

Jim Andrews asked the Board where they wanted to go from here with the short-term and long-term options. We can look into any of these more and make presentations but we need guidance on the direction to take from the Board. President Zamora asked what the committee that studied this was recommending. Dr. Schuerman said the committee was providing the information but wants to wait to do more in-depth study based on the Board's wishes.

Director Roberson talked about already taking some direction when there was a discussion about having Lincoln become a charter school. If these types of pilot programs can be used to shift enrollment voluntarily, then we could do that instead of changing the boundaries. Director Guard said there were four or five issues to look at such as using other buildings for space which we have to fill up; how do we balance and use our facilities; how can we entice people to come to certain buildings and take people out of crowded schools. Director Guard felt things would be better in buildings with fewer students and it improves the work load of everyone when we use our resources better. He also thought we needed more public relations and emphasize the balanced calendars at several schools. We need to find new ways to communicate the message with the public and this is information we could get from our staff.

President Zamora said the Board already has indicated an interest in magnet schools that highlight skills such as math, reading, and science. Director Tupper said the Board has talked about a fine arts school at the elementary level and also has an interest in expanding the math and science emphasis at some schools. These specialty areas could be offered at the schools that have lower capacity in order to help those buildings at high capacity. We might be able to alleviate some problems but we might not resolve problems when buildings are at capacity if people don't move. Director Roberson talked about neighborhood schools for the elementary level being of great importance to families. Mr. Andrews said the administration can do more research on this and bring back details if this is what the Board wants to look at in the future. President Zamora said the Board wants to solve the problems without legal boundary changes and we want to entice people to make changes on their own. Director Guard said we needed to be sure whatever incentives we present for programs actually moves the students from the schools that are at capacity. He didn't believe in having elementary buildings with capacities of 600 students and it is a sound idea to have neighborhood schools. We don't want to just add on additional classrooms at buildings so people don't move from a neighborhood.

Director Tupper thought a room expansion might make a big difference at a school and save the concept of neighborhood schools. We need to recognize the needs of the parents and find ways to manage these buildings efficiently. President Zamora said the Board would like creative ways to solve the problems without making major boundary changes. Dr. Schuerman recapped he thought the Board was saying they didn't want boundary changes, but they were asking staff to present long-term options to balance enrollment with ways to entice people to go to schools outside their neighborhood school building. The Board was in favor of magnet schools or other options. Director Guard said it may be enough to move the boundary in a few areas, say one or two blocks, in order to solve the capacity problems. It was clarified that the "short-term" solutions were what the administration could do for the next school year, but the "long-term" solutions needed more time and planning such as the magnet school concepts. Director Clewell didn't want to eliminate the need for boundary changes but wanted more time to look at the options presented. Director DeFauw agreed the Board needed more time to review this. She felt there was potential in magnet and charter schools. She didn't know if the community understands all the things available and we need to get more input from the public on some of these suggestions. She had a feeling that capping enrollment will be met with strong opinions from groups of people.

Director Johanson asked if there was a software program that could be used to access data where we could plug in assumptions or "what if ideas" and see what might be suggested. Director Roberson said when there was discussion about boundary changes at the Committee of the Whole people wanted us to know that neighborhood schools were important to them. If they are not happy with the alternatives, how do we

make this attractive so people move children to other schools? A majority of people say they want their children to walk to school. Mr. Andrews said we have to get together with parents to see what they would accept or consider in making a move from their neighborhood schools. Director Clewell hoped this would be a shared process. President Zamora said the Board was not ready to make a decision about this now but they want more information to consider. Dr. Schuerman would work with the staff although the direction was a little mixed on what the Board wanted to do.

JAIL AND ALTERNATIVES PRESENTATION

At 6:30 PM the Board allowed time for the Community Jail & Alternatives Advisory Committee to present a video on jail overcrowding. Supervisor Jim Hancock, Administrator Ray Wierson, and Sheriff Dennis Conard talked about the history of the jail, showed a video, presented finance data, and answered questions from the Board about the issue on the ballot in November. At the end of the presentation, Director Tupper thanked these individuals for their work and appreciated their efforts in making changes in our current situation for people going to jail. He felt we were spending a lot of our tax dollars for transportation to other jails and this will not be eliminated unless we expand our present facilities. President Zamora said when we buy a brick, we own it, but when we rent, we just keeping paying.

BOARD POLICY REVISION

Director DeFauw and Clewell presented the revisions being recommended in Board Policy 503.11 Graduation Requirements. This policy has been discussed several times and the committee has made additional changes which were shown to the Board. The minutes from the Policy Committee outlined the discussions and reasons for making the changes. Juli Staszewski answered some questions about the computer/technology elements and what classes would meet the requirements. Director Clewell said we learned other school districts have eliminated statements about North Central Accreditation and we also have pulled that from this policy. We have another policy talking about NCA and the committee will review the policy in the future. Director Tupper brought up his concerns about students not being able to graduate from high school with an increase in units and he didn't get a response from his earlier questions asking for data on how many students would be affected with the changes. Mr. Andrews talked briefly about the difficulty of interpreting this type of data and he would like to have an opportunity to meet with Mr. Tupper to go over his concerns. Director Tupper was very concerned there would be a number of students who would not be able to meet these requirements and succeed. Jane Petty offered some comments about the number of opportunities students have to take classes on the block schedule and felt students could meet the requirements of 26 units to graduate instead of the 20 units now required. The administrative staff will try to pull together additional information to answer Director Tupper concerns. There were other questions which were answered during the discussions regarding the implementation of changes and options available for students. Director Clewell also brought up the matter of the Kimberly students being exempt from the PE requirement. President Zamora remarked that in view of the NCLB standards, an increase in requirements would help raise the bar and lowering the expectations was not a good idea. Director Guard was in favor of the changes and he would like to make sure the elementary and middle schools are leading up to help students. He thanked the groups for their work on this policy.

FINANCIALS

Claudia Wood and Marsha Tangen presented the highlights of the August monthly financials. There was a question about the \$1.2 million insurance claims, and Director Tupper would like to know if this was in line with previous years. Mrs. Tangen stated we ended the year with an unaudited \$1.2 million fund balance. This was less than we wanted because of the \$1.2 million special education deficit. Mrs. Tangen talked about a memo sent to the Board concerning reports and details presented in the past and asked board members to review this and let them know what they would like to see in future in the monthly reports. Dr.

Schuerman said this was being done because the Board wanted to talk more about finances and this was an effort by the staff to comply and make changes to answer their questions. President Zamora said the more the Board gets through the finance study series, the better their questions will be.

Mrs. Tangen next brought up the School Budget Review Committee requests for additional allowable growth for open enrollment students and for the English Language Learners or ESL students. We can now make our requests for modified allowable growth for these two categories on-line, if the Board approves that we do this by the November 1 deadline for minutes. Director Guard said we need the same type of request process for special education so we could receive additional allowable growth for all the students we work with in our district. The State doesn't help us enough and gives us unfunded mandates. If this is an equity issue, and we are not being treated equitable, we have a constitutional issue. If there is no resolution from IASB on this matter, we should make them aware of our concerns as we have with the Urban Education Network.

OTHER ANNOUNCEMENTS/UEN INFORMATION

Director Clewell talked about the materials board members had received about the final draft of position statements from UEN. They did not include our sixth recommendation dealing with taxpayer rights and the community colleges. The consensus from UEN agreed with our top five, but didn't include the last item. Director Clewell hoped there was consensus on the legislative priorities for UEN. Director Guard was concerned that the last item on taxpayer rights had been excluded and he felt this would be a long-term issue that will need to be addressed. Director Clewell said he could bring this up at the November meeting.

Dr. Schuerman told board members to check their packets to see the grant information sheets that were completed and passed out by Rachael Mullins. If there were questions, people may contact Rachael or she can talk about this topic at another meeting.

The Board took a ten-minute recess at 7:35 PM before the meeting with the consultants from McPherson and Jacobson to discuss the search process and timelines for the superintendent.

SUPERINTENDENT SEARCH TIMELINE AND PROCESS

At 7:45 board members came back to the table for discussion about the superintendent search process and to set up a timeline with the consults from McPherson and Jacobson. The three consultants who worked with the Board on this matter were Steve Williams, Les Huth, and Tom Jacobson. They talked about the timeline, community input, brochures, website, and criteria. Dr. Williams said the searches this time of year are better and the field is larger. Dr. Jacobson said at this time, we will have stronger candidates who will be applying. President Zamora said she didn't think we had a good pool of candidates the first time, one of them lacked writing skills, we didn't get the type of candidate we were looking for, and we also will need to offer more salary. The salary issue was discussed and additional materials will be collected and presented to the Board at their next session to help the Board with this matter. President Zamora was concerned she had heard candidates didn't apply because they thought we had a divided Board. Mr. Williams said the newspaper can present those types of perspectives and people do talk about what they read in the paper. Dr. Jacobson said as they talked with people from outside of Iowa, they didn't think we had a divided Board and had a completely different perspective. Dr. Williams said this Board discusses issues openly and not everyone agrees on all the issues. For some people that shows division on issues.

The Board suggested the next set of interviews be conducted over a two-day period instead of having one very long day for the candidates. Maybe this time the candidate could start in the afternoon with one or two group meetings, and then visit with the Board in the evening. On the following morning there could be additional group meetings and a tour of the school district. Director DeFauw asked about the possibility of revisiting the criteria for the superintendency since Director Johanson wasn't on the Board last year. We might have different perspectives or expectations now and the Board may want to review the process.

Director Guard shared his views on the search process and agreed the day was too long, but the Board did need evenings for interviewing because of their schedules. He didn't think the paper gave the wrong perception of the Board but others did which was disappointing. He also believed the Board needed to look more realistically at the salary being offered to make sure it was in line with other districts including smaller school districts paying even more for their superintendents. He wanted data from the firm about salary ranges, expectations, and benefit packages being offered. He felt the Board had been rushed with the candidates during the last search, and he definitely agreed with Director DeFauw the Board needed more time to evaluate the materials and background of each candidate prior to meeting with the consultants to limit the field. He was pleased with the process and the candidates selected earlier.

President Zamora thanked the firm for helping with the selection of the interim superintendent, Dr. Schuerman. Director Roberson stated he felt the time was too short during the last search period and we didn't get the candidate that matched what we wanted. We need to pay more for a qualified person to fill this position and the matter about the Board micromanaging was only a perception of some people. There are people who have strong opinions about the Board and view us as not letting the superintendent do the job. But we have worked through a lot of this and he thinks people will want to come to our district because of loyalty to education. Dr. Schuerman added the package situation needs to be attractive to candidates and equitable to other areas. If someone comes here from a smaller district, we will need to attract them somehow because of the amount of work that has to be done with a large, urban district facing diversity and other management issues.

Dr. Jacobson said the Board was not divided and he hasn't seen micromanagement. Timing was definitely an issue the last time as well as salary matters. They can make changes in the interview process by having two half days which is easy to arrange. They need to do some recruiting now and have been talking with people who are interested. Dr. Williams said they would get together more information from IASB on salary issues to help our Board make an attractive offer on salary with benefit incentives. The total compensation needs to be reviewed and this can be negotiated with the candidates as we go along with the process and interviews. The Board and consultants continued to discuss this matter and shared thoughts.

Dr. Williams talked about the criteria listed and thought some of this reflected division or confusion. Director Guard felt revising the criteria at this point would have a major impact on the number of candidates we will get. Director DeFauw felt the Board needed to talk about this area before interviewing candidates to make sure the Board understood their expectations. Director Johanson said the criteria sounded like strategic planning and he could accept what had already been mapped out by the existing board members. He thought the Board could handle the differences in meaning of some areas and we should go forward to get this job done. He felt time was of the essence this year and we needed to start looking for candidates to interview.

Dr. Williams went over the time table and said they would immediately advertise, update the brochure, and collect applications with the closing date for applications being November 22, 2004. They would meet with the Board to review candidate lists, select finalists, and set up a schedule for January. The interviews could be conducted from January 10-14 and hopefully by January 31, 2005 the selection would be made. Board members didn't feel the criteria listed was problematic so this will stay as it was; this is what the candidates will respond to in their taped interviews. There needs to be more discussion about salary, but

the firm will go ahead with advertising. The Board will meet again in a Special Call Workshop with the consulting firm at 5:30 PM on October 25, 2004 prior to the next regular meeting. If Board members have more ideas regarding the criteria, they should get those ideas to the Board Secretary. President Zamora thought the criteria could be rephrased to make it clearer for the candidates as they respond to these items. The board members should come prepared with their ideas for the workshop on October 25. Dr. Jacobson asked about advertising in the *Des Moines Register*, which make it official for posting in Iowa. Director Guard wanted to wait for this advertising until the salary issues were reviewed again by the Board. Dr. Williams said they will go ahead and place an advertisement in *Education Week* as they did before. The time line was considered adequate at this point.

ADJOURNMENT

President Zamora adjourned the meeting at 8:47 PM.

Linda Smith Kortemeyer, Board Secretary