could possibly tighten a bit. He did so and all of this took place while everyone continued to walk. It is not what is said, it is how it is being said that causes the confrontations. Our children are NOT pieces of rolled out dough! We cannot place them in an assembly line and cut them out into the shapes that WE feel they should be. When we teach traditionally we must question ourselves as to who are we leaving out? Everyone is not cut out for traditional learning. Some children require more understanding and patience than others. It is the teacher's responsibility to build that relationship with the child and identify with his/her needs in order to receive the most effective response. I feel the CLR training is a step in the right direction; however it must be understood that **CLR is a journey and not a race. As an FYI... "CLR strategies (skillset) are nothing without purpose (Mindset) Culturally and Linguistically Responsive"***

4. COMMUNICATIONS

4.01 Upcoming Events

1. November 14th, @9:00AM -State Board of Education Meeting, Iowa Department of Education in the Grimes State Office Building, 400 East 14th Street, State Board Room, Des Moines.
2. November 14th, @5:00PM-(UEN) Urban Education Network of Iowa Annual Banquet, Downtown Marriott, 700 Grand Avenue, Des Moines.
3. November 22nd, THANKSGIVING HOLIDAY (Closed)
4. November 23rd, THANKSGIVING HOLIDAY (Closed)
5. November 26th, @ 6:00PM, Regular Meeting, Jim Hester Board Room, 1702 Main Street, Achievement Service Center
6. December 3rd @ 5:30PM, Committee of the Whole Meeting, Jim Hester Board Room, 1702 Main Street, Achievement Service Center
7. December 10th @ 6:00PM, Regular Meeting, Jim Hester Board Room, 1702 Main Street, Achievement Service Center (Only 1 Regular Meeting in December)

4.02 Open Forum

- Cindy Winckler, 6 Thode Ct, Davenport, IA – Reported on the state FY 20 budget.
- Carrie Stoghton, 6213 Fillmore Street, Davenport- Has concerns about North High School not being first on the rotation for the graduation ceremony.
- Dave Stage, 1907 W 3rd St- Discussed contracts and outsourcing.

5. CONSENT AGENDA

5.01 Approval of Personnel: Appointments, Resignations, Retirements, Leaves, Etc.

APPOINTMENTS: CERTIFICATED

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| Janz, Mechelle TAG Smart Intermediate/Hayes Elementary | Degree: B.A. +15 - Step 8 Salary: \$50,692.00 prorated to \$38,635.52 (141/185 days) Effective: October 22, 2018 |
| Shiltz, Justin At-Risk West High | Degree: M.A. - Step 11 Salary: \$58,937.00 prorated to \$40,140.84 (126/185 days) Effective: November 13, 2018 |
| Siokos, Sara Title 1 Interventionist ASC | Degree: M.A. - Step 8 Salary: \$53,990.00 prorated to \$28,673.07(.75) (131/185 days) Effective: November 5, 2018 |

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APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Bell, Jamara 12%
Track - Boys' Assistant \$3,880.00
West High

Dailey, John 7%
Basketball - Boys' 8th Grade \$2,263.00
Smart Intermediate

Ochoa, Charles 20%
Soccer - Boys' Varsity \$6,466.00
West High

Seutter, Madeline 20%
Swimming - Boys' Varsity \$6,466.00
North High

Shiltz, Justin 12%
Basketball - Boys' Assistant \$3,880.00
North High

APPOINTMENTS: CLASSIFIED

Allen, Karen Effective: October 26, 2018
Para Educator Salary: \$11.94/hr
Jackson Elementary Hours: 6.5 hrs/day

Bryant-Pemberton, Machele Effective: November 19, 2018
Juvenile Court Liaison Salary: \$17.27/hr
Mid City High Hours: 8.0 hrs/day

Carr, Kendall Effective: October 29, 2018
Para Educator Salary: \$13.36/hr
CV Jefferson Hours: 7.0 hrs/day

Centeno, Maria Effective: October 29, 2018
Para Educator Salary: \$11.94/hr
Harrison Elementary Hours: 4.5 hrs/day

Dearborn, Helena Effective: October 29, 2018
Para Educator Salary: \$13.94/hr
Wood Intermediate Hours: 7.0 hrs/day

Etheridge, Amber Effective: October 23, 2018
Para Educator Salary: \$12.44/hr
Fillmore Elementary Hours: 6.5 hrs/day

Felske, Carol Effective: November 2, 2018
FNS Cashier I Salary: \$11.24/hr
North High Hours: 3.75 hrs/day

Fuller, Casey Effective: October 26, 2018
Para Educator Salary: \$12.44/hr
Jackson Elementary Hours: 6.5 hrs/day

Haut, Heidi Effective: October 18, 2018
FNS Cashier I Salary: \$11.45/hr
Williams Intermediate Hours: 3.75 hrs/day

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| Hinton, Jared FNS Worker Sudlow Intermediate | Effective: November 6, 2018 Salary: \$11.24/hr Hours: 3.25 hrs/day |
| Jackson, Sacora FNS Worker Harrison Elementary | Effective: October 30, 2018 Salary: \$11.24/hr Hours: 3.25 hrs/day |
| Johnson, Holly Para Educator Fillmore Elementary | Effective: November 5, 2018 Salary: \$12.29/hr Hours: 6.0 hrs/day |
| Littig, Lenore Para Educator Walcott K-8 | Effective: October 29, 2018 Salary: \$13.94/hr Hours: 7.0 hrs/day |
| Martin, Travis Custodian North High | Effective: November 5, 2018 Salary: \$15.13/hr Hours: 7.5 hrs/day |
| Pena, Sophia Para Educator Washington Elementary | Effective: October 17, 2018 Salary: \$11.94/hr Hours: 6.5 hrs/day |
| Quast-Benge, Emily FNS Worker Central High | Effective: October 18, 2018 Salary: \$11.24/hr Hours: 3.75 hrs/5 days |
| Santiago, Gabriel Custodian Central High | Effective: November 19, 2018 Salary: \$15.13/hr Hours: 8.0 hrs/day |
| Sims, Jestanie Para Educator Wood Intermediate | Effective: October 30, 2018 Salary: \$13.94/hr Hours: 7.0 hrs/day |
| Sparks, Amanda Para Educator Garfield Elementary | Effective: November 19, 2018 Salary: \$12.44/hr Hours: 6.5 hrs/day |
| Stichter, Rebecca Para Educator Smart Intermediate | Effective: October 23, 2018 Salary: \$12.79/hr Hours: 6.5 hrs/day |
| Strahl, Julie Para Educator Garfield Elementary | Effective: November 7, 2018 Salary: \$12.29/hr Hours: 6.5 hrs/day |
| Thomas, Shaunté Para Educator Williams Intermediate | Effective: October 26, 2018 Salary: \$12.44/hr Hours: 6.5 hrs/day |
| Van Blaracom, Jerry Custodian Blue Grass/Buffalo Elementary | Effective: November 5, 2018 Salary: \$15.13/hr Hours: 8.0 hrs/day |

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| Walters, Jacob Campus Security Truman Elementary | Effective: November 5, 2018 Salary: \$15.13/hr Hours: 8.0 hrs/day |
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| Williams, Brock Custodian Williams Intermediate | Effective: November 5, 2018 Salary: \$15.13/hr Hour: 7.0 hrs/day |
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RESIGNATIONS/TERMINATIONS: CERTIFICATED

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| Westphal, Annalise Grade 4 Adams Elementary | Effective: November 9, 2018 Years of Service: 1 yr 2 mos |
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RESIGNATIONS: SUPPLEMENTAL CONTRACTS

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| Dailey, John Basketball - Girls' 8th Grade Smart Intermediate | 7% \$2,263.00 |
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| Ochoa, Charles Soccer - Boys' Assistant West High | 12% \$3,880.00 |
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| Williams, Briana Swimming - Boys' Assistant North High | 12% \$3,880.00 |
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RESIGNATIONS/TERMINATIONS: CLASSIFIED

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| Acton, Alyssa Para Educator Williams Intermediate | Effective: November 13, 2018 Years of Service: 6 mos |
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| Albanese, Shannon Para Educator Truman Elementary | Effective: October 29, 2018 Years of Service: 4 yrs 2 mos |
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| Bergert, Jane FNS Worker West High | Effective: November 2, 2018 Years of Service: 2 mos |
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| Bryant-Pemberton, Machele Para Educator DLC - Keystone Academy | Effective: November 18, 2018 Years of Service: 6 yrs 9 mos Reason: Other District Assignment |
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| Claussen, Allison Para Educator Wilson Elementary | Effective: October 29, 2018 Years of Service: 5 yrs 2 mos |
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| Colón-López, Nahira Para Educator Williams Intermediate | Effective: October 19, 2018 Years of Service: 1 yr 2 mos |
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| Patrick, Andrea Title I Family Involvement Liaison Wood Intermediate | Effective: November 13, 2018 Years of Service: 2 yrs 3 mos |
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| Pena, Heather Para Educator Wood Intermediate | Effective: October 25, 2018 Years of Service: 3 yrs |
| Prichard, Miriam Para Educator Mid City High | Effective: October 17, 2018 Years of Service: 5 mos |
| Quast-Benge, Emily FNS Worker Central High | Effective: November 8, 2018 Years of Service: 2 weeks |
| Rich, Paul Para Educator Smart Intermediate | Effective: October 31, 2018 Years of Service: 2 mos |
| Shelby, Ashley FNS Cashier I West High | Effective: November 8, 2018 Years of Service: 1 mos 2 weeks |
| Sparks, Amanda FNS Cook-in-Charge Garfield Elementary | Effective: November 16, 2018 Years of Service: 7 yrs 7 mos Reason: Other District Assignment |

LEAVES OF ABSENCE: CLASSIFIED

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| Bienvenue, Michelle Para Educator Madison Elementary | Unpaid Leave of Absence Effective: October 10, 2018 - January 17, 2019 |
| Little, Denise FNS Worker Buchanan Elementary | Unpaid Leave of Absence Effective: September 10, 2018 - November 12, 2018 |
| Pegus, Latonya FNS Worker Central High | Unpaid Leave of Absence Effective: October 10, 2018 - January 17, 2019 |

5.02 Approval of Minutes 9-24-18 Regular; 10-1-18 Committee of the Whole; 10-8-18 Regular; 10-22-18 Regular; 10-30-18 Special Call Open Meeting.

Motion by Director Hayes and seconded by Director DeSalvo the board approved the consent agenda as presented.

Discussion: None.

Vote: All Ayes motion carried.

6. APPROVAL OF BILLS

6.01 Motion by Director DeSalvo and seconded by Director Hayes the 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 periods of October 18, 2018 through November 7, 2018.

Discussion: None.

Vote: All Ayes motion carried.

7. SUPERINTENDENT REPORT

7.01 Special Education Update

TJ Schneckloth, Interim Superintendent, stated they will be meeting with the State Board of Education tomorrow and are prepared to listen to their suggestions and move forward. Leadership has worked hard to be on the same page with the Implementation Advisor, Sandy Schmitz and emphasized that she has the authority of the state and leadership is working to utilize her expertise and advice. Regarding the compensatory education requirement he reported they have completed approximately 56% of the IEP meetings which resulted in the number of minutes owed to students for compensatory education. In the first couple of days the leadership discovered an obstacle of hiring certified teachers to conduct the compensatory education. Susan Downs and Kim Hoffman at the AEA and the district's Human Resources Department have worked out a potential solution to this issue with the AEA to be the hiring agent for these compensatory hours. The second update he provided was that many of the issues being addressed in special education have to do with the systems. Susan Downs, Kim Hoffman and Sandy Schmitz have begun the process of revamping the process used with the goal of becoming more proactive by providing supports to buildings. In the areas of the citations he said it is very difficult to collect real time data so work is being done to address that as well.

7.02 Disproportionality Update

Bill Schneden, Associate Superintendent, provided an update on actions being implemented to address disproportionality. Consultants have been hired to work and provide training in the following areas: Markay Winston is focusing on goal setting, best practices and challenging thinking and systems; Sharoke Hawley is conducting training on cultural competency and helping to implement some important pilots programs at several schools. Anthony Muhammad is working with leadership teams to change mindsets around disproportionality and Marsha Tate is providing expertise on engaging students. He discussed the recent activities of the Instructional Alignment Team leadership and how they are working on identifying measureable goals.

8. OTHER ITEMS REQUIRING ACTION

8.01 Approval of SBRC Application for Modified Supplemental Amounts for Open Enrollment Out

Motion by Director DeSalvo and seconded by Director Hayes the board approved the application to the School Budget Review Committee for \$745,701.60 (or the maximum amount) in modified supplemental amount for open enrolled out students not on the previous year's Certified Enrollment for whom the district will pay tuition in the current budget year. The district intends to levy cash reserve for this amount.

Discussion: DeSalvo asked for more details on this item. Claudia Wood explained the district can request spending authority for open enrollment out students and discussed the history of requests in the district.

Vote: All Ayes motion carried.

8.02- Approval of SBRC Application for Modified Supplemental Amounts for LEP Instruction Beyond Five Years

Motion by Director Hayes and seconded by Director Gosa the board approved the application to the School Budget Review Committee for \$216,360.32 (or the maximum amount) in Modified Supplemental Amount for LEP Instruction beyond five years. The district intends to levy cash reserve for this amount.

Discussion: Johanson expressed how uncomfortable he is with this item since the district is not guaranteed these funds.

Vote: All Ayes motion carried.

9. DISCUSSION ITEMS

9.01 Long Range Facility Plan

Mike Maloney discussed the revisions proposed for projects included in the Long Range Facilities Plan. He explained that after board discussion on solar energy at the October Committee of the Whole meeting staff understood the consensus of the board was to proceed with consideration of a possible Power Purchase Agreement for solar and not to put further consideration in to direct purchase and installation of solar arrays using PPEL or SAVE funds. Maloney reviewed some of the projects on the list which included renovation to the Central locker rooms; beginning of construction of the North Athletic Facility; Hayes boiler replacement; on-going energy projects; and a staff parking lot addition at Hayes. Board members asked a variety of questions about the various projects. Maloney said he would be bringing to the board for approval at the next Regular meeting.

9.02 Board Protocol

Johanson said he tries to review board protocol and procedures at least one a year with the board. He asked the board for their feedback on board members calling into meetings and time limits for discussion. Board members said they do not want to have limits on discussion. There was consensus by the board there have been very valid reasons for different board members having to call into meetings over the past few months and this doesn't mean a board member is not engaged or cares any less about the district. Once the new audio/visual system is fully functional board members will also be able to SKYPE into meetings so they can see the board and the board members and community can see them. It was agreed that individual board members will be responsible for calling back into the meeting if their call is dropped.

12. ADMINISTRATIVE REPORTS

None.

13. BOARD REQUESTS

Director Gosa submitted the following board requests:

1. Information request: I would like a Special Education update at every Regular Meeting. Seconded by Director DeSalvo.
2. Agenda item: To have a meeting including the Sheriff and Police Chief to discuss the recent rise in incidents in our school and what we can do to work together to solve these issues. Seconded by Director DeSalvo.
3. Agenda item: Have a discussion to look into having some type of FFA program at West being that our rural schools feeds into West. Seconded by Director Hayes.
4. Agenda item: Have a discussion about improving our policy on parent and board notifications when we have incidents come up at a school. Seconded by Director Hayes.
5. Agenda item: Have a discussion on how to improve the security at our schools maybe install metal detectors and have only one entrance. Seconded by Director Hayes.

ADJOURNMENT

Director Potts moved the board adjourn. Director Hayes seconded the motion.

President Johanson declared the meeting adjourned at 8:05 PM

Mary Correthers, Board Secretary/Treasurer