



## COMMUNICATIONS

### II. COMMUNICATIONS

- A. Monday, May 2, 5:30 PM, Committee of the Whole, Harrison Elementary School (Media Center); Tour at 5:15 PM for anyone interested.
- B. Monday, May 9, 7:00 PM, Regular Board Meeting, Children's Village West on Locust Street (Across from the Fairgrounds)
- C. Tuesday, May 10, 6:30 PM, Local School Improvement Advisory Committee, Williams Intermediate School
- D. Monday, May 23, 7:00 PM, Regular Board Meeting, Children's Village West on Locust Street (Across from the Fairgrounds)
- E. Monday, May 30, Memorial Day Holiday – no school

President Zamora expressed appreciation of members in our community who allowed us to use the one-cent sales tax money to make wonderful improvements in our buildings. She encouraged people to visit Harrison School for the Committee of the Whole meeting so they can see how their dollars were spent for improvements.

#### F. Open Forum for Community Input

Pamela Matthew Davis, 25 Oak Lane, Davenport, expressed concerns about the unfair treatment her child received at school because of an altercation with another student who pushed him first. Ms. Davis said her son was just defending himself and pushed the other student away when he was being hit. The administration suspended her son for five days. She believes the other student wasn't given the same punishment because of his race. Ms. Davis said she was told kids at school pick on black students because they are not punished for harassment. She believes we should be keeping kids in school and not have suspensions. We need to encourage Saturday school for a punishment instead of having them out of school for five days. Students are losing too much time when they are on the block and they can't make up the work. In order to get things going, Ms. Davis said she would get a petition together for people to sign because everyone knows this punishment is not right. She wants policy to be changed to Saturday school instead of suspensions. Ms. Davis needs the Board to change the policy regarding unfair treatment of students.

## 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: Special Call Real Estate Meeting on April 11, 2005 at 5:30 PM and Regular Board Meeting on April 11, 2005 at 7:00 PM.

#### B. **Personnel: Appointments, Resignations, Etc.**

## EARLY RETIREMENTS: ADMINISTRATIVE

Simmons, Clancy	Effective: June 30, 2005
Principal	Years of Service: 33 yrs 10 mos
Young Intermediate	

## RETIREMENTS: CERTIFICATED

Zahniser, Anita	Effective: June 8, 2005
Vocal Music	Years of Service: 9 yrs 10 mos
Fillmore Elementary	

## RESIGNATIONS: CERTIFICATED

Smith, Thomas	Effective: June 8, 2005
Physical Education	Years of Service: 10 mos
Central High	

Stulir, Scott	Effective: June 8, 2005
Assistant Band Director	Years of Service: 10 mos
Central High	

## LEAVES OF ABSENCE: CERTIFICATED

Baldry, Megan	FMLA with Pay
Spanish	Effective: February 23, 2005 – April 7, 2005
Williams Intermediate	

Lazar, Kari	FMLA with Pay
Special Education	Effective: February 15, 2005 – February 17, 2005(1/2 day)
Smart Intermediate	FMLA without Pay
	Effective: February 17, 2005(1/2 day) – March 25, 2005

Loven, Christine	Extension of Extended Leave of Absence without Pay
LOA	Effective: 2005-2006 School Year

McGrath, Nancy	FMLA with Pay
Science	Effective: March 2, 2005 – April 18, 2005
Wood Intermediate	

Ruth, Jennifer	FMLA with Pay
Special Education	Effective: February 22, 2005 – April 4, 2005
Williams Intermediate	FMLA without Pay
	Effective: April 5, 2005 – April 18, 2005

Schwartzhoff, Amanda  
Grade 2  
Monroe Elementary

FMLA with Pay  
Effective: March 9, 2005 – May 3, 2005

Williams, Natalie  
Physical Education  
Williams Intermediate

FMLA with Pay  
Effective: January 19, 2005 – March 11, 2005  
FMLA without Pay  
Effective: March 14, 2005 – April 12, 2005

#### RESIGNATIONS: SUPPLEMENTAL CONTRACTS

DeVilbiss, Elizabeth	6%
SH Department Head	\$1,475.00
West High	

Hammond, Gary	12%
Assistant Varsity Girls' Basketball	\$2,951.00
Central High	

Hawley, Todd	12%
Head Sophomore Boys' Basketball	\$2,951.00
Central High	

Marshall, Michael	14%
Senior High Debate	\$3,443.00
North High	

Stulir, Scott	10%
Band SH Assistant	\$2,459.00
Central High	

Zahniser, Anita	5%
Vocal Music Elementary	\$1,230.00
Fillmore Elementary	

#### APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Duranleau-Brennan, Helen	14%
Senior High Debate	To Be Determined
North High	

Hawley, Todd	12%
Assistant Varsity Boys' Basketball	To Be Determined
Central High	

Klingaman, Sarah Assistant Varsity Softball Central High	14% \$3,443.00
Klingaman, Sarah Freshman Volleyball Central High	8% To Be Determined
Porter, James Intermediate Co-ed Track Assistant Sudlow Intermediate	5% \$1,230.00

## RETURN FROM LEAVE OF ABSENCE: CERTIFICATED

Baldry, Megan Spanish Williams Intermediate	Effective: April 8, 2005 Salary: \$39,122.00
McGrath, Nancy Science Wood Intermediate	Effective: April 19, 2005 Salary: \$41,646.00
Ruth, Jennifer Special Education Williams Intermediate	Effective: April 19, 2005 Salary: \$31,550.00 prorated to \$29,844.50 for 175 days of the 2004-2005 school year
Williams, Natalie Physical Education Williams Intermediate	Effective: April 13, 2005 Salary: \$31,550(1 <sup>st</sup> semester)/\$32,812(2 <sup>nd</sup> semester) prorated to \$29,182.90 for 168 days of the 2004-2005 school year

## RESIGNATIONS/TERMINATIONS: CLASSIFIED

Haskins, Christine Para Educator Smart Intermediate	Effective: April 22, 2005 Years of Service: 8 mos
Ketelsen, Carlette Para Educator Children's Village West	Effective: April 12, 2005 Years of Service: 3 yrs 7 mos
Liske, Alicia Para Educator Eisenhower Elementary	Effective: April 8, 2005 Years of Service: 5 mos
McLaughlin, Amy Para Educator Wood Intermediate	Effective: April 12, 2005 Years of Service: 1 yr 6 mos

Pearl, Jennifer  
Food Service Cashier  
Central High  
Effective: April 12, 2005  
Years of Service: 2 yrs 6 mos

Sisk, Clifton  
Campus Supervisor  
Smart Intermediate  
Effective: April 18, 2005  
Years of Service: 3 yrs

Smith, April  
Food Service Worker  
North High  
Effective: April 11, 2005  
Years of Service: 7 mos

Straetker, Karen  
Para Educator  
Truman Elementary  
Effective: March 24, 2005  
Years of Service: 3 mos

Williams, Michelle  
Para Educator  
Wilson Elementary  
Effective: April 15, 2005  
Years of Service: 4 mos

#### APPOINTMENTS: CLASSIFIED

Johnson, Boncedra  
Para Educator  
McKinley Elementary  
Effective: April 19, 2005  
Salary: \$7.05  
Hours: 6.0 hours/day

Green, Donna  
Food Service Manager I  
West High School  
Effective: April 25, 2005  
Salary: \$11.33  
Hours: 7.5 hours/day

Leonard, Renee  
Food Service Worker  
North High  
Effective: April 13, 2005  
Salary: \$7.26  
Hours: 2.75 hours/day

Marthaler, Amanda  
Para Educator  
Children's Village West  
Effective: April 18, 2005  
Salary: \$8.55  
Hours: 5.53 hours/day

Sweely, Tonya  
Food Service Worker  
West High  
Effective: April 12, 2005  
Salary: \$7.26  
Hours: 2.75 hours/day

APPOINTMENTS: NON-BARGAINING CERTIFICATED:

Reilley, Ellen	Effective: July 1, 2005
Curriculum and Instructional Specialist	Salary: \$58,050
PreK-12 Learning Supports Services/ At-Risk Homeless	Days: 205 days
Administration Service Center	

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

**MOTION:** Director Roberson moved the Board approve the Consent Agenda as presented. Director Tupper seconded the motion.

Director Guard appreciated the administration listening to him and making their recommendations for the assistant varsity softball and freshman volleyball coaching positions. We need to have more female role models for students and this is positive.

Director Tupper thanked Clancy Simmons for his 33 years, 10 months of service to our school district. The Board expressed appreciation for his hard work over these years.

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

President Zamora mentioned Director DeFauw was not at the meeting at this time because she was attending a family concert. She hoped to come back to the meeting when the concert was finished.

**APPROVAL OF BILLS**

**IV. APPROVAL OF BILLS**

The administration made a recommended for adoption of the bills.

**MOTION:** Director Guard moved Board approval of the following: “Resolved all claims presented to the Board having been duly certified as correct by the Secretary, and reviewed by the administration and Board 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.” Director Clewell seconded the motion.

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

## OTHER ITEMS REQUIRING ACTION

### V. OTHER ITEMS REQUIRING ACTION

#### A. Secretaries Contract for 2005-2006

The administration made a recommendation for approval of the negotiated Secretaries Contract for 2005-2006.

**MOTION:** Director Roberson moved the Board approve the administration's recommendation for approval of the negotiated Secretaries Contract for 2005-2006. Director Tupper seconded the motion.

The vote on the motion was called and recorded as follows: Ayes, Roberson, Tupper, Johanson, Guard, Clewell, and Zamora. Motion carried unanimously. (The details will be included in the minutes of record. There was a total package increase of 4.19% for 2005-06 showing 1.6% salary increase and 2.59% benefits increase.)

#### B. DEA Teachers Contract for 2005-2006

The administration made a recommendation for approval of the negotiated Teachers Contract between the DEA and the District for 2005-2006.

**MOTION:** Director Clewell moved the Board accept the administration's recommendation for approval of the negotiated Teachers Contract between the DEA and the District for 2005-2006. Director Roberson seconded the motion.

The vote on the motion was called and recorded as follows: Ayes, Clewell, Roberson, Johanson, Tupper, Guard, and Zamora. Motion carried unanimously. (The details will be included in the minutes of record. There was a total package increase of 4.09%)

#### C. Superintendent Candidate Process (Not ready at this time)

President Zamora said there was no recommendation for action regarding the superintendent candidate process at this time.

#### D. Bid #515 Masonry Renewal on South Elevation at Lincoln/Public Hearing

**MOTION:** Director Tupper moved the Board accept the administration's recommendation for the lowest, responsible Bid #515 received from Bi-State Masonry, Davenport in the amount of \$75,458, for masonry renewal on the south elevation at Lincoln Elementary. Director Guard seconded the motion.

The Board conducted a public hearing on Bid #515 at this time. No one came forth to be heard. The public hearing was then declared closed.

Director Roberson asked Mr. Good about the wide ranges for this bid. Mr. Good believed the firm looked closely at the project and there were two good bids at the low end. It may have been some of the bidders were less interested in getting the work. Director Roberson questioned if the company would have enough dollars to complete the project and still make a profit. Mr. Good said they figure a certain percent for profit, and whether they are over or under the percent will depend on variables with the masonry work. Some bidders have a different level of interest in certain types of projects.

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

**E. Bid #516 Blue Grass Elementary Building Renovations/Public Hearing**

**MOTION:** Director Guard moved the Board accept the administration's recommendation for the lowest, responsible Bid #516 from Jensen Construction in the amount of \$527,750 for building renovations at Blue Grass Elementary. Director Clewell seconded the motion.

The Board conducted a public hearing on Bid #516 at this time. No one came forth to be heard. The public hearing was then declared closed.

Director Guard asked for comments regarding bid numbers and the budget estimate. Mr. Good said they looked over this with the architect and engineers. They talked about the estimate, but felt the bids were fair and they wanted to bring it forward for consideration. Director Guard asked if there was any hope of getting a lower bid if it was re-bid. Mr. Good said they are looking at doing some value engineering and that should bring the numbers down.

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

**F. Award #517 J. B. Young Sound System/Public Hearing**

**MOTION:** Director Clewell moved the Board accept the administration's recommendation for a proposal with the lowest, responsible Award #517 made to ECS (Electronic Communications Systems, Davenport) in the amount of \$54,265.09, for an audio video presentation system at J. B. Young Intermediate School. Director Roberson seconded the motion.

The Board conducted a public hearing on Award #517. No one came forth to be heard. The public hearing was then declared closed.

President Zamora said she has been over to J. B. Young to see the improvements which are awesome.

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

**DISCUSSION ITEMS****VI. DISCUSSION ITEMS****A. TAG (Talented and Gifted) Program Updates**

Kathy Learn and others presented information updating the Board on the Talented and Gifted program. This report was requested by Director Guard at the February 28 board meeting when he asked for a report on TAG services including the last three years of feedback survey, funding, allocation of TAG teachers and facilitators. Board members received a written report that will be included in the minutes of record.

Mrs. Learn introduced some members of the TAG staff and parents who have been involved in the program. She talked about three options for high school students, criteria for selection, staff development, and other strategies. There is a newsletter on our website that has all kinds of information about TAG and a section that has answers to questions she receives. The Board had data on funding and updates on the last three years of the program. There is much interest on the part of parents in the TAG Association and how they can support the students in the programs. They are extremely supportive and attend every meeting to learn more.

Mrs. Learn explained the key element is collaboration. She shared a number of experiences and showed several newspaper articles that highlighted the accomplishments and successes of our schools. Director Zamora asked if there was any connection to music and art in the program. Mrs. Learn said we work with our parents but don't specifically address those areas with TAG. Director Guard asked about the survey for parents and said he has never received one. He had concerns about the number of teachers actually using the staff development training, and didn't feel they took the materials seriously. He felt there were a lot of inconsistencies from one building to another. Some teachers embrace the program and other teachers don't. He gave a personal experience he had with one teacher and felt the teacher thought the higher end students would be fine and the other students needed more of her attention. The schedules are uneven in the buildings also and students don't get enough time to make TAG beneficial. He would like to see this addressed with a better delivery system and more consistency.

Mrs. Learn explained they have been looking at these areas and have a meeting with Mrs. McClurg to discuss a number of issues. Director Guard mentioned that the district identified 1300 potential students for TAG which was wonderful. But he didn't believe TAG was really meeting the needs of the higher achieving students by just offering enrichment activities. He would like to see more help given to these students and additional funding made available for the higher-end students in K-8. The district needs to look at the model we use and address this matter. The upper-end students are bored and need more challenges. If the delivery system was improved and more teachers were enthused, it would make a difference.

Director Roberson said TAG was a great opportunity for students. He wondered what value the program had if entrance was based on test scores or if economic backgrounds may inhibit students from testing well and then not being eligible to participate in TAG. Mrs. Learn explained the test scores don't keep students out of the program and aren't the only thing we look at to see if a person should participate. Teachers do observations and demonstration lessons in classrooms. We look for potential in students with these observations by other teachers. The high school students may opt out of taking TAG, and at the elementary level it might depend on what program offerings are available to interest students. Director Tupper followed up on Director Guard's concerns regarding the surveys of parents where over 50% felt the needs of the higher level students were met.

Mrs. Learn gave some background on the TAG program from when she started 12 years ago and it was a pull-out program for students. We have made a lot of changes since that time and we are sharing concerns through staff development training. Director Tupper hoped with the realignment of the staff it might help with the programming. Director Guard said he felt the program was underfunded and would like to see additional money set aside to hire a full-time facilitator at every school next year and to look at this for our middle schools.

Director Clewell talked about the diversity of our students and so much time being taken up with mandates from NCLB to bring up standards. It is noteworthy to see people wanting to spend time with students who are aspiring to go beyond the normal curriculum. We need to do more for the higher-level students and we should highlight the program more. He talked about the website and getting the word out to people about looking at the TAG offerings. The past issues of the papers are on-line and available for people to review.

President Zamora mentioned she had 15 letters from students as part of a class assignment, so she decided to go to the American Government class and talk instead of writing the students back. It was very interesting and she enjoyed doing this.

Dr. Schuerman also welcomed all the students who were attending the meeting tonight as part of a class and suggested several of them might even want to consider serving on the school board ten years from now.

## **B. Board Policy Revisions and Adoption**

Directors Clewell gave a committee report on policies discussed at the Policy Committee on April 20, 2005. Board members had an opportunity for input on the addition of a paragraph on “snow days for seniors” in Policy #501.15 Attendance, and on the revisions made to update the wording in Policy 401.01 Employment Equity. The snow days issue came up through correspondence with IASB and the additional note seemed to fit into the attendance policy the best. This allowed seniors who have met graduation requirements to not have to make up additional snow days as long as the Board had a policy noting this condition.

The equity policy was being revised to match the language in the Davenport Municipal code, and Judy Morrell had attended the Policy Committee to discuss the revisions. It was determined “race” was different than “color” and there are times discrimination is based on color issues according to Ms. Morrell. We also will add “ancestry” which is different than “national origin”. The term ancestry was closer to “ethnicity” and the term national origin was more like your distant background. Board members were in agreement that if the policy was in alignment with the municipal code, it would be okay to make the revisions. Director Roberson wondered what would happen if we didn’t have the category list. Director Clewell said it is really better for us to have it in writing to avoid problems that come up with employment issues.

## ADMINISTRATIVE AND BOARD REPORTS

### VII. ADMINISTRATIVE & INSTRUCTIONAL REPORTS/BOARD REQUESTS

1. Dr. Schuerman said the Board should feel good about the way our students did on their test scores and all the improvements made this year. The staff, parents, and students worked very hard on this. We are working hard to raise the bar and it will be harder to keep the scores up there in the future. The Board has a right to expect the scores to continue at this level and we hope to finish strong through our efforts.
2. Dr. Schuerman said he made some observations regarding fiscal responsibilities and things are getting in place. We will not get much new money next year, and we don't want to cut the budget. The Board requested him to eliminate the deficit issue and it will take some time to develop criteria and standards. We are working on equity and how to assess our needs without reducing programming. It will be difficult to maintain the finances with the contracts offered and we have to see what programs our students need to be offered.
3. Director Guard thanked Director Clewell and Director DeFauw for their work on the Policy Committee and Director Roberson for the countless hours he gave to work on the negotiations committees. With his work, we have been able to get these contracts done early and come to conclusion.
4. Director Roberson publicly thanked Rita Watts for her time and extra work on the negotiation teams and for taking so much work home with her to make sure things were concluded on time.

### VIII. BOARD REPORTS

Director Zamora again requested an opportunity for the Board to have either a written report or a presentation on the middle schools and how this program is helping our children. She has requested this several times and would like to have some kind of response.

## ADJOURNMENT

**MOTION:** Director Roberson moved the Board adjourn. Director Guard seconded the motion. The vote on the motion was called and recorded by consensus as all ayes. President Zamora declared the Regular Meeting adjourned at 8:00 PM.

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Linda Smith Kortemeyer, Board Secretary