

ANNUAL AND REGULAR BOARD MEETINGS JULY 11, 2005

The Board of Directors of the Davenport Community School District in the Counties of Scott and Muscatine, State of Iowa, met in open session for their Annual Meeting followed by the Regular Board Meeting on Monday, July 11, 2005 pursuant to law and the rules of said Board. Due to construction at the Administration Service Center, the meetings were held in the large meeting room at the Children's Village West, 2826 West Locust Street, Davenport, Iowa, in said district. President Zamora called the Annual Meeting to order at 7:02 PM.

The following board members were present: President Patt Zamora; Directors Richard Clewell, Nikki DeFauw, Alan Guard, Ralph Johanson, Larry Roberson, and Timothy Tupper.

I. ANNUAL MEETING

A. Designation of Financial Institutions of Deposit

It was noted the Code of Iowa requires the Board of Directors to adopt a resolution naming financial institutions which may be used as depositories of funds and the maximum amount that may be deposited in each financial institution any one time. The list submitted is designed to cover the maximum possible amounts anticipated under the recommended revision in investment procedures.

The administration recommended the Board to adopt the resolution regarding designation of financial institutions of deposit for 2005-06.

MOTION: Director Guard moved the resolution, "RESOLVED, by the Board of Directors of the Davenport Community School District, in the Counties of Scott and Muscatine, State of Iowa, that the following named financial institutions are hereby designated as depositories of funds for said school district in amounts not to exceed the amounts hereinafter set forth, and the School District's Treasurer is hereby authorized to deposit the Davenport Community School District's funds in the amount not to exceed named for said financial institutions:

<u>Name of Financial Institution</u>	<u>Location</u>	<u>Maximum Amount</u>
Wells Fargo	Davenport, Iowa	\$45,000,000
US Bank	Davenport, Iowa	\$45,000,000
Northwest Bank & Trust Co.	Davenport, Iowa	\$20,000,000
First Midwest Bank, N.A.	Davenport, Iowa	\$45,000,000
Quad City Bank & Trust	Davenport, Iowa	\$20,000,000
Metrobank	Davenport, Iowa	\$45,000,000
Blue Grass Savings Bank	Blue Grass, Iowa	\$ 5,000,000
Buffalo Savings Bank	Buffalo, Iowa	\$ 5,000,000
Walcott Trust & Savings Bank	Walcott, Iowa	\$ 5,000,000
Iowa Schools Joint Investment Trust	Des Moines, Iowa	\$45,000,000
Valley Bank	Davenport, Iowa	\$20,000,000
BankOne	Moline, Illinois	\$10,000,000

Director Tupper seconded the motion.

Director Guard questioned if there had been inquiries about the CRA rating for any of these depositories. He felt they should respond with a satisfactory or excellent rating if we are going to use them. The CRA is the community reinvestment act.

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

B. Re-Appointment of 504/ADA Coordinator for 2005-2006

Appointment of a Section 504/ADA Coordinator is done on an annual basis. The administration recommended Robert L. Mata continues to serve in this position.

MOTION: Director Roberson moved the Board accept the administration's recommendation to re-appoint Robert L. Mata to continue to serve as the Section 504/ADA Coordinator for the 2005-2006 School Year. Director Johanson seconded the motion.

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

C. Annual Resolution for Payment of Bills

Director Clewell noted Board Policy #304.04 states an annual resolution should be made regarding payment of bills between regularly scheduled meetings.

MOTION: Director Clewell moved approval of the following resolution: "Be it resolved that in between regularly scheduled board meetings, that after the bills have been reviewed and verified by the administration and the Board Secretary/Treasurer, the Board President may be authorized to approve payment of claims and warrants drawn on the Treasury for the several amounts including payment of claims and salaries. Be it further resolved that the Board will officially approve these warrants at the next Regular Board meeting and the warrants will be entered in the minutes of record." Director DeFauw seconded the motion.

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

D. Appointment of District Medical Director 2005-2006

The administration recommended the District continue to utilize the Work Fitness Center to provide Medical Director Services to the District.

MOTION: Director Guard moved the Board approve the administration's recommendation to continue to utilize the Work Fitness Center to provide Medical Director Services to the Davenport Community School District for the 2005-2006 School Year at the same annual cost of \$6,300 (or \$525 per month). Director Roberson seconded the motion.

Director Johanson asked for information on the services provided by the Work Fitness Center. Linda McClurg, Human Resources Director, talked about compliance and worker health issues, some groups receiving physicals, workers compensation matters, and rehabilitation. Human Resources used the services of the Work Fitness Center to get feedback or provide consultation on matters such as health related issues, vaccinations, educational services, and related medical concerns.

Director Tupper asked about the quality level of services we received from the Work fitness Center and wanted to know if there were other groups who could have provided better service. Mrs. McClurg said she wasn't aware of any dissatisfaction with the service provided by the Work Fitness Center, so they didn't recommend a change to another resource group. Director Tupper said he believed the Human Resource Department was going to do research last year to see if we could be getting better service with another group. Dr. Schuerman noted the minutes will reflect Director Tupper's concerns and the administration can report on this matter to help evaluate services received during the year. Mrs. McClurg responded to a question about the cost which was \$525 per month regardless of the number of consultations needed.

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

E. Adjournment of Annual Meeting (7:10 PM)

MOTION: Director Guard moved the Board adjourn the Annual Meeting and immediately reconvene in Regular Session. Director Roberson seconded.

The vote on the motion was called and recorded as all ayes. Motion carried unanimously.

President Zamora adjourned the Annual Meeting at 7:10 PM. Board members stayed at the board table for the Regular Meeting which followed immediately.

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**REGULAR BOARD MEETING
JULY 11, 2005 -- 7:10 PM**

All board members were present for the Regular Board Meeting on July 11, 2005 starting at 7:10 PM.

COMMUNICATIONS

I. COMMUNICATIONS

- A. Monday, July 11 – School Board Candidate Filing Begins (first day to file nomination petitions with the Board Secretary)
- B. Saturday, July 30, Last Day for Vacancies on the School Board
- C. Thursday, August 4, 5:00 PM; School Board Candidate Filing Deadline
- D. Monday, August 8, 7:00 PM, Regular Board Meeting, Administrative Service Center, return to the Jim Hester Board Room
- E. Monday, August 15, 5:30 PM, Board Evaluation Workshop; Radisson Hotel (dinner at 5:30 PM and meeting follows)
- F. Monday, August 22, 7:00 PM, Regular Board Meeting, Administrative Service Center, Jim Hester Board Room
- G. Monday, August 29 – First Semester Begins; Kindergarten testing (2 hour early dismissal on August 29 and August 30)
- H. Monday, September 5 – Labor Day (No school in session; offices closed)
- I. Open Forum – No one requested time to speak at open forum.

CONSENT AGENDA

II. 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. Minutes of the Last Regular Board Meeting

The minutes from the last regular board meeting on June 27, 2005 were presented for approval.

B. Secretary's Monthly Financial Report

It was recommended the Secretary's monthly reports of receipts and disbursements of the various funds for the period ending May 31, 2005 be approved.

C. Personnel: Appointments, Resignations, Etc.

RESIGNATIONS: CERTIFICATED

Blocker, Alvin Physical Education Hayes Elementary	Effective: July 7, 2005 Years of Service: 14 yrs 10 mos Reason: Other District Assignment **
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Ericksen, Annette Grade 3 Jefferson/Edison	Effective: June 24, 2005 Years of Service: 8 yrs 3 mos
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APPOINTMENTS: CERTIFICATED

Blocker, Alvin Physical Education (.5) West High	Degree: M.A.+15—Step 16 ** Effective: August 24, 2005 Salary: \$29,999.00
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APPOINTMENTS: NON-BARGAINING (CERTIFICATED)

Blocker, Alvin Dean of Students (.5) West High	Effective: August 24, 2005 ** Salary: TBD
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RESIGNATIONS: SUPPLEMENTAL CONTRACTS

Walker, Rebecca 7 th Grade Volleyball (.5) Young Intermediate	8% \$999.50
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APPOINTMENTS: SUPPLEMENTAL CONTRACTS

Ehrecke, Cassandra Teacher-In-Charge Washington Elementary	15% \$3,749.00
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Pillard, Jacob 9 th Grade Football Assistant West High	8% \$1,999.00
Pillard, Jacob Varsity Wrestling Assistant West High	10% \$2,499.00
Verdon, Bradley 7 th Grade Wrestling Sudlow Intermediate	7% \$1,749.00

APPOINTMENTS: CERTIFICATED

Baker, Lori Counselor Williams Intermediate	Degree: M.S. – Step 11 Effective: August 24, 2005 Salary: \$42,306.00
Barsness, Valerie Science Smart Intermediate	Degree: B.A. – Step 2 Effective: August 24, 2005 Salary: \$26,922.00
Brown, Christyn Special Education – 6 th Grade Resource Smart Intermediate	Degree: B.A.+15 – Step 1 Effective: August 24, 2005 Salary: \$26,922
Day, Amber Spanish Young Intermediate	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Ferris, Elaine Family & Consumer Science Williams Intermediate	Degree: B.A. – Step 8 Effective: August 24, 2005 Salary: \$34,614.00
Hanna, Joshua Biology West High/Central High	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Hassig, Erin Vocal Music Buchanan Elementary	Degree: B.A. – Step 6 Effective: August 8, 2005 Salary: \$33,332.00
Hill, Monike Instrumental Music Walcott Intermediate	Degree: B.A. – Step 2 Effective: August 24, 2005 Salary: \$26,922.00
Knight, Thomas Physical Education Hayes Elementary	Degree: B.A. – Step 1 Effective: August 8, 2005 Salary: \$25,640.00
Martens, Michelle Special Education – MC/SCI West High	Degree: B.A.+15 – Step 4 Effective: August 24, 2005 Salary: \$30,768.00

McDermott, Jennifer Reading Recovery (.5) Wilson Elementary	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$12,820.00
McGlynn, Sarah Special Education – K-2 Resource Wilson Elementary	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Ogden, Kelly Special Education – BD Smart Intermediate	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Olderog, Traci Math/SECME Wood Intermediate	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Pillard, Jacob Social Studies Williams Intermediate	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Verdon, Bradley Business Sudlow Intermediate	Degree: B.A. – Step 1 Effective: August 24, 2005 Salary: \$25,640.00
Walsh, Jeanne Art (.5) Hayes Elementary	Degree: B.A.+15 – Step 11 Effective: August 8, 2005 Salary: \$19,871.00

RESIGNATIONS/TERMINATIONS: CLASSIFIED

Adomat Amber Para Educator Children's Village @ Hoover	Effective: June 24, 2005 Years of Service: 5 yrs 2 mos
Geving, Gina Para Educator Children's Village West	Effective: June 10, 2005 Years of Service: 8 mos
Kirschbaum, Gina Para Educator Wilson Elementary	Effective: June 8, 2005 Years of Service: 1 yr 7 mos
Martin, Erin Part-Time Grade II Clerk KCAE	Effective: June 21, 2005 Years of Service: 10 mos
Williams, Rachel Para Educator Smart Intermediate	Effective: May 8, 2005 Years of Service: 8 mos

LEAVES OF ABSENCE: CLASSIFIED

Terronez, Angela Para Educator Jackson Elementary	Effective: July 1, 2005 to June 30, 2007
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MOTION Director Clewell moved the Board accept the Consent Agenda as written. Director Tupper seconded the motion.

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

APPROVAL OF BILLS

III. APPROVAL OF BILLS

A resolution for payment of bills was recommended by the Administration for adoption.

MOTION: Director Guard moved the following resolution: "Resolved that 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 Johanson seconded the motion. (Note: There were no voided checks at this time.)

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

OTHER ITEMS REQUIRING ACTION

IV. OTHER ITEMS REQUIRING ACTION

A. Board Meeting Calendar for 2005-2006

A recommendation was presented for the Board Meeting Calendar for 2005-06.

MOTION: Director Johanson moved the Board approve the dates shown on the Board Meeting Calendar for their Regular and Committee of the Whole Meetings scheduled for the 2005-2006 School Year as presented. Director Roberson seconded the motion.

The vote on the motion was called and recorded as follows. Ayes: Johanson, Roberson, Clewell, Guard, DeFauw, Tupper, and Zamora. Motion carried unanimously. (A copy of the schedule will be included with the minutes of record.)

DISCUSSION ITEMS

V. DISCUSSION ITEMS

A. 8th Grade Academy Report

Dr. Norbert Schuerman stated even though there was not enough support for the 8th Grade Academy Concept, the administration had promised the Board a report on the meetings with parents concerning this strategy. He admitted his bias for the program from his experience, but recognized groups of parents were not supportive which would make the program less than acceptable. The administration tried to present the concept to parents in an open manner and hoped to involve them in the process. Their questions and concerns went beyond what we were trying to do with this strategy.

Development Specialist Karen Farley and Rachael Mullins presented the summary report on feedback and input from the middle grades discussions and shared results of meetings on the 8th Grade Academy Concept. Mrs. Farley explained the background setting and how the District was trying to raise expectations for middle grades. During the last several months, they have explored programs or models, and they identified issues dealing with offering a more rigorous coursework and academic preparation; focusing on transitions at both 6th grade and into high school; and needing to socially integrate students to build positive relationships.

Mrs. Farley presented information on the current efforts underway and concerns about the intermediate schools being in need of assistance. The 8th Grade Academy Concept was explored as a possible model. The original plan looked at transitioning J. B. Young into an 8th Grade Academy and all 8th grade students from the Young and Sudlow attendance areas would come together in one building. Then Sudlow would create a center for 6th and 7th grade students in the Young and Sudlow area. Dr. Schuerman wanted to get feedback before the administration vested more time into the project.

There was input starting in late April when Dr. Schuerman initially approached the Executive Council about the concept. In early May principals were given an opportunity for sharing ideas. The concept was presented to the staff at J. B. Young and Sudlow in early May. Then two small parent focus groups from J. B. Young and Sudlow were presented with the idea to get initial parent response to establish agenda issues prior to scheduling other meetings. A series of meetings were held in May at McKinley, Eisenhower, Washington, Madison, Jefferson Edison, Sudlow and J. B. Young. The administration developed a database system for recording comments and questions at each of the meetings. There was other feedback received through the website, e-mail, phone conversations, and meetings. Over 600 comments and questions were logged under different categories.

Development Supervisor Rachael Mullins talked about the significant issues and challenges seen such as insufficient research on single-grade academies, adding a transition stage for students, why these two schools, maintaining quality of special programs, effect on building climate and behavior, concerns about facilities, costs, transportation, and schedules. The key points seen were 1) People recognized a need to increase the focus on middle schools; 2) People were supportive of a rigorous curriculum, better supported transitions, and building positive climates at middle schools; and 3) People were willing to be involved in the change process.

The Board finally heard the bottom line showed a majority of parents attending meetings or who provided input had concerns about the 8th Grade Academy Concept and were not supportive of this change. Parents were reacting to the broader middle school issues and areas of social change. Parents wanted to be more involved and would like the district to explore other research-based models for making improvements that don't involve additional transitions or re-structuring of the current middle schools.

The next steps include integrating parent input with findings from the Technical Assistance Visits to our middle schools. Also we need to support the Middle Grades Work process and implementation of action plans, as well as strengthening our communication opportunities with constituent groups. We plan to have the Local School Improvement Advisory Committee discuss these issues in the future. Dr. Schuerman added we are doing what we can to improve student achievement and we need to look at techniques for learning. We will get assistance from consultants with the TAV so we can do a better job. We are looking at different ways to teach and other models to consider. Parents will be involved and the administration will utilize their ideas in our planning.

President Zamora wanted to make sure people understood there are no plans for creating an 8th Grade Academy at J. B. Young and Sudlow. It is not going to happen. Director Roberson thanked the staff for their energy in this work and he thanked the parents as well. He talked about the delivery of services to the children and how people must feel comfortable with the plans. He recommended forming a task force to really have input into the process and not just have parents provide feedback. Parents need to look at the issues and until we can relieve their anxiety, we are not going to do a better job. We are doing a lot of talking, but there aren't any changes in the delivery system. We have to see programs that will take our test scores from point A to point B. We are responsible to be sure test scores improve and kids are actually ready for society or prepared to attend college. Director Roberson felt a task force would take care of the concerns and we need to keep working with parents.

Director Clewell asked if the administration will come forward with a proposal concerning the 8th Grade Academy so the Board can take official action. Director Guard said a recommendation was not needed because this concept won't happen. Director Clewell felt the community needed some closure and he wanted the issue resolved by a vote. Dr. Schuerman said he anticipated in six to eight months they would come forward with some type of proposal coming from staff, a task force, or others who want to be involved in configuring a plan. We presently are working with Middle Grades at Work; Second Step, and other ways to improve culture and handle behavior. Whether there will be an 8th Grade Academy, or a 6th Grade Academy, or something else, he didn't know at this point. We are truly aware of the parents' concerns and we will keep people up-to-date on what we are reviewing. The principals and teachers will be doing a better job on behavior intervention. We don't know when a specific recommendation will be coming forward.

Director Clewell talked about Urban Education Network's efforts on state legislation pushing for high school reform. Dr. Schuerman stated the whole matter of middle grade achievement was not unique to Davenport but was across the nation. The students go through adjustments which are social, mental, and physical during the middle grades. People who work with this age group have to use special techniques for teaching and behavior techniques. Dr. Clewell felt he had a picture of what we were trying to do, but didn't have the framework together. Dr. Schuerman shared information about what the principals were doing by attending a workshop in Nashville this summer, reviewing the TAV reports, preparing all-day workshops, and reviewing other models. We are pursuing what the parents identified for us which will be part of the plan.

Director Guard said without 95% support of the parents, he didn't feel we could pursue the 8th Grade Academy any further. He talked of perceptions about students attending Young Intermediate and how the stereotypes were false. He hoped with changes at J. B. Young in two years from now students will be asking their parents why they can't go to this school and saying how much they want to attend J. B. Young. We have to light a fire to get people interested and we know test scores can be better. The status quo is not acceptable, but reconfiguring a school doesn't set well with some people who think change is a negative thing. He felt the 8th Grade Academy would do wonderful things for students; but without parent support, we can't do it. We need a plan to get staff in place and to get training to support our curriculum. We can't spend the next eight months studying programs because then it will only be four months before we have to implement a new plan. We need to have excellent schools and we can't wait.

Director Roberson said we can't get parents to support our plans unless they are a part of the process and involved. He didn't feel we have the right kind of parent involvement yet. Director Tupper thanked Dr. Schuerman for addressing issues in education. He recognized middle school issues were difficult, but we have to do a better job. Director Tupper said he sees children in juvenile court with big problems and he thinks the administration can turn this around with better programs. He felt Dr. Schuerman has done a good job of looking at our schools and thinking about how we restructure the curriculum. We have done this at the elementary level, but not the middle school. We need to have a discussion on academic achievement and cultural climate in middle school years. We are going a great job but there is room for improvement. He appreciated the work of the administration in looking at options.

Director Johanson said he heard four visions from the Board and felt we needed to develop a clear vision that the administration and community can use. President Zamora commented she thought we had a vision of improving the middle schools. Director Johanson thought this was a goal, but a vision was seen on a broader field. Director DeFauw said old problems need creative solutions. We have attempted to reach out and look at all the aspects involved with middle school years. She thanked Dr. Schuerman and the administration for keeping this an open process and bringing the information back to the Board. Students deserve better and we can make improvements in climate in our buildings. We have to keep up the enthusiasm of our volunteers from LSIAC and we need more parents to help our students on a consistent basis. President Zamora also thanked the administration and Dr. Schuerman for presenting these new ideas and encouraged them to keep looking for creative solutions. She thanked the parents who attended and participated and wanted them to know we are here to serve them.

B. Superintendent Search Process

The Board had an opportunity to share their ideas and suggestions on what they wanted to see happening next with regard to the superintendent search. Board members presented their comments and viewpoints regarding the next steps. Director Guard was in support of Dr. Schuerman leading the process and felt the search company lacked advocacy for this Board. He felt Dr. Schuerman would be an advocate and work at finding the person we need. Director Guard said the superintendent was able to identify our need to align curriculum after only a short time with the district. He realized the Board was hesitant about having only one person working on the selection and some board members wanted to be able to view all the applicants. He felt Dr. Schuerman would have the expertise to do this and he didn't want the previous search firm involved. McPherson made mistakes but they did help us find Dr. Schuerman.

Director Guard would like the Board to consider having a committee lead by Dr. Schuerman to review the applications and limit the selection. The committee would include the board secretary and someone from the Board who would each add their expertise. He felt the board secretary had experience from the last searches and could help narrow the process. President Zamora talked about some research being done that shows it would not be a good idea to have a board member on the committee. The personnel files of individuals should not be open to board members and might have an influence on who would submit applications. We need to be sensitive to the needs of the applicants and confidentially issues are involved.

Director Roberson talked about the merits of McPherson and Jacobson. The Board just didn't select the right candidates to interview. Bettendorf used this firm and they were successful in finding their replacement for superintendent. He felt we needed to have someone else involved in the process and not to have just one person limiting the choices. We could have 2, 3, or 4 people but not just one person screening.

Director Tupper asked about what happened to the idea about having McPherson and Jacobson representatives come back to discuss what can be done. President Zamora said she received a letter from them and they will do whatever we want. Director Tupper felt we spent money for their services but we having gotten the right results. He would like to see them come back and debrief with the Board on what was done right or what was done wrong. President Zamora said they have expressed a willingness to come back and help if this is what we wanted.

Director Johanson supported the idea of having Dr. Schuerman lead the search and not having McPherson and Jacobson leading the process. He thought Director Guard's suggestion of a committee may be a compromise. From previous discussions, he felt the Board made decisions too quickly to get on with the process. Director DeFauw said she felt strongly about not having a single person making decisions for the Board but she could support having a group look over the applications. She could see some value to this plan and they could make sure the candidates were qualified. She saw trouble with having people send applications to Dr. Schuerman and maybe people wouldn't apply because of confidentiality issues. She thought McPherson and Jacobson could help with the process and maybe receive the applications with greater confidentiality. We could use their resources to make a better process.

Director Clewell talked about the important role the Board had in hiring a superintendent. He thought the Board should look over the proposal made by Dr. Schuerman and discuss the issues. The Board needed to respond to Dr. Schuerman's concerns and take some action. He would still like to have Dr. Schuerman use the search firm for research. He would like to see a copy of the contract Dr. Schuerman proposed on what he could offer the Board and then the Board needs to bring this to closure.

President Zamora said the discussions needed to be done in open session and hoped the proposal from Dr. Schuerman could be brought back to the table for a vote at the next Regular Meeting. There was continued discussion around a contract and using the search firm as an additional resource. Director Clewell liked the idea of creating a panel of people to do this work. Director Guard said he would amend his recommendation to include using McPherson and Jacobson as a resource to receive information. President Zamora agreed Dr. Schuerman would do a good job and could utilize the services of McPherson and Jacobson. She had no problem with recruiting the board secretary and another person to be on the committee to review applications.

Dr. Schuerman said he was not prepared to present a proposal during the last discussion but he was willing to pitch in to get the job done. He would be willing to "quarterback" the process. He did not feel board members had the time to go through all the materials, analyze what was involved with background checks, and handle reviewing all applications. He could do the initial screening and then present applications at the top of the list for the Board to consider. The Board needs to simplify this process and the first thing we have to make sure is that the candidate can be certified in the State of Iowa. If the person could not be certified, then they would not be presented to the Board for consideration. He strongly discouraged having someone from the Board on the committee because that could give the wrong impression to a candidate. Dr. Schuerman said he would do the work if that is what the Board wanted and he would utilize the services of the board secretary or others in the District. He felt he could be of help to the Board if that was their wishes.

Director Johanson clarified this work would be totally separate from the contract we had with the superintendent and there would be another contract drawn up for the search. Director Johanson thought this would take care of some issues and he was supportive

of having the superintendent do this. President Zamora asked if by general consensus the Board favored having Dr. Schuerman as the leader. Director DeFauw said she could support this as long as more than one person did the screening for the short list. She didn't think one person should make those decisions for the Board. Dr. Schuerman agreed with this request. Director DeFauw was also supportive of some type of committee to help with the reviewing. Dr. Schuerman could lead the process utilizing McPherson and Jacobsen or others in the work. Director Guard talked about having a group look over the applicants to be interviewed. Director DeFauw said after the Board did some interviews, the community groups should also meet to provide general feedback to the Board on what they think about the candidate.

President Zamora said we will continue with the process and consider having Dr. Schuerman lead the efforts with getting assistance from McPherson and Jacobson and the board secretary. She didn't agree to a board member being on the team because it would limit the field and could cause a conflict. Director Tupper would like to have a written legal opinion about not having a board member on the initial team to review all the applicants' files. Dr. Schuerman said he asked Lane & Waterman about this and they felt confidentiality issues were at stake. Director Guard said if materials were given to one board member to review, they could be considered as public information and could cause a problem with confidentiality for personnel records released. President Zamora said she believed their recommendation was we not involve a board member in the initial review process of personnel files. Director Tupper still requested a legal opinion which stated a board member should be prevented from being on the team and reviewing personnel files. President Zamora will talk with Lane & Waterman.

Director Tupper asked if the Board could have time to debrief the firm of McPherson and Jacobson. Director Roberson thought there was value to this and it could be a learning experience. Director Johanson thought we could do this later and not slow down the process we needed in place now. President Zamora said she would prepare a proposal with Dr. Schuerman and sent it to the Board for review before the August 8 meeting. Then the Board can take official action at that time.

ADMINISTRATIVE AND BOARD REPORTS

VI. ADMINISTRATIVE & INSTRUCTIONAL REPORTS/REQUESTS FOR INFORMATION

Dr. Schuerman introduced staff members new to their jobs: Amy Rice, Interim Program Director for the Children's Village; and Jill Cirivello, Associate Director of Human Resources.

Director Clewell requested a status report at some time in the future on Making Middle Schools Work. Dr. Schuerman said the report would probably be some time in November.

VII. BOARD REPORTS

President Zamora commented about the loss of a retired employee, Becky Scallinger, who worked in the district for many years. The Board offered their condolences to the family and we will remember the profound effect she had on people in our district.

ADJOURNMENT

MOTION: Director Roberson moved the Board adjourn. Director Tupper seconded the motion.

The vote on the motion was called and recorded as all ayes. President Zamora declared the meeting adjourned at 8:30 PM.

Linda Smith Kortemeyer, Board Secretary