

**DAVENPORT COMMUNITY SCHOOL DISTRICT**  
ACHIEVEMENT SERVICE CENTER  
JIM HESTER BOARD ROOM  
1702 MAIN STREET  
DAVENPORT, IOWA 52803  
**MONDAY, NOVEMBER 26, 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 Monday, November 26, 2018 for their Regular Meeting. The meeting was held at the Achievement Service Center, 1702 Main St., 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 and Clyde Mayfield participated by phone.

**1.02** Director Hayes read the board priorities and Director DeSalvo read the mission and vision statement

**2. STUDENT BOARD REPORTS**

No student board members attended the meeting.

**3. BOARD REPORTS**

Director DeSalvo provided an update on Legislative Advocacy activities. Director Gosa attended the Breakfast for Buddies event at Fillmore Elementary School Director Hayes offered condolences to the family of Cathy Gripp, an employee of the district that worked in various positions over the past 27 years and to former board member, Nikki DeFauw, on the passing of her father-in-law. Hayes read the following statement: *In the past few weeks I have gone to Williams a few times. Sandy Schmitz and I have held a couple of focus groups. One was with nine community leaders which included previous educators, a Pastor, NAACP, and a nurse. One of the questions asked was how do we build and regain trust with parents within the District. This topic was discussed in detail on various ways to start from ground zero, rebuilding one school at a time. One of the individuals within the group made an interesting observation. In order to truly understand, one must have the ability to stand under and understand the issues for themselves. Acknowledge that our students are equal, while you have them, give your absolute best. The littles need an advocate and educators need to take the time to invest in them whether they want to or not. It's not the Boards intention, nor job, to do a clean sweep of all the teachers that do not have a sincere vested interest in our students, but it is my prayers for those that do not, rethink their positions, perhaps this job is not for you. The meeting with the three separate groups of students was depressing, but REAL. Out of the mouths of babes the students gave real examples and even called teachers by name. One student stated her mother blocked the schools number because she got sick of the school calling on bad things. How do we connect, when we can't be heard? These behaviors are not acceptable. I cannot believe we are still dealing with some of these issues even after the State has made them public. We are doing ourselves a horrendous disservice by taking these citations so lightly. Interim Superintendent Schneckloth will be discussing this with the principals, if he has not already done so. During our meeting with the State on November 14<sup>th</sup>, it was clear that Davenport had a massive hill to climb. For many, we have just done business as usual. It may be a difficult transition for some, but it can be done as long as everyone is held*

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*accountable and committed to making it happen, and doing your part. The matriarch elephant is now in the room and brought her herd with her. It's not optional. Everyone must get on board to turn this thing around and make the six hours that are spent within a classroom conducive for everyone, both staff and students as we are now under the microscope!*

### 4. COMMUNICATIONS

#### 4.01 Upcoming Events

1. Novmeber 27th, Tuesday, @ 7:00PM, DCSD Holiday Concert, Adler Theater, Davenport
2. December 3rd, Monday, @ 5:30PM, Committee of the Whole Meeting, Jim Hester Board Room, 1702 Main Street, Achievement Service Center
3. December 5th, Wednesday @ 4:00PM, Policy Committee Meeting, Executive Board Room, 1702 Main Street, Achievement Service Center
4. December 10th, Monday @ 6:00PM, Regular Meeting, Jim Hester Board Room, 1702 Main Street, Achievement Service Center (Only 1 Regular Meeting in December)
5. December 24th & 25th Monday & Tuesday, CLOSED FOR HOLIDAY
6. December 31st & January 1st, Monday and Tuesday, CLOSED FOR HOLIDAY

#### 4.02 Open Forum

-Pat Robinson, 2123 Newcastle Court, Davenport-Discussed need for new design to address declining enrollment at the district.

-Catatrina Bolton, 1920 Walling Ct, Davenport-Emphasized important of listening to parents.

### 5. CONSENT AGENDA

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

##### APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Batimana-Mateos, Ruby Basketball - Girls' Assistant West High	12% \$3,880.00 prorated to \$3,012.71 (66/85 days)
Sass, Katherine Basketball - Girls' 7th Grade Smart Intermediate	7% \$2,263.00 prorated to \$1,257.22 (25/45 days)

##### APPOINTMENTS: CLASSIFIED

Clayvon, Tatiana Para Educator CV West	Effective: November 15, 2018 Salary: \$13.01/hr Hours: 6.25 hrs/day
Dillon, Summer Para Educator Garfield Elementary	Effective: November 16, 2018 Salary: \$11.94/hr Hours: 5.0 hrs/day
Isaacson, Kimberlee Para Educator Harrison Elementary	Effective: November 13, 2018 Salary: \$12.29/hr Hours: 5.0 hrs/day
Leach, Bernadine Para Educator Wood Intermediate	Effective: November 26, 2018 Salary: \$11.94/hr Hours: 6.25 hrs/day

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Miller, Desiree Juvenile Court Liaison Sudlow/Wood Intermediate	Effective: November 19, 2018 Salary: \$17.27/hr Hours: 8.0 hrs/day
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Rollins, Nikki Para Educator West High	Effective: November 13, 2018 Salary: \$16.70/hr Hours: 7.0 hrs/day
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Simmons, Callie FNS Cashier II McKinley Elementary	Effective: November 16, 2018 Salary: \$11.63/hr Hours: 4.5 hrs/day
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### RESIGNATIONS: ADMINISTRATIVE

Tate, Arthur Superintendent ASC	Effective: October 31, 2018 Years of Service: 7 yrs 3 mos
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### RESIGNATIONS/TERMINATIONS: CERTIFICATED

Pickney, Michael Special Education Williams Intermediate	Effective: November 14, 2018 Years of Service: 2 yrs 2 mos
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### RESIGNATIONS: SUPPLEMENTAL CONTRACTS

Pickney, Michael Special Education Level I/II Williams Intermediate	\$4,000.00
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Resner, Martin Football - Assistant West High	12% \$3,880.00
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### RESIGNATIONS/TERMINATIONS: CLASSIFIED

Allen, Carly Professional Secretary Smart Intermediate	Effective: November 9, 2018 Years of Service: 3 mos
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Gray, Tarik Campus Security Williams Intermediate	Effective: November 14, 2018 Years of Service: 1 mo
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Lemburg, Lori FNS Cashier North High	Effective: November 20, 2018 Years of Service: 5 yrs 8 mos
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Miller, Desiree Para Educator Central High	Effective: November 16, 2018 Years of Service: 1 yr 1 mo Reason: Other District Assignment
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Muilenburg, Micheal Utility Support Worker Operation Center	Effective: December 7, 2018 Years of Service: 5 yrs 3 mos
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Remaly, Breanna Para Educator Smart Intermediate	Effective: November 20, 2018 Years of Service: 3 mos
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Ruby, Nicole  
Para Educator  
Washington Elementary

Effective: November 26, 2018  
Years of Service: 3 yrs 3 mos

**Motion** by DeSalvo seconded by Potts 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 November 8, 2018 through November 21, 2018.

**Discussion:** None.

**Vote:** All Ayes motion carried.

## 7. SUPERINTENDENT REPORT

No report.

## 8. OTHER ITEMS REQUIRING ACTION

### 8.01- Approval of Early Retirement Incentive

**Motion** by Director Hayes and seconded by Director Gosa the board approved an Early Retirement Incentive for a one time reduction of years of service eligibility requirement to 15 years for 2018-19 school year only.

**Discussion:** Board members expressed how they don't like having to use this option because it means losing good teachers with years of experience, but budgets cuts are urgently needed at the point.

**Vote:** All Ayes motion carried.

### 8.02- Approval for December 2018 SBRC Hearing

**Motion** by Director Hayes and seconded by Director DeSalvo the board approved that the District does not request (MSA) Modified Supplemental Amount of spending authority for the negative unspent balance at 6/30/18, at the SBRC hearing on 12/11/18. The Board will appear at the 12/11/18 hearing and present an update. The Board will request to appear at the SBRC hearing in March 2019, at which time an updated plan will be presented and the district will make the request for MSA in March.

**Discussion:** Ms. Wood said the updated budget will be available for the December board meetings. DeSalvo asked why the plan changed to a two year plan. Mr. Schneckloth explained the district was operating on a 5 year plan but new director from the State Department of Education is the district needs a positive unspent balance by the end of 2020. President Johanson said there will be much more discussion concerning this change.

**Vote:** All Ayes motion carried.

### **8.03-Approval of Contract with AEA9**

**Motion** by Director Hayes and seconded by Director Gosa the board approved the contract with the AEA9 to assist in hiring certified teachers to provide compensatory education hours at a cost of approximately \$201,667.57 which includes a 2.5% administrative fee charged by AEA9.

**Discussion:** Susan Downs provided more details about the contract explaining the AEA will be the hiring agent for teachers needed to provide the compensatory education now required due to the special education citations. She also explained this is an estimated maximum amount and she reassured the board they have systems and procedures in place that will ensure this is done correctly.

**Vote:** All Ayes motion carried.

### **8.04- Approval of Long Range Facilities Project Revisions**

**Motion** by Director DeSalvo and seconded by Director Gosa the board approved the Long Range Facilities Plan Project list revisions as presented in the SAVE and PPEL project plan.

**Discussion:** DeSalvo requested a more concentrated plan be provided to the board in the future which includes more details about projects that are in the works right now. She would also like more frequent updates. Several board members asked about the welding shop relocation project and Maloney provided more details. Maloney provided clarification regarding the funds that were previously allocated for purchasing solar arrays. Maloney explained that from the feedback he and his staff received from the board at the October Committee of the Whole meeting the board did not want to pursue purchase of solar arrays using the 3 million dollars earmarked for this purpose out of capital funds and that the board was only interested in looking at a possible Power Purchase Agreement sometime in the future. Those funds have now been reallocated to other projects listed in the plan. Johanson advocated for a shorter time frame on the long range plan to possibly a 7 or 8 year plan since there is no requirement in code and it is up to the district how long of plan we have. Beck stated it is her understanding that the plan projects are not set in stone and can change and that she understands things can come up in the future that may require changes in priority of projects. Johanson emphasized he has advocated for a long time to use PPEL and SAVE money to decrease money spent on utilities which would save money in the general fund where all the budget cuts have to be made. He stated for this reason alone he will be voting no on the item.

**Vote:** Ayes: DeSalvo, Gosa, Beck, Mayfield, Hayes and Potts. Nays: Johanson. Motion carried.

### **8.05 Approval of Purchase of 725 E. 36th Street Property**

**Motion** by DeSalvo and seconded by Potts the board approved the Offer to Buy Real Estate for purchase of the residence at 725 E. 36th Street for a price of \$113,500 and authorize the Board President and Board Secretary to take any necessary steps to complete the transaction.

**Discussion:** Maloney explained this property will be used for the redevelopment of facilities at the Brady Street athletic complex. Several board members advocated that athletic facilities at the high schools be made equal. Gosa also asked if this property could be used by the fire department for training on a controlled burn and Maloney said that was a possibility.

**Vote:** All Ayes motion carried.

## **9. DISCUSSION ITEMS**

### **9.01 Leadership Profile Reports from Superintendent Search Firm HYA**

Ted Blaesing, from HYA (Hazard, Young, Attea Associates) the search firm hired by the board to conduct the Superintendent search, presented the Leadership Profile Report to the board. This report provides the online survey results, the list of desired characteristics for a new superintendent and an executive summary of the Leadership Profile Assessment conducted by their firm in November 2018. The surveys, interviews and focus group meetings were structured to gather input to assist the board in determining the primary characteristics desired in the new superintendent. They also collected information on the strengths of the district and challenges or issues the district will face in coming years. The online survey was completed by 982 individuals and interviews were held with 96 individuals for a total of 1,078 people participating. Mr. Blaesing noted the district's effort to reach out to the community for feedback was very successful. He reviewed the information on district strengths and challenges and reviewed the desired characteristics and noted their firm will use this feedback and information to screen applicants. Mr. Blaesing reviewed the remaining timeline for the search process with the goal of the board making an offer to the finalist on or before March 1, 2019 with a start date of July 1, 2019. Mr. Blaesing stated he needed the board to make decisions concerning compensation and confidentiality of the names of candidates. He recommended the names remain confidential. Gosa requested an additional item be added to desired characteristics that state the superintendent will be accountable. Beck asked if the Phase II Accreditation would discourage candidates and Mr. Blaesing said that was possible. He suggested the board provide information for candidates on what this means since candidates, especially those from out of state, would not be familiar with the process. All reports from HYA are posted on <http://www.boarddocs.com/ia/dcs/Board.nsf/Public> and can be available in hard copy by contacting the Board Secretary.

### **9.02 State Board of Education Meeting Report**

Interim Superintendent Schneckloth provided an overview of the State Board of Education Meeting that took place in Des Moines on November 14, 2018. He attended this meeting along with Bill Schneden, Claudia Wood and board members Johanson, Hayes, Gosa and Potts and Beck participating by phone. He explained the purpose of this meeting was for the State Board to provide feedback to our board on the progress being made on the eight citations from the special education audit. Schneckloth said the State Board was not impressed with the progress the district had made so far and decided to conduct a Phase II audit of the district. Schneckloth said we have a sense of urgency concerning the citations and are working very closely with our advisor to make the necessary corrections. Board members emphasized the importance of working on disproportionality, being supportive of all the changes needed with the audit and being supportive of a budget that shows a negative unspent balance by 2020.

### **9.03 Budget**

TJ Schneckloth reviewed the timeline regarding communications concerning the budget. He emphasized that after the State Board of Education meeting on November 14, 2018 they were made aware the district needed a 2 year plan that showed a positive unspent balance by 2020. He explained this was new to everyone. Since the November 14th meeting the district leadership has been working very hard to create a 2 year plan that meets this requirement as well as a 5 year plan that is sustainable. Ms. Wood stated reductions of \$13 million are required and Mr. Schneckloth noted this involves 180 positions. Board members reiterated they have some very hard decisions to make and unfortunately cannot rely on any increase in funding from the state and will be lucky to get a 1% increase.

#### **9.04 Special Education Update**

Susan Downs provided the update. Rob Scott, Associate Superintendent, will be the administrator on record concerning compliance regarding the special education audit. Downs reported they are now working with the AEA who will be the hiring agent for the teachers needed to provide the compensatory education that is required. They have also created a new process that will provide better real time data concerning the teacher hours and time spent on the compensatory education and there are three staff in the Special Education department that have been assigned to track data and keep records. They are providing professional development to staff to help address disproportionality and issues surrounding IEP meetings. Board members expressed there is a need to apologize to families affected by the findings in special education and to be provided frequent progress reports.

#### **10. ADMINISTRATIVE REPORTS**

None.

#### **11. BOARD REQUESTS**

Director DeSalvo submitted the following information request:

Information request: Certified enrollment by school for the years of 2016, 2017 and 2018.

Seconded by Gosa.

Director Gosa submitted the following requests:

Agenda request: Have a board discussion on the board's responsibility in the hiring and firing of employees. Seconded by DeSalvo.

Agenda request: Have a board discussion on forming a property committee for real estate.

Seconded by Hayes.

#### **ADJOURNMENT**

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

President Johanson declared the meeting adjourned at 9:30 PM

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Mary Correthers, Board Secretary/Treasurer