

REGULAR MEETING
Sioux City Community School District
Education Service Center
December 14, 2009

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REGULAR MEETING
Sioux City Community School District
Education Service Center
Minutes – December 14, 2009 – 6:00 p.m.

I. Call to Order/Pledge of Allegiance

President Batcheller called the regular meeting to order at 6:00 p.m.

II. Roll Call of Members

Present: Directors Batcheller, Grupp, Johnson, Meyers, Mounts, Warnstadt and Williams

Absent: None

III. Approval of the Agenda

Director Grupp moved and Director Meyers seconded the motion to approve the agenda. The motion carried to 7 to 0.

IV. Citizen Input

No Citizen Input

V. GOOD NEWS: North High School Student Service Project

Crista Limoges, teacher at North High School, explained that freshman students from two English I classes recently participated in a service learning research project. The students viewed and then discussed the movie "The Ultimate Gift". Next, they researched two different Siouland organizations; The Gospel Mission and The Food Bank. Their research consisted of: interview questions, organization tours, and volunteering at the respective organizations. They were then asked to write a five paragraph research paper and to create a ten slide power point presentation about their research and volunteer experience.

The first project focused on The Gospel Mission and was presented by students Blake Courtney and Johnny Jepsen. The students stated that the Gospel Mission has been helping lives since 1938. They serve over 300 meals per day and offer discounted clothing to those in need.

The second project focused on The Food Bank and was presented by students Jae Johnson and Caleb Schauble. Both projects focused on the following criteria:

- The needs of Sioux City.
- What causes these needs?
- Organizations and Services.
- What effect do these organizations have?
- Their personal reflection of the project.

Mary Jo Salem, Director of Elementary Education, stated that this project ties right in to our curriculum standards and benchmarks.

VI. Consent Action Items

Director Warnstadt moved and Director Grupp seconded the motion to approve consent action items letters "A" through "D". The motion carried 5 to 0, with Director Johnson abstaining from letter "A" and President Batcheller abstaining from the Finance Report.

A. Minutes of the November 23, 2009, Board Meeting, the Human Resources Report, and the Finance Report.

B. Lease Agreement with the Sioux City Convention Center – North High School Twirp Dance.

C. Second and Final Reading of Board Policies:

- 401.3 Equal Employment, Recruitment, Selection and Affirmative Action
- AR401.3 **Delete:** Recruitment and Selection
- 604.7 Media Centers
- 661 Media Center Materials Removal
- 901.5 Educational Specification for Buildings
- AR901.5 Educational Specification for Buildings
- 901.6 Educational Site Development
- 902.1 Maintenance Schedule
- 902.7 OSHA Statement
- AR902.7 OSHA Statement
- 902.11 Asbestos Containing Materials
- 903.10 Hazardous Chemical Program
- AR903.10 Hazardous Chemical Program
- 971 Approval Process for Change Order Requests
- 1001.10 School-Community Groups
- 1003.5 Community Resource Persons and Volunteers

D. First Reading of Board Policies:

- 401.10 Employee Development
- 402.7 403(B) Retirement Accounts
- AR402.7 **Delete:** Annuities
- AR403.5 Workplace Bullying Policy
- 404.8 Absence Without Pay
- AR431.05 Employee Transportation Reimbursement (Expenses)
- 502.9 Weapons Free Schools
- AR502.9 Weapons Free Schools
- 505.13 Family Night/Sundays
- 601.10 Evaluation of Educational Program
- 681.10 Grading
- AR681.10 Grading
- 1005.1 **Delete:** Public Performance by Students

VII. Board Member Reports/Future Meetings

Director Williams stated that the Board Policy Committee has been very busy but productive and she appreciates the attendance of several Cabinet members at those meetings.

Director Warnstadt stated that she recently attended the North High School Madrigal and thought it was a wonderful performance. She also stated that the kindergarteners from Leed's Elementary School are ready for the holidays.

Director Mounts stated that she recently attended Goodwill Industries for Youthbuild with Dr. Madison and Dr. Richardson where quite a few success stories were shared by students.

President Batcheller stated that this is an extremely busy time for all and when walking through the Education Service Center (ESC), you will notice several packed boxes lining the hallways. He stated that we have been in this building since 1937, and that on Monday, December 21, 2009, we will begin moving to our new location. He added that we will be moving into a structure that will be more efficient and will allow us to better communicate with our community. He also noted that this will be our last board meeting in this room and that next year we will be in our new location.

Mr. Batcheller also stated that on Thursday, December 17, 2009, Gordon Winterlin, John Meyers, and Dr. Gausman will be travelling to Des Moines, Iowa, for the Urban Education Network (UEN) meeting to discuss the Governor's 10% across-the-board budget cuts. He looks forward to hearing back from them upon their return.

President Batcheller stated that future meetings will be held as follows:

- Building Oversight Committee is scheduled for December 16, 2009, at 4:00 p.m., at the New ESC Building, 627 4th Street, to tour the newly remodeled building.
- District Advisory Committee meeting is scheduled for December 16, 2009, at 5:00 p.m., in the Education Service Center Board Room.
- Communications Committee meeting is scheduled for December 17, 2009, at 2:00 p.m., in the Education Service Center in Alison Benson's office.
- Finance Oversight Committee meeting is scheduled for December 21, 2009, at 8:00 a.m., at 613 Pierce Street.
- Board Finance and Facilities Committee meeting is scheduled for January 5, 2010, at 12:00 p.m., in the Education Service Center Finance Conference Room #312.
- Student Achievement Committee meeting is scheduled for January 7, 2010, 3:00 p.m., in the Education Service Center's Administrative Conference Room #326.
- Education Equity Committee meeting is scheduled for January 19, 2010, at 11:45 a.m., in the ESC Room "A".
- Board Policy and Human Relations Committee meeting is scheduled for February 11, 2010, at 3:30 p.m., in the New Education Service Center in ESC Administrative Conference Room #326.

VIII. Superintendent's Report – Dr. Paul Gausman

Dr. Gausman played the District's third commercial that is currently being aired. The new commercial focuses on two of our outstanding teachers in the District; Donna Wynn, Iowa History Teacher of the Year, and Kim Vermilyea, Special Education Teacher of the Year.

Dr. Gausman stated that over the past two weeks, he has held Budget Forum sessions to help educate staff members about school finance in Iowa. He explained the meaning behind the power point presentation that was shared at those sessions.

- Ten different buckets in which funding comes from
- Two tiers – educate and listen
- Four main focus areas
 - Solvency ratio
 - Property value
 - Student enrollment trends
 - Spending authority trends

Dr. Gausman educated the Board on our current situation, as well as the development of FY-11 and beyond. He encouraged everyone to utilize the District website feature: "Ask the Superintendent" to communicate with him. He noted an additional feature now available under *Departments/Finance/Budget Info/District Cost Savings Ideas* where individuals can share their ideas to help balance the budget. He stated that our next step is to wait to see what Legislation does but to continue working behind the scenes in preparation for what is ahead.

Director Mounts suggested that Dr. Gausman share this information with the entire staff during professional development sessions. Dr. Gausman agreed to discuss this at the next Cabinet meeting. He went on to say that this is going to be a very difficult time for us but we will get through it.

Dr. Gausman wrapped up his presentation by sharing two photos from 1937-1938 of our current facility and reading a couple paragraphs from the book created by H.G. Roberts in 1954.

IX. Action Items

A. Early Retirement Plan – Steve Crary

Director Mounts moved and Director Grupp seconded the motion to approve terminating the current policy effective June 30, 2010, and extending the employee election date for this year to February 28, 2010; and to direct the administration to design a new policy which will be in effect from July 1, 2010, to June 30, 2012. The motion carried 5 to 2, with Directors Johnson and Williams voting opposed.

It was suggested that this be brought to the Board Policy Committee in early January 2010, to review and propose a new plan for First Reading or Action at the January 11, 2010, board meeting.

Bruce Lear spoke briefly about the effects of change on employee morale. He stated that he can not go to a building without speaking about this issue. He also stated that this is not a benefit for employees, but a tool for administration and school board to demographically balance the staff. He suggested that we not implement a year to year plan in an environment with teachers and support staff because most people want to plan ahead for retirement. This plan has value for young and old teachers and also has a dynamic effect district wide.

B. Lowell Elementary School Demolition Project – Mel McKern

Director Mounts moved and Director Meyers seconded the motion to approve the proposed plans, specifications, and estimated demolition cost of \$220,000 for the Lowell Elementary School Demolition Project. The motion carried 7 to 0.

A public hearing at the Education Service Center, 627 4th Street, Sioux City, Iowa, will be held at 6:00 p.m. on the 11th of January, 2010, at the School Board meeting of the Sioux City Community School District, Sioux City, Iowa. Plans and specs may be seen at the Purchasing Manager's office located at the Education Service Center.

C. Ivesco Building – Mel McKern

Director Warnstadt moved and Director Johnson seconded the motion to approve the proposed plans, specifications, and estimated cost of \$2,090,570 for the Ivesco building remodel project (including electrical, fire, sprinkler, plumbing, and interior wall construction). The motion carried 7 to 0.

A public hearing at the Education Service Center, 627 4th Street, Sioux City, Iowa, will be held at 6:00 p.m. on the 11th of January, 2010, at the School Board meeting of the Sioux City Community School District, Sioux City, Iowa. Plans and specs may be seen at the Purchasing Manager's office located at the Education Service Center.

D. High School Science Lab Change Order – Mel McKern

Director Mounts moved and Director Warnstadt seconded the motion to approve Change Order 001 which credits the Contract for the Sioux City Community School District High School Science Lab Additions in the amount of \$44,600. The motion carried 7 to 0.

X. Discussion/Information

A. Human Resources Update – Steve Crary

- Administrator's Compensation Plan
- AR Workplace Bullying Policy (AR403.5)

AR Workplace Bullying Policy - Steve provided an update for the progression of the AR Workplace Bullying Policy. He stated that we were the first to implement this type of policy and we will create ongoing communication to our employees that bullying will not be tolerated.

Administrator's Compensation Plan – Steve also provided an update of how we got to where we are today in regards to the Administrator's Compensation Plan, formerly referred to as Merit Pay. Recommendation will be brought to the board at a later date. There is a committee working on this plan to ensure we are competitive.

B. Physical Education Board Policy – Dr. LuAnn Richardson

- 602.11 Physical Education
- AR602.11 Physical Education Waiver

Dr. LuAnn Richardson explained that due to the Healthy Kids Act, we needed to revise our current Physical Education board policies. According to Chapter 12, high school students could be waived from P.E. if they were enrolled in any of the following: 1) a full academic schedule of seven classes, 2) work study, internships, or other off-campus programs that prevents the student from having time in his/her schedule for physical education class, 3) athletic activities sponsored by the Iowa High School Athletic Association or the Iowa Girls' Athletic Union, or 4) participation in another school-sponsored physical activity such as marching band, cheerleading, dance team, or show choir. She asked the board for permission to continue down this same path, since preliminary estimates show that we would need to add 2.5 physical education FTE's district wide if all high school students added physical education. If we meet the Healthy Kids Act, our biggest challenge will be staffing at the secondary level. Elementary and middle school students are covered by the minutes provided for recess and lunchtime TA along with their weekly physical education classes.

Dr. Richardson stated that it is our recommendation to continue to allow students the option to opt out of P.E. by meeting any of the above criteria. This will be brought to the board for first reading in January. She also noted that we will be discussing the possibility of adding P.E. into the student's G.P.A.

C. Board Policies

President Batcheller presented for discussion the following Board Policies:

- 306.1 Administrative Staff Reduction
- 403.4 Employee Staff Reduction
- AR405.8 Child Abuse Reporting
- 501.10 Truancy-Unexcused Absences
- AR501.10 Truancy-Unexcused Absences
- 602.8 Curriculum Review, Development, and Assessment
- 800 Business Operations
- 800.1 **Delete:** Financial Reports
- 800.13 Sales Tax
- 801 Budget Planning/Process
- 801.1 Depository of Funds
- 801.2 Loans, Transfers, and Funds
- 802 Cash or Equivalent in School Buildings
- 802.1 Local-State-Federal-Miscellaneous Revenue
- 803.5 Payment for Goods and Services
- AR803.5 Payment for Goods and Services
- 803.7 Payroll Periods
- 803.8 Payroll Deductions
- 804.3 Investments
- 807.4 Audit
- AR813.1 Process for Developing a Request for Proposal (RFP) to Outsourcing
- 871.5 Accounting Policy for Student Activity Funds
- 875.1 Unreserved Fund Balance
- 903.1 Lease, Sale, or Disposal of School Buildings and Sites
- 1004.7 Gratuities to Personnel

XI. Adjourn

Director Batcheller moved and Director Mounts seconded the motion to adjourn the regular meeting. The motion carried 7 to 0, and the meeting adjourned at 8:05 p.m.

Douglas K. Batcheller, President
SCCSD Board of Directors

Cynthia A. Lloyd, Secretary
SCCSD Board of Directors