

REGULAR BOARD MEETING JANUARY 10, 2005

The Board of Directors of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met in Exempt Session at 6 PM and Regular Session at 7:00 PM on Monday, January 10, 2005, pursuant to law and the rules of said Board. The Exempt Session was held in the Executive Conference Room and the Regular Board Meeting was held in the Jim Hester Board Room at the Davenport Schools Administration Service Center, 1606 Brady Street, Davenport, Iowa, in said district. President Zamora called the Regular Meeting to order at 7:04 PM.

On roll call the following board members were present: President Patt Zamora, Directors Richard Clewell, Nikki DeFauw, Ralph Johanson, Larry Roberson, and Tim Tupper. Absent: Director Alan Guard. Student board members present were Emily Lemburg from Central and Sarah Neece from North High.

EXEMPT SESSION – NEGOTIATION STRATEGIES

6:00 PM EXEMPT SESSION: Negotiation Strategy (Closed Session)

The Board held an Exempt Session to conduct a strategy meeting of a public employer for employees covered by a bargaining agreement, as provided in Chapter 20.17(3), Code of Iowa, starting at 6:00 PM in the Executive Conference Room. They returned to Open Session at 6:55 PM and were seated at the board table for the Regular Meeting.

7:04 PM

REGULAR MEETING

RECOGNITIONS

I. RECOGNITIONS

A. SUDLOW INTERMEDIATE SCHOOL– **Bruce Potts, Principal**

Principal Bruce Potts from Sudlow Intermediate introduced Brendan Iglehart. **Brendan Iglehart** sang the National Anthem at the start of the board meeting. Mr. Potts said the school was proud to congratulate Brendan on being selected to perform in the American Choral Director's Association National Junior High Honor Choir. Brendan will join approximately 100 other students from across the nation for a performance in Los Angeles, CA on February 5, 2005.

Mr. Potts recognized Sudlow parents for their time, talent, and dedication to the arts. He also gave a special thank you to the teachers, **Diane Carius**, the vocal music teacher, and **Deb Howard**, the accompanist, for their efforts working with students. In December 2004 the Sudlow Vocal Music Department performed the musical "**The Wizard of Oz**". A performance of this magnitude requires the dedication of many parents.

The following parents donated countless hours of creativity, expertise, and hard work to make “The Wizard of Oz” a rewarding and an absolutely unforgettable experience for everyone involved. They were **Peg Iglehart**—Costume Designer; **Deb Irely**—Public Relations; **Nancy Juarez**—Animal Trainer and everyone’s “MOM” backstage; **John Korn**—Stage Manager; **Susan Waddell**—Set and Graphic Artist; **Dana Welser**—Correspondence Editor; and **Lisa Whalen**—Set Designer. Parents like these from Sudlow Intermediate School make Davenport Community Schools THE BEST PLACE TO LEARN.

Mr. Potts noted that over 1300 people attended the performances. All of the people recognized tonight volunteered their time, set aside their regular lives, and involved others in their families to make sure the performances were outstanding. Thank you.

B. IOWA MIDDLE LEVEL EDUCATOR OF THE YEAR -- *Jerry Zavitz*

Principal Rich Herrig introduced Wood Intermediate School teacher **Jerry Zavitz** who was recognized by his colleagues for his award as the “**Iowa Middle Level Educator of the Year**”. Mr. Herrig said this special honor was given to Jerry at the Regional Middle Level Educators conference in Omaha on October 7, 2004. Staff members at Wood Intermediate know about Jerry’s commitment to students, education, and his school. Mr. Zavitz has taught American Studies for 32 years. Students say their teacher develops interesting and exciting activities to motivate them. He is able to adapt to the ever changing societal environment we see within families and makes his classroom conducive to learning. He has been a volunteer and positive role model. He continues to attend conferences and expand his own education through classes or work-shops. Along with being a building leadership team member, Mr. Zavitz has filled in at many capacities at Wood. He is a leader, perceptive, and positive. His philosophy is “Students can and will learn at their highest potential if they are given adequate opportunities, time, and have teachers who care about them.” Besides all this, Mr. Zavitz maintains his sense of humor and displays a sense of compassion.

The Board expressed appreciation for the work of the staff and parents at Sudlow and to Mr. Zavitz at Wood Intermediate School for his wonderful work.

COMMUNICATIONS

II. COMMUNICATIONS

- A. Thursday, January 13 @ 5:30 PM, Special Call Closed Session for Evaluation of Superintendent Candidate Applications, @ the Law Offices of Patt Zamora
- B. Thursday, January 13 @ 7:00 PM, Kimberly Center Graduation held at Central High
- C. Monday, January 17 – Holiday; no school (Martin Luther King Day)
- D. Tuesday, January 18, @ 4:15 PM, the District Initial Proposal for Collective Bargaining for 2005-2006; Jim Hester Board Room @ the Administration Service Center
- E. Monday, January 24 @ 7:00 PM, Regular Board Meeting in the Jim Hester Board Room at the Administration Service Center
- F. Tuesday, January 25 @ 9:45 AM, UEN Lobby Day in Des Moines

- G. Monday, February 7 @ 5:30 PM, Committee of the Whole, Administration Service Center, Jim Hester Board Room
- H. Monday, February 14 @ 7:00 PM, Regular Board Meeting, Administration Service Center, Jim Hester Board Room
- I. Open Forum – No one requested time to speak during Open Forum.

CONSENT AGENDA

III. CONSENT AGENDA

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

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

The minutes from the last regular board meeting and intervening meetings were presented for approval as follows: Corrected Minutes for the December 6, 2004 Committee of the Whole; Regular Board Meeting December 20, 2004; and Committee of the Whole January 3, 2005.

B. Personnel: Appointments, Resignations, Etc.

RECOMMENDATIONS: ADMINISTRATIVE

Budde, Trampus Principal Smart Intermediate	Effective: January 18, 2005 Salary: \$76,876.00 prorated to \$38,787.44 Contract: 220 Days
Flynn, Paul Associate Principal North High School	Effective: January 18, 2005 Salary: \$72,527.00 prorated to \$36,573.17 Contract: 220 days
Moyer, Lorie Associate Principal North High School	Effective: January 18, 2005 Salary: \$72,527.00 prorated to \$36,573.17 Contract: 220 days
Petty, Jane Principal North High School	Effective: January 18, 2005 Salary: \$86,436.00 prorated to \$39,228.65 Contract: 260 days
Weipert, Virginia Assistant Principal of Student Activities Central High School	Effective: January 18, 2005 Salary: \$60,154.00 prorated to \$30,350.43 Contract: 220 days

LEAVES OF ABSENCE: CERTIFICATED

Ducey, Stefanie Special Education Hayes Elementary	Leave of Absence with Pay Effective: October 18, 2004 - November 11, 2004 Leave of Absence without Pay Effective: November 12, 2004 – December 22, 2004
Heller, Megan Math Williams Intermediate	Leave of Absence with Pay Effective: October 21, 2004 – December 21, 2004 Leave of Absence without Pay Effective: December 22, 2004
Kauchak, Linda Language Arts Smart Intermediate	Leave of Absence with Pay Effective: August 27, 2004 – December 17, 2004

RESIGNATIONS: SUPPLEMENTAL CONTRACTS

Baldwin, Eric Intermediate Co-Ed Track Assistant Smart Intermediate	5% \$1,230.00
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APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Chapman, Larry 8 th Grade Girls' Basketball, 2 nd Team Sudlow Intermediate	7% \$1,721.00
Hanigian, Ryan 8 th Grade boys' Basketball, 2 nd Team Walcott Intermediate	7% \$1,721.00
Haut, Adam 7 th Grade Wrestling Walcott Intermediate	7% \$1,721.00
Porter, James 7 th Grade Girls' Basketball, 2 nd Team Sudlow Intermediate	7% \$1,721.00
Rios, Tom 8 th Grade Boys' Basketball, 2 nd Team Williams Intermediate	7% \$1,721.00

RETURN FROM LEAVE OF ABSENCE: CERTIFICATED

Ducey, Stefanie Special Education Hayes Elementary	Effective: January 3, 2005 Salary: \$26,502.00 prorated to \$22,777.40 for 159 days of the 2004-2005 school year
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Heller, Megan Math Williams Intermediate	Effective: January 3, 2005 Salary: \$34,074.00 prorated to \$33,889.85 for 184 days of the 2004-2005 school year
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Kauchak, Linda Language Arts Smart Intermediate	Effective: December 20, 2004 Salary: \$32,812.00
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APPOINTMENTS: CERTIFICATED

Curtis, Jason Physical Education Blue Grass Elementary	Degree: B.A. – Step 2 Effective: January 18, 2005 Salary: \$26,502.00 prorated to \$13,322.63 for the 93 days remaining in the 2004-2005 school year
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RESIGNATIONS/TERMINATIONS: CLASSIFIED

Lawson, Lori Para Educator Buffalo Elementary	Effective: November 10, 2004 Years of Service: 1 mo
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Martinez, Angelina Para Educator Smart Intermediate	Effective: December 17, 2004 Years of Service: 3 mos
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Pentecost, Jill Para Educator Washington Elementary	Effective: September 28, 2004 Years of Service: 1 mo
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Phillips, Penny Custodian Williams Intermediate	Effective: November 12, 2004 Years of Service: 8 yrs 9 mos
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Ortiz, Linda Para Educator Children's Village West	Effective: January 13, 2005 Years of Service: 4 mos
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Powell, Walter Campus Security West High School	Effective: January 21, 2005 Years of Service: 9 yrs 2 mos
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Randle, Creassie Para Educator North High School	Effective: December 17, 2004 Years of Service: 3 yrs, 9 mos
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Kirby, Brenda Para Educator Harrison Elementary	Effective: January 14, 2005 Salary: \$7.05 Hours: 5.0 hours/day
Krum, Pamela Para Educator Central High	Effective: December 13, 2004 Salary: \$7.05 Hours: 7.0 hours/day
Madden, Patricia Food Service Worker Young Intermediate	Effective: December 20, 2004 Salary: \$7.26 Hours: 3.75
Michel, Robin Para Educator Washington Elementary	Effective: December 13, 2004 Salary: \$7.05 Hours: 7.0 hours/day
Stewart, LaGina Custodian Central High School	Effective: January 11, 2005 Salary: \$9.87 Hours: 8 hours/day
Stos, Janet Para Educator Children's Village Hoover	Effective: January 03, 2005 Salary: \$8.55 Hours: 5.53 hours/day

* Not a Teacher ** Guest Teacher *** Not a Replacement

MOTION: Director Clewell moved the Board approve the Consent Agenda as written. Director Roberson seconded the motion.

The vote on the motion was called and recorded as follows: Ayes, Clewell, Roberson, DeFauw, Tupper, Johanson, and Zamora. Motion carried unanimously.

APPROVAL OF BILLS

IV. APPROVAL OF BILLS

The administration presented a resolution for adoption of the bills.

MOTION: Director Tupper moved that be it resolved that all claims presented to the Board having been duly certified as correct by the Secretary, and reviewed by the Administration and Treasurer, the same be and they are hereby audited and allowed as just claims and warrants drawn on the Treasury for the several amounts. Further Resolved, that the payment of claims and salaries be approved as presented with the exception of Checks #161624 through #161650 which were voided due to a computer problem. Director DeFauw seconded the motion.

The vote on the motion was called and recorded as follows: Ayes, Tupper, DeFauw, Clewell, Johanson, Roberson, and Zamora. Motion carried unanimously.

OTHER ITEMS REQUIRING ACTION

V. OTHER ITEMS REQUIRING ACTION

A. BOARD POLICY REVIEW, REVISIONS, AND DELETIONS

MOTION: Director Clewell moved the Board approve recommendations of the Policy Committee for revision, review, or deletion to policies from the Personnel Section of the Policy Book which were discussed at the January 3, 2005 Committee of the Whole meeting as follow:

Revisions (minor updates)

- #401.04 – Hiring
- #401.05 – Vacancies
- #401.08 – New Staff Positions
- #401.09 – Required Forms
- #401.11 – Final Salary Payment
- #401.12 – Workmen’s Compensation
- #401.13 – Liability Insurance
- #401.14 – Life Insurance
- #401.16 – Medical Insurance
- #401.18 – Bonding
- #401.19 – Substandard Performance Penalty
- #401.21 – Tax Sheltered Annuities
- #401.25 – Accrued Yearly Vacation
- #401.26 – Golden Pass
- #401.29 – Expressions of Caring/Concern
- #401.30 – Agents or Salesmen
- #401.32 – Non-School Employment
- #401.34 – Public Office: Campaigning and Serving
- #401.39 – Dental/Vision Insurance
- #401.49 – Violence in the Workplace
- #401.50 – Publication of Articles
- #401.51 -- Organizations

Review (No changes made)

- #401.17 – Unemployment Insurance
- #401.22 – IPERS Contributions

Deletion

- #401.35 – Complimentary Tickets

Director DeFauw seconded the motion.

The vote on the motion was called and recorded as follows: Ayes, Clewell, DeFauw, Johanson, Tupper, Roberson, and Zamora. Motion carried unanimously.

B. BID #494 – FIRE ALARM RENOVATIONS @ SUDLOW/PUBLIC HEARING

MOTION: Director Roberson moved the Board accept the low Bid #494 recommended by the administration from Davenport Electric in the amount of \$31,637 for the fire alarm renovations at Sudlow Intermediate School. Director Tupper seconded the motion.

The Board conducted a public hearing on the bid for fire alarms at Sudlow. No one came forth to be heard. The public hearing was then declared closed.

The vote on the motion was called and recorded as follows: Ayes, Roberson, Tupper, DeFauw, Clewell, Johanson, and Zamora. Motion carried unanimously.

DISCUSSION ITEMS

VI. DISCUSSION ITEMS

A. BOUNDARY REVIEW PROCESS UPDATE

The administration presented a review of materials and process used for dealing with district boundary decisions. Dr. Schuerman recalled that several presentations have been made to the Board and additional information was requested. This report provides the backdrop and time frame for boundary discussions. Out of the November 22 meeting came a “to do list” and action taken. There is a process for notifying realtors and homeowners about capping. They have explored the domino effect and potential increases in enrollment for schools not capped. We have capacity in the district to accommodate capping. We will be sensitive to family related issues when dealing with capping procedures. There was an update on the GIS information for the current year and examples of enrollment at three schools.

The administration explained several reasons why students transfer and presented recommendations for short-term and long-term solutions. The short-term plan would be to move forward with capping modifications and make adjustments to enrollment spikes within the next five years while being sensitive to family related issues. The long-term plans would update the demographic information annually, monitor trends, involve the LSIAC in reviewing the data, meet with developers and planners to look at future development, foster a proactive development perspective with the community, and consider obtaining land in the north central/northeast area for a potential school site.

The Board had an opportunity to look at how the web site could provide a visual example and reference for schools that dealt with enrollment capping and status of elementary schools. There were worksheets and capacity information available with color keys and other guides. There were numerous charts and graphs that provided additional data for the board members to review. Bill Good helped with the discussion on capacity and sections in buildings. Lincoln was not included because it doesn't have a home school boundary and students come from throughout the district to this school.

Director Roberson had questions about whether the geographic location of the school affected the attendance at buildings. Mr. Good talked about the relationship of buildings that are adjacent to each other. Mrs. Reynolds even talked about specifics that deal with principal agreements because of distance, requests for NCLB reasons, and hardship such as babysitting after school, balance enrollment, and administrative assignments. There are times when the administration has to overrule a principal and

move students due to circumstances with the child. Director Tupper talked about a number of sites that have an influx from outside the home attendance area and he thought stopping this might eliminate the problems without capping. Mr. Good said if we would reduce the principal agreements, it would impact the schools. We have high numbers at certain schools. Director Zamora asked if it was fair to say once a decision was made it would be maintained but it would need to have prospective.

Director Roberson wondered if some of the moves were done because people have a perception one school was better than another. Director Tupper asked about this being one of the scenarios we would use and if there were others. Mrs. Reynolds felt the modifications in capping were the short-term solution and the long-term solutions were also listed. Director Tupper asked for some differences to be explained. Mrs. Reynolds talked about Washington Elementary, defining principal agreements and guidelines, capping after five days of school, having Lincoln as an option, and making zone changes for more options. We would be combining schools with balanced calendars also.

Mrs. Reynolds said they are much more family sensitive and will work with families. She talked about limiting sections in buildings, for example at Garfield. They will not make all reductions in one year but it will be over a transition period. Mrs. Reynolds explained the formula used for classroom sizes and ratios. Director Johanson asked about the efficiency of cutting sections and trying to distribute students through the district. Mrs. Reynolds said we are trying to keep buildings at their optimal size for learning. When we look at efficiency at large buildings such as Wilson and Adams, if we reduce sections, they may not be as efficient and we need a balance. It would be nice to have 400 students at each building, but that might not be the most efficient use of space.

Director Clewell noted one of the reasons we looked at capping was to balance enrollment with a minimal amount of disruption. This was the least disruptive of the options to consider. Mrs. Reynolds said it was a valid option to use. Dr. Schuerman said the matter of sensitivity to families and their needs was a priority. Everyone on the staff was aware of this. If the Board thinks they won't get calls when this plan is implemented, they will still find out some people will not like it because it impacts their families. Director Clewell said we need to provide space for all our students and we have to do something soon. Director DeFauw agreed this option was the best choice for academic reasons.

Mrs. Reynolds said for the short term, this was the best way to go. It may be in two or three years from now we need to look at long-term plans also. Director DeFauw asked for clarification on the long-term and short-term approaches. Mrs. Reynolds said the year was moving forward and we have to make plans for next year's schedule. We will have problems to work through and we have to have a practical basis for placing children. We need to publicize and work with our families. We have to make sure families are registered and children start school on time and not wait until after Labor Day to show up. Capping is what we are planning now but if boundary changes need to be made, we will.

Dr. Schuerman remarked this was not the long-term solution but it will assist in improving a balance and minimizing disruption when we make boundary changes in the future. It appears to him that the Board and staff will need to look at boundary changes eventually. We currently have space available in buildings that we can use. Director Tupper still wanted to go back to the principal agreements and look at four or five buildings. If principals didn't approve the agreements, that would provide relief for the buildings to accommodate their own students. Mrs. Reynolds agreed but then you have disgruntled parents who say you are not giving them a choice. Director Tupper would like to know what the reasons were for people being disgruntled about not being able to go to a school

outside their neighborhood. Mrs. Reynolds said the administration works to create a district where parents have a choice. They know they can ask for a transfer to meet their needs. When you take this option away, that can cause a lot of concerns and problems.

Dr. Schuerman tried to explain that logic doesn't always prevail when a parents wants a certain school and is told they don't live in that boundary area. The reasons are varied and many for parents requesting changes and it impacts family life. Director Tupper felt people are not always reasonable but the people living in a boundary should have a bigger claim to attend the neighborhood school than those who live outside the boundary. Mrs. Reynolds asked if Director Tupper felt there should be no reasons for principal agreements. Dr. Schuerman said there should be more discussion by the administration on this and looking at procedures to develop a plan which is easy to use. This was an observation that the administration needs to address.

Director DeFauw asked with guidelines and capping, is it reasonable to say a family that moves to a neighborhood would be accommodated if they register on time? Mrs. Reynolds said there was a 50/50 rule they use so that if a principal has room for half of the family in a building, they have to take all of the family even if it goes over the cap. We don't plan to split up families. But it increases the problems more and the principals have some ideas on other things that may be done. Director DeFauw asked if the system was implemented for the current year, how many buildings would have been capped if enrollment stays the same. Mrs. Reynolds wasn't sure but thought Garfield would be close, maybe Harrison, Adams, and McKinley. Others are close such as Eisenhower and Hayes has capacity in Kindergarten with six rooms moving to the Children's Village West for preschool. We may have capacity at a specific grade level and we may need to add a section if there is room in the building. Director DeFauw was concerned about the impact when schools are filled to capacity. Director Zamora commented that the other options were drastic and what was being suggested was least disruptive.

Mrs. Reynolds said they can make moves earlier, but when some students are moved, there are other adjustments. The learning environment will be helped by capping and we can have stability with the staff because we know how many teachers we need at each building. That is better than moving teachers several weeks after school starts. Director Tupper asked if we could cap the principal agreements with an expected enrollment—say within 10 percent. That would allow individuals within the school boundary to attend and some outside people can come into the building. Dr. Schuerman saw this idea as a possibility but the staff needs to see how best to administer this kind of procedure.

Director Johanson said it was his understanding capping was a short-term solution but it could take two to three years to implement. Mrs. Reynolds agreed and explained we don't want to cut three sections in one building in one year. Director Johanson said it was his understanding the administration thought we should make long-term boundary changes after this when we see the impact on buildings. Mrs. Reynolds said we need to look at the boundaries annually and there are other suggestions. She felt capping would be effective even if other boundary changes are made.

AGENDA ORDER CHANGE

President Zamora asked to change the order of the agenda at this point and move the Administrative and Board Reports/Requests up in order to allow Mrs. Tangen uninterrupted time at the end of the meeting to present her report. There were no objections to this change in the order of the agenda.

ADMINISTRATIVE AND BOARD REPORTS

VII. ADMINISTRATIVE AND INSTRUCTIONAL and BOARD REPORTS

Dr. Schuerman mentioned an upcoming visit by the Governor on Wednesday to the Children's Village West from 1:45 to 2:30 PM. There will be a tour and new conference and this trip would be a follow up to the State of the State Report and his emphasis on early childhood education. It was not a discussion time.

Dr. Schuerman asked if there were any outstanding requests from board members that he should be handling. No requests were mentioned. He also mentioned there was a power outage at Blue Grass and the surrounding area today.

President Zamora thanked the student board members for attending the meeting.

DISCUSSION ITEMS (Continued)

B. SCHOOL FINANCE AND BUDGET DISCUSSION SERIES – SESSION 7

Mrs. Tangen presented information on the Iowa School Finance Principles, the state foundation formula, enrollment as a primary factor in determining spending authority, and the district's authority to levy taxes in addition to general fund. The district uses per pupil cost to determine its total spending authority. The combined district cost was funded by the Uniform Levy, State Foundation Aid, and additional Levy. President Zamora added the unspent balance was not money but spending authority. Last year we had a negative cash balance but a positive fund balance. Mrs. Zamora noted the Board was required to certify the budget even before contract negotiations are finished.

The discussion included items about miscellaneous income, unspent balance or carry over balance, determining unspent balance, and things to remember. The unspent balance was spending authority not funded or not spent; it may or may not be backed by cash on hand; it should not be used for recurring expenditures since it may only be spent one time; and it may be funded using the cash reserve. Mrs. Tangen went over the history of unspent balances in Davenport and other trend lines and graphs. The last part of the discussion dealt with putting all the information together to show the maximum authorized budget. She summarized items and talked briefly about the April 15 deadline for filing the district budget with the county auditor.

Dr. Schuerman asked if the staff should continue with financial discussions or questions or should we move ahead to some other area. Director DeFauw felt the time was helpful and an on-going presentation is beneficial to all. Other board members agreed.

Director Clewell suggested each quarter the Board have a report on the finances in depth. Director Johanson mentioned the Board could get worksheets as homework to see how much they really understood from the reports.

Director Tupper said he still had some follow up financial questions related to last year and some open questions. Dr. Schuerman said they would try to work at answering Director Tupper's questions.

ADJOURNMENT

MOTION: Director Roberson moved the Board adjourn. Director Tupper seconded the motion. By consensus all members agreed to the motion.

President Zamora declared the meeting adjourned at 8:33 PM.

Linda Smith Kortemeyer, Board Secretary