

REGULAR MEETING OF THE BOARD OF DIRECTORS  
IOWA CITY COMMUNITY SCHOOL DISTRICT, COUNTY OF JOHNSON, STATE OF IOWA  
BOARD ROOM 509 S. DUBUQUE STREET  
7:00 P.M., TUESDAY, NOVEMBER 10, 2009  
PRESIDENT PATTI FIELDS, PRESIDING

MEMBERS PRESENT: Toni Cilek, Michael Cooper, Tuyet Dorau, Patti Fields, Gayle Klouda, Michael Shaw, and Sarah Swisher.

President Fields called the meeting to order at 7:00 PM and introduced the Board, Superintendent and Board Secretary and admired the artwork on display in the board room from students at Horn, Lemme, and Lincoln Elementary schools.

ICEA Update

Tom Yates updated directors on ICEA activities and invited board members to Building Rep meetings which occur the second Tuesday of each month. Mr. Yates also distributed to directors a teacher salary supplement basic fact sheet and reviewed for directors the history of Phase I, II, and III and how that now relates to the teacher salary supplement.

Student Representatives' Update

Madhu Srikantha from West High reported that Student Senate is still conducting its brainstorming sessions to identify the activities for this year's Student Senate and reported that they are forming teams for the U of I Dance Marathon as well as the sponsoring of one family in town. Ms. Srikantha noted that West High has in excess of 200 AP scholars and that this is finals week for the end of the first trimester.

Open Discussion

Jacki Brennan with the ICCSD Foundation reported on the Foundation's Excellence Fund and introduced Dorece Keating with Pearson who provided a donation from Pearson to the Foundation's Excellence Fund in the amount of \$10,000. Ms. Keating noted that Pearson is a world-wide company focusing on education and technology and supports the school districts in which their employees live and work.

Director Klouda noted that at the previous meeting directors had consensus for the administration to proceed with the design professional for the North Central Jr. High addition, the West High Science Renovation, and the City High Fine Arts. Director Klouda requested Dr. Plugge provide Directors with documentation evidencing satisfaction of Level II.

Director Dorau acknowledged Marin Heilskov, a student at Wickham Elementary, who recently won a national award from Sports Illustrated.

Directors' Activities

Director Dorau thanked Van Allen and North Central PTO's as well as Dr. Arganbright for their hosting recent visits.

President Fields reported that next week is both the UEN annual meeting as well as the IASB annual meeting.

District Business – Consent Items

Dr. Plugge noted that item II.A. should state set the date of November 24, 2009 instead of November 10, 2009.

MOTION BY DIRECTOR FIELDS, SECONDED BY DIRECTOR SHAW TO APPROVE THE CONSENT AGENDA, THE AMENDMENT TO II.A. AND THE ADDENDUM:

Director Dorau inquired if teacher travel had been put on hold. Dr. Plugge reported that grants and categorical funds typically pay for out of state travel and that the administrators' contract has a provision of \$1500 for travel annually. Dr. Plugge also distributed to directors answers to Director Dorau's questions regarding specific accounts payable items. Directors inquired of the cost effectiveness of out sourcing to the University of Iowa for printing services and requested the printing RFP be let soon. Director Cilek inquired if a more systematic approach could be utilized to review the accounts payable. Director Klouda agreed and requested that the administrators keep track of their time and that requests should come from the board and not necessarily individual board members. Director Dorau requested better reporting to the board. Director Swisher concurred this should be a board decision and requested that abbreviations be better explained and knows that the Governance Committee is reviewing this issue.

- A. SET THE DATE OF NOVEMBER 24, 2009 FOR THE PUBLIC HEARING ON THE WEST HIGH SECURITY CAMERA PROJECT AND SET THE DATE OF DECEMBER 1, 2009 AT 2:00 PM FOR THE BID OPENING
- B. OPEN ENROLLMENT FOR THE 2009-2010 SCHOOL YEAR OUT OF OUR DISTRICT FOR ARTHUR BORGER IV AND GARRETT BORGER
- C. ACCOUNTS PAYABLE IN THE AMOUNT OF \$1,106,358.69 GENERAL FUND, \$7,755.50 MANAGEMENT FUND, \$118,285.66 NUTRITION FUND, \$6,858.02 STUDENT ACTIVITIES FUND, AND \$1,382,219.33 SCHOOLHOUSE FUND/CAPITAL PROJECTS FUND
- D. MINUTES OF THE OCTOBER 27, 2009 REGULAR MEETING
- E. CERTIFIED STAFF A(1), B(1), C(1-2), AND D(1) AND ADDENDUM CERTIFIED STAFF A(1) ([Attachment A](#))

MOTION CARRIED 7-0

Accounts Payable

MOTION BY DIRECTOR CILEK, SECONDED BY DIRECTOR SHAW TO APPROVE ACCOUNTS PAYABLE ITEM FROM THE GENERAL FUND TO PEARSON EDUCATION IN THE AMOUNT OF \$470.84. MOTION CARRIED 6-0-1 WITH DIRECTOR COOPER ABSTAINING AS THIS PAYMENT IS TO HIS EMPLOYER.

Approve IOSHA Settlement ([Attachment B](#))

Executive Director of Administrative Services Bobek reviewed for the board the status of the IOSHA settlement from inception until today, noting that on April 1, 2009, there were eight allegations leveled against the district and on April 10, the district responded to IOSHA. A second complaint was received on April 16 with ten allegations of which the first eight were identical to the April 1 allegations. On June 18, the district received a citation and notification penalty with fines totaling \$16,200. The district filed a Notice of Contest in regard to the citation and penalty to demonstrate to IOSHA that the district does make good faith efforts to operate a safe work environment. On August 12, the district along with its legal counsel met with IOSHA's

legal counsel to review the district's remediation plans and the process culminates today with the resolution presented to directors, reducing the fines and penalties from \$16,200 to \$5,200. Mr. Bobek reported that the fine is \$5,200 and the attorney costs to date are approximately \$11,000. There are no systems in place to keep track of employee time spent addressing this issue and there were no direct clean-up costs. Mr. Bobek noted that all of these costs are payable from the district's management fund and that the lessons learned are that the district needs to write shut-down and start-up procedures for each piece of equipment and has developed a better system to ensure annual reviews of its various existing safety programs.

Directors requested that safety be a future topic presented to directors.

MOTION BY DIRECTOR CILEK, SECONDED BY DIRECTOR SWISHER TO APPROVE THE SETTLEMENT AGREEMENT AS PRESENTED. MOTION CARRIED 7-0.

### Horn Update

Chris DeGroot and Scott Palmberg, both with Neumann Monson Architects presented the Horn addition and renovations plans to the board. Mr. DeGroot noted that this process began eight to ten months ago with an initial scope of five classrooms and a new gym of 3400 square feet. The architects worked with the staff and identified the needs and as a result, the initial scope has changed to primarily include six new classrooms, new resource spaces, additional restrooms, and the new gymnasium. Mr. DeGroot reviewed the schematic design and directors inquired what the increased dollar cost is for the expanded scope. Mr. DeGroot noted that they are working on the budget and will present that at the next meeting. Directors also inquired if a full and comprehensive evaluation of the building is made and Dr. Plugge said at the initial stage no, but once the design work begins that that evaluation occurs.

Directors discussed this process and where we are in the process as it relates to Appendix 9. Directors requested the administration identify which specific step we are on and to include Appendix 9 in future board packets.

Scott Palmberg reported he will be the project manager for this addition and was the project manager for the 2005 Horn addition as well. Mr. Palmberg reviewed the site design and noted that parking lot will increase from 52 to 67 stalls as well as the sidewalk and the bus lane on Emerald St. Mr. Palmberg also reviewed in great detail which new spaces will be added and which spaces will be renovated. The gym size will be similar to that of Kirkwood and Coralville Central.

Dr. Behle reported that an additional BD classroom will be at Horn to accommodate the BD classroom being relocated from Roosevelt.

### Redistricting Process

Directors reviewed the boundary criteria identified at a previous board meeting and those criteria are:

1. Demographic considerations
2. Fiscal considerations-operational
3. Neighborhood schools/neighborhoods in tact
4. Projected enrollments/building utilization

Directors reviewed and made changes noting that under demographic considerations change free and reduced numbers down to less than 20 percentage points above the mean. For fiscal

considerations-operational, options should be revenue neutral and there was consensus for removing periods from each of the bulleted items. Directed then reviewed the committee charge and made changes such that the committee developed recommendations for managing high school enrollment that addresses both short and long-term projections.

MOTION BY DIRECTOR KLOUDA, SECONDED BY DIRECTOR CILEK, TO ACCEPT BOUNDARY CRITERIA INCLUDING THE EDITORIAL CHANGES THIS EVENING. MOTION CARRIED 7-0.

MOTIONED BY DIRECTOR DORAU, SECONDED BY DIRECTOR COOPER TO APPROVE THE COMMITTEE CHARGE WITH THE CHANGES DISCUSSED THIS EVENING. MOTION CARRIED 7-0.

Directors discussed board member roles on this committee and reached consensus that there are ex officio, meaning they are non-voting committee members and that the board members will serve a resource to this committee. Directors Cooper and Dorau will serve as board representatives on this committee and these committee meetings will be video-taped and televised. Directors emphasized that the clickers used by the consultants are not to be conveyed as decision making tool for the board. Dr. Plugge and the two board members on the committee will communicate between the committee and the board and Directors requested a boundary committee update be a standing item on all future agendas.

Directors discussed financial information being presented to the committee and Dr. Plugge noted that at the scheduled Dec. 14<sup>th</sup> boundary committee meeting this information will be shared. Dr. Plugge distributed a list of committee members that have agreed to serve to date and will publish the criteria for committee membership.

Wellness Policy 510 Third Reading ([Attachment C](#))

Director Klouda reviewed the policy noting one additional change.

MOTION BY DIRECTOR SHAW, SECONDED BY DIRECTOR DORAU TO APPROVE AS A THIRD READING THE POLICY AS PRESENTED. MOTION CARRIED 7-0.

Board Policy Graduation Requirements for Home School Students ([Attachment D](#))

Dr. Plugge presented the administration's recommendation for a policy on graduation requirements for home school students noting that no policy presently exists regarding graduation requirements for home schooled students. Dr. Behle noted that in the absence of a policy, it is difficult for counselors to apply consistent standards to the home schoolers requesting an Iowa City School District diploma. Dr. Behle noted that the two year requirement in this policy is at the recommendation of the Department of Education.

Josh Cramer addressed the board and noted that many of his questions were already answered by Dr. Behle and asked if there is a problem that has lead to this policy. Dr. Plugge noted that this policy is designed for the district to be more consistent in evaluating and making determinations that a home school student has earned an Iowa City School District diploma.

It was consensus amongst directors that tonight constitutes a first reading on the board policy and that the administrative regulation attached is for informational purposes only.

2010-2011 School Calendar ([Attachment E](#))

Dr. Behle reviewed the 2010-2011 School Calendar noting it is the same as the 2009-2010 calendar except for winter break. Dr. Behle reviewed the process used to generate the calendar and recommended that the calendar and the request for an early start waiver be approved by directors.

MOTION BY DIRECTOR CILEK, SECONDED BY DIRECTOR DORAU TO APPROVE THE CALENDAR AND THE WAIVER REQUEST. MOTION CARRIED 7-0.

Communications

Communications was deferred to the next meeting.

Budget

Executive Director of Administrative Services Bobek reported on actions that occurring in the current fiscal year and noted that the energy conservation committee will have its first meeting on Monday, November 16, which contains representation from the community, the board, and each employee group. In addition, Mr. Bobek reviewed the bussing changes already made noting that the number of buses is down from 121 in the prior year to 105 in the current year and we are in the process of reducing down to 104 which is expected to occur December 1. Mr. Bobek reported that tomorrow the administration will work with the principals to start identifying preliminary budget cut ideas for both this year as well as next year. Dr. Plugge distributed bell schedule options for next year 2010-2011 and reviewed those with directors. There were four options which include variables of no bell schedule changes and discontinuing or not discontinuing bussing to Regina. Dr. Plugge reviewed each of those in detail along with their projected savings. Dr. Plugge recommended option 1 which is no bell schedule adjustment and discontinue Regina bussing. The reasons cited there are no inconveniences of making a bell schedule change, keeps the early release on Thursday, and no adjustments necessary to the negotiated agreement with the ICEA.

Director Swisher suggest directors keep in mind the economic impact this decision will have on family members at Regina. Director Cooper reported that he had been contacted by the Regina president and a board member and asked how he may report back to these members so that Regina may have an opportunity to address the board. Director Klouda noted that directors decided last year to discontinue bussing to Regina. Directors inquired if Regina were to make their bell schedule change and the district did not, are there additional dollars to be saved and Dr. Plugge reported that Durham had evaluated that and no there are not.

Executive Director of Administrative Services Bobek then reviewed items for the 2010-2011 budget noting that the CAR data has not been completed and that will be presented to directors at the next board meeting as will the first quarter financial report. At that time, the projected June 30, 2010 unspent balance number will be calculated and presented and Mr. Bobek also discussed that cuts are necessary in 2010-2011 to balance the budget as the district has operated the last seven years in operational deficits as well as budgeting a deficit in the current year. Mr. Bobek noted that the projections for 2010-2011 are predicated on three primary variables, first being allowable growth which is presently set at 2.0%, but recognizing this may yet change, salary settlements, and the official enrollment has still not been certified by the Department of Education. Directors requested a reconciliation of the projected and actual June 30, 2009 unspent balance numbers.

Retreat Report

Directors already discussed the boundary criteria and the committee charge, the governance committee policy recommendation, board goals in draft form. President Fields distributed the parking lot issues and was suggested to include budget on each agenda meeting going forward.

Affirmative Action Plan ([Attachment F](#))

Dr. Jim Pedersen, Human Resource Director, presented the Fall 2009-2010 Equal Employment Opportunity and Affirmative Action plan update. Dr. Pedersen reviewed the district's mission statement and superintendent limitations which serve as the basis for the Equal Opportunity and Affirmative Action plan. Dr. Pedersen reviewed the hiring goals and the actual results against the desired goals. Profile of the new teachers for the 2009-2010 were reviewed in detail as were specific action steps including recruiting, practice updates, new initiatives, administrative and supervisor responsibilities.

Facility Report ([Attachment G](#))

Dr. Plugge referenced the enclosed written report and discussed the City High Windows project and the West High Entrance project and also indicated he has received input as to how to better identify the color status of each of these projects.

Agenda Setting

1. Horn update
2. Communication (early on the agenda)
3. Second Reading of the Graduation Requirements
4. Governance Committee First Reading
5. Board Goals
6. Budget
7. Redistricting
8. First Quarter Report 2009-2010
9. CAR
10. Bell schedule
11. Facility Committee update
12. IASB Convention update
13. Board Development

Directors also discussed the Facility Committee agenda which is scheduled for 6 PM.

1. Appendix 9
2. Roosevelt Repurposing
3. Facility Plan Update (SFIP)
4. ADA

MOTION BY DIRECTOR CILEK, SECONDED BY DIRECTOR DORAU TO GO INTO CLOSED SESSION IN ACCORDANCE WITH IOWA CODE SECTION 21.5(1)(j) TO DISCUSS THE PURCHASE OF PARTICULAR REAL ESTATE ONLY WHERE PREMATURE DISCLOSURE COULD BE REASONABLY EXPECTED TO INCREASE THE PRICE THE GOVERNMENTAL BODY WOULD HAVE TO PAY FOR THAT PROPERTY. MOTION CARRIED 7-0.

Directors entered closed session at 11:13 PM.

Directors returned to open session at 11:35 PM.

MOTION BY DIRECTOR CILEK, SECONDED BY DIRECTOR KLOUDA TO GO INTO CLOSED SESSION IN ACCORDANCE WITH IOWA CODE SECTION 21.5(1)(i) TO EVALUATE THE PROFESSIONAL COMPETENCY OF AN INDIVIDUAL WHOSE APPOINTMENT, HIRING, PERFORMANCE, OR DISCHARGE IS BEING CONSIDERED WHEN NECESSARY TO PREVENT NEEDLESS AND IRREPARABLE INJURY TO THAT INDIVIDUAL'S REPUTATION AND THAT INDIVIDUAL REQUESTS A CLOSED SESSION. MOTION CARRIED 7-0.

Directors entered closed session at 11:35 PM.

Directors returned to open session at 11:58 PM.

MOTION BY DIRECTOR KLOUDA, SECONDED BY DIRECTOR SWISHER TO ADJOURN AT 11:59 PM. MOTION CARRIED 7-0.

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President

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Board Secretary

Enc 4

Iowa City Community School District

Lane Plugge, Ph.D. Superintendent Fax (319) 688-1009

509 S. Dubuque St. Iowa City, IA 52240 Tel (319) 688-1000

November 10, 2009

To: Lane Plugge
FROM: Jim Pedersen
RE: Agenda Support Staff Update

Below you will find information regarding support staff personnel. These items do not require Board action.

A. Resignations For 2009-2010

- 1. Friedhoff, Kenneth - Lead Food Service Assistant - Twain - resignation 11-12-09
2. Mason, Kelli - Paraeducator - Lemme - resignation 1-15-10
3. Ollendick, Samra - Lead Food Service Assistant - Hills - termination 10-22-09 (still employed as Para)

B. Recommended For Hire 2009-2010

- 1. Fangmann, Blythe - Physical Plant Secretary - Physical Plant - 163 days \$22,922.69
2. Sebastian, Amber - Paraeducator - Supervisory - Kirkwood - Class III Step 3 \$10,762.40

C. Recommended For Salary Adjustments/Transfers For 2009-2010

- 1. Hansel, Jo Ann - keeping current assignment of - Paraeducator - Supervisory \$11,126.37

D. Resignations From Extra Services 2009-2010

- 1. Slocum, Kelli - Cross Country Club Sponsor - NCJH - resignation 10-29-09

E. Recommended For Extra Service 2009-2010

- 1. Holst, Melissa - Cross Country Club Sponsor (2%) NCJH - 10-19-09 \$637.80
2. Ries, Tom - Freshman Boys Basketball Coach (9%) City - 10-28-09 \$2,870.10
3. Willett, Carlie - Art Club Sponsor (2%) West - 11-4-09 \$637.80

November 10, 2009  
Enclosure

**CERTIFIED STAFF -Agenda**

**A. Resignations For 2009-2010**

1. Rajagopal, Carol – Kindergarten – Roosevelt – Early Retirement 6-4-09

**B. Recommended For Hire 2009-2010**

1. Michaels, Annette – MA Step 10 - .25 FTE – Spanish – SEJH \$9,035.21  
135 days – 11-2-09 to 6-4-10 (base days 190, base salary \$50,865)

**C. Recommended For Salary Adjustments/Transfers For 2009-2010**

1. Almelien, Anna – BA Step 5 – 1.0 FTE – From 3<sup>rd</sup> Grade – Coralville Central to \$no change  
Kindergarten – Coralville Central – 189 days – 8-17-09 to 6-4-10 (change in assignment only)
2. Schmitt, Melissa – BA+45 Step 5 – 1.0 FTE – From Kindergarten – Coralville Central \$no change  
to 3<sup>rd</sup> Grade – Coralville Central – 189 days – 8-17-09 to 6-4-10 (change in assignment only)

**D. Resignations From Extra Services 2009-2010**

1. Aanestad, Christian – Video Production Club Sponsor – West – resignation 11-3-09

IOWA CITY COMMUNITY  
SCHOOL DISTRICT

Enc 6

Lane Plugge, Ph.D.  
Superintendent  
(319) 688-1000

509 S. Dubuque Street  
Iowa City, IA 52240  
(319) 688-1009 FAX

November 4, 2009

To: Lane Plugge

From: Paul Bobek

Re: IOSHA Settlement Agreement

Attached is the final settlement agreement the district has negotiated with IOSHA. District legal counsel has assisted in negotiations and request board approval of the attached settlement. The original penalty amount of \$16,200 has been negotiated down to \$5200 and is payable from the management fund. Please place on the November 10, 2009 board agenda as an action item requiring board approval.

STATE OF IOWA  
EMPLOYMENT APPEAL BOARD

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Commissioner of Labor,  
Complainant,  
vs.

Iowa City Community School District,  
Respondent.

IOSHAB Docket No. 5247  
Citation No. S4823-313140949  
Case File No. 16258

SETTLEMENT AGREEMENT

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**COME NOW** the parties and state that a settlement has been reached, the substance of which is as follows:

1. Based upon a reassessment of the statutory factors and further review, Complainant makes the following amendment(s):

TOTAL PROPOSED PENALTIES: \$5,200.00.

The Citation and Notification of Proposed Penalty is deemed amended accordingly.

2. Respondent will forthwith remit to the Complainant the total penalty.
3. Respondent withdraws its notice of contest.
4. Concerning abatement, Respondent shall supply proof of abatement of all items within thirty days of signing this agreement.
5. Except for these proceedings, and matters between the parties arising out of these proceedings and any other subsequent IOSHA proceedings between the parties, none of the foregoing agreements, statements, findings and actions taken by Respondent shall be deemed an admission by the Respondent of the cited allegations. The agreements, statements, findings, and actions taken herein are made for the purpose of compromising and settling this matter economically and amicably, and they shall not be used for any other purpose whatsoever, except as herein stated.
6. This agreement is for the purposes of settlement and is in furtherance of the intent of the Iowa Occupational Safety and Health Act.
7. Respondent hereby certifies that this Settlement Agreement has been served on the affected employees in the manner set forth in 486-4.100(2) and 4.7(10A, 88) IAC of the rules of the Appeal Board as follows: (1) by postage prepaid first class mail or personal delivery of said Settlement Agreement upon the authorized employee representative, if any, and/or (2) by posting a copy of this Agreement in a place where the Citation is required to be posted so as to inform employees who are not represented by an authorized employee representative.

8. The parties agree that based on the foregoing representations of Respondent, an order may be entered of record showing that Respondent has withdrawn its notice of contest and entering the citation and notification of proposed penalty, as amended herein, as a Final Order of the Appeal Board.

9. Further, each party hereby agrees to bear his or its own fees and other expenses incurred by such party in connection with any stage of this proceeding.

\_\_\_\_\_  
Mitchell K. Mahan  
Attorney for the Labor Commissioner  
Division of Labor  
1000 East Grand Avenue  
Des Moines, Iowa 50319-0209

\_\_\_\_\_  
Date

\_\_\_\_\_  
Date

**NOTICE TO EMPLOYEES OR EMPLOYEE REPRESENTATIVE**

The attached Settlement Agreement has been executed by the parties hereto, and has been submitted to the Employment Appeal Board for entry as a Final Order. If you have any comments on the Settlement Agreement, you may submit them within ten days of service or posting of the Settlement Agreement to the Employment Appeal Board, Lucas State Office Building, 4th Floor, Des Moines, Iowa 50319, or the attorney of record.

BOARD POLICY  
Student Personnel  
Series 500

Enc 7

Code  
510

Wellness

1 The Iowa City Community School District recognizes that good health fosters  
2 student attendance, development, and academic performance. With this  
3 recognition and in response to the growing problem of childhood obesity in the  
4 U.S., the Board believes it is the district's responsibility, as a part of the larger  
5 community, to establish a learning environment which helps students develop  
6 the skills, knowledge, and attitudes necessary to adopt and maintain a healthy  
7 lifestyle. An ongoing promotion of these healthy habits through the duration of  
8 the students' career will optimize the likelihood of instilling these healthy choices  
9 into daily routines and ultimately maximize the potential for student  
10 achievement and well-being.

11  
12 The school district provides a comprehensive and integral learning environment  
13 for developing and practicing lifelong wellness behaviors. The entire school  
14 environment, not just the classroom, shall be aligned with healthy school district  
15 goals to influence a student's understanding, beliefs and habits as they relate to  
16 healthy nutrition and regular physical activity. The school district will provide  
17 opportunities for hands-on learning and physical activities that will carry over to  
18 other parts of the students' life.

19  
20 The school district supports and promotes proper dietary habits contributing to  
21 students' health status and academic performance. All foods available on school  
22 grounds and at school-sponsored activities during the instructional day should  
23 meet or exceed the district and federal nutritional standards. Foods should be  
24 served with consideration toward optimal nutritional value, appeal, taste,  
25 variety, safety and packaging to ensure high-quality meals and availability of  
26 healthy options.

27  
28 The Iowa City Community School District has a Wellness Committee that is  
29 comprised of a diverse group of individuals from the district and the community  
30 including students, staff, parents, business owners, farmers, physicians, nurses,  
31 dietitians, school Board members, University faculty, and representatives from  
32 the Department of Public Health and Iowa State Extension. The Wellness  
33 Committee was formerly the Nutrition Task Force, which began meeting in 2002.  
34 The Wellness Committee is chaired by the District Health Services Director and  
35 has developed this Wellness Policy. The purpose of this policy is to provide  
36 direction to the school system for promoting student wellness through health  
37 education, physical activity, and the selection of nourishing foods and beverages  
38 and to fulfill the requirements of Public Law 108-265, Section 204, June 30, 2004,  
39 Child Nutrition and WIC Reauthorization Act of 2004. The Committee will  
40 oversee implementation and evolution of the Policy, as well as address wellness  
41 concerns. The committee will report at least annually to the Iowa City

42 Community School Board regarding the implementation, effectiveness and  
43 outcomes of the Wellness Policy.

44

45 ~~Appendices~~

46 • ~~Physical education/activity (see Appendix A)~~

47 • ~~Health education (see Appendix B)~~

48 • ~~School nutrition services (see Appendix C)~~

49 • ~~Other school based activities designed to promote student wellness (see~~  
50 ~~Appendix D)~~

51 • ~~Implementation and evaluation strategies for the wellness policy (see~~  
52 ~~Appendix E)~~

Appendices A-E (attached) outline goals generated by the ICCSD Wellness Committee to assist them in implementation of this board policy.

Date of Adoption: July 11, 2006

Revised:

Legal References:

Richard B. Russell National  
School Lunch Act, 42 U.S.C.  
1751 et seq (205)

Child Nutrition Act of 1966, 42  
U.S.C. 1771 et seq.

## PHYSICAL EDUCATION/ PHYSICAL ACTIVITY GOALS

### **Physical Education**

The school district will provide physical education that:

- meets a minimum of:
  - 50 minutes per week for kindergartner students;
  - 75 minutes per week for first through fourth grade students;
  - 100 minutes per week for fifth and sixth grade students;
  - every other day for junior high;
- meets the state requirements for high school;
- is taught by a certified physical education teacher;
- includes students with disabilities, students with special health-care needs may be provided in alternative educational settings;
- the teacher engages students in moderate to vigorous activities during at least 50 percent of physical education class time;
- eliminate athletic waivers;
- obtains an annual BMI for all students in third through twelfth grade.

### **Daily Recess**

Elementary schools shall provide recess for students that:

- meets a minimum of:
  - 50 minutes per day for kindergarten through third grade students;
  - 35 minutes per day for fourth grade students;
  - 20 minutes per day for fifth and sixth grade students;
- is preferably outdoors;
- encourages moderate to vigorous physical activity verbally for all students and through the provision of space and equipment;
- discourages extended periods (i.e., periods of one or more hours) of inactivity.

When activities, such as mandatory school-wide testing, make it necessary for students to remain indoors for long periods of time, schools will give students periodic breaks during which they are encouraged to stand and be moderately active.

### **Physical Activity and Punishment**

Staff will not use physical activity (e.g., running laps, pushups) or withhold opportunities for physical activity (e.g., recess, physical education) as punishment. Withholding recess will not be considered unless in extreme circumstances where all other methods have been exhausted or for continued unacceptable behavior exhibited during recess.

## HEALTH EDUCATION GOALS

### **Health Education – Elementary**

The school district will provide health education for kindergarten through sixth grade students that:

- meets the state requirements;
- is sequential and standards-based;
- provides active learning and skills practice;
- is taught by qualified teachers;
- is emphasized across the physical education, social studies, science and guidance curriculums.

### **Health Education – Secondary**

The school district will provide health education for seventh through twelfth grade that:

- meets the state requirements;
- is mandated for one trimester each in seventh through twelfth grades;
- is taught by qualified teachers;
- utilizes community support and partnerships;
- provides opportunities for students to practice skills;
- includes curriculum that focuses on wellness and healthy life choices.

### **Health Education Teachers**

The school district will encourage health education teachers at both the elementary and secondary level to:

- collaborate with community public health-related agencies to enhance health education lessons;
- collaborate with school nutrition and health services to promote health education lessons in addition to the classroom lessons (i.e. kindergarten visits to lunchroom for understanding of sneeze guard and germs, community gardens at Tate HS);
- develop cross-curricular collaboration with guidance, PE, science and social studies

### **Professional Development**

The school district will provide opportunities for professional development according to the Iowa City Community School District Professional Development Plan.

### **Health Education Coordinator**

The school district will provide a health education coordinator to:

- monitor implementation process of the health education curriculum;
- emphasize the importance of health education across curriculums;
- work with teachers to ensure scheduling instruction in health education;

- work with community agency personnel to provide additional health education;
- work with teachers to ensure scheduling instruction in health education with allocation of time to adequately fulfill the responsibilities of the position.

## SCHOOL NUTRITION SERVICES GOALS

### **General Guidelines**

- Food items served and sold in schools shall to the extent possible be prepared from fresh, locally grown or produced, and organic ingredients. Food service staff will design and actively pursue programs which make this possible, and if necessary recruit the support of local individuals and organizations.
- Food items served and sold in schools shall reflect the cultural diversity of the student body and consideration of special dietary needs, and food preferences and practices.
- Nutritious and appealing foods, such as fruits, vegetables, low fat dairy foods and low fat grain products, shall be available wherever and whenever food is sold or offered at school.
- Schools should encourage the purchase of nutritious items by pricing healthy items at an affordable price.

### **School Breakfast Program**

The school district will provide breakfast to students:

- in buildings where the need is recognized; (In the buildings where breakfast is served, school staff will identify students who might benefit from breakfast.)
- at a time when students are available to eat, coordinated with bus and class schedules.

Breakfast menus will:

- meet or exceed federal guidelines for nutrition;
- include the following:
  - whole grains
  - low-fat or no-fat milk
  - fruit

### **School Lunch Program**

The school district will provide lunch menus that:

- meet or exceed federal guidelines for nutrition;
- consist of foods that are low-fat, low-sodium, low-sugar content;
- consist of foods that are made with fresh ingredients whenever possible;
- consist of foods that are appealing to the eye and palate;
- consist of at least half of the served grains are whole grain;
- consist of at least two vegetables and two fruit options each day, with five different fruits and five different vegetables offered over the course of a week;
- include a vegetarian entrée option a minimum of one time per week.

School district food service staff will:

- make every attempt to assure that enough food is available so all students will get what they ordered;
- provide a nutrient analysis of the monthly menus to be available on the district website;
- develop a plan to promote low-fat and low-sugar foods to students;
- provide a clean, safe and pleasant dining experience for students.

Building principals will:

- schedule lunch periods to provide students with a minimum of 15 minutes to eat after going through the line to get their food;
- schedule lunch periods between 11:00 a.m. and 1:00 p.m., with exception on early-release days;
- consider scheduling lunch after recess to stimulate appetite and encourage students to finish their lunch rather than hurrying to get outside to play;
- in conjunction with building staff, provide students access to hand washing or hand sanitizing before eating meals or snacks;
- in conjunction with building staff, take steps to accommodate any tooth-brushing needs of students.

Ala carte food items will:

- be available only to secondary students;
- have no more than 35 percent of its calories from fat (excluding nuts, seeds, peanut butter and other nut butters) and 10 percent of its calories from saturated and trans fat combined;
- have no more than 35 percent of its weight from added sugars;
- contain no more than 230 mg of sodium per serving for chips, cereals, crackers, french fries, baked goods and other snack items; will contain no more than 480 mg of sodium per serving for pastas, meats and soups; and will contain no more than 600 mg of sodium for pizza, sandwiches and main dishes;
- include a choice of at least two fruits and/or low-fat, non-fried vegetables;
- be placed in the ala carte line with:
  - main entrees and the most nutritious foods in the front of the line and/or are most accessible to students;
  - low-nutrient foods placed at the end of the line and/or are least accessible to students.

Ala carte beverages will be:

- water or seltzer water without added caloric sweeteners; fruit and vegetable juices and fruit-based drinks that contain at least 50 percent fruit juice and that do not contain additional caloric sweeteners; unflavored or flavored low-fat or fat-free milk and nutritionally equivalent nondairy beverages (as defined by the USDA).

## Vending Machines

The school district's vending machines in the secondary buildings will:

- offer only single food items with no more than 35 percent of its calories from fat (excluding nuts, seeds, peanut butter and other nut butters) and 10 percent of its calories from saturated and trans fat combined;
- offer only single food items that have no more than 35 percent of its weight from added sugars;
- offer only single food items that contain no more than 230 mg of sodium per serving for chips, cereals, crackers, french fries, baked goods and other snack items; will contain no more than 480 mg of sodium per serving for pastas, meats and soups; and will contain no more than 600 mg of sodium for pizza, sandwiches and main dishes;
- offer only beverages that are water or seltzer water without added caloric sweeteners; no or low calorie beverages with up to 10 calories/ 8 ounces; fruit and vegetable juices and fruit-based drinks that contain at least 50 percent fruit juice and that do not contain additional caloric sweeteners; light juices and sports drinks with no more than 66 calories/ 8 ounces; unflavored or flavored low-fat or fat-free milk and nutritionally equivalent nondairy beverages (as defined by the USDA);
- offer only beverages up to 12 ounces per serving, with the exception of water;
- have at least 50% of beverages that are water and no- or low-calorie options;
- promote dairy items when possible;
- be turned off while meals are being served and during the school day at the discretion of building administration.

In All Schools:

- staff vending machines will contain equal numbers of food and drink options in compliance with the standards for student vending machines as there are non-compliant options.
- Staff will be role models for students in the choices of vending beverages and foods.

The school district will:

- inform new bottler/ vending contractors of the nutrition requirements for food and drinks and insist only items that meet the standards be included in the contract.

In the elementary schools,

- vending machines will not be available to any elementary students, but may be available in staff lounges only;

## **Lunches brought from Home**

In regards to lunches brought from home, the school district will:

- encourage students and parents to bring healthy foods and beverages;
- provide a list of healthy, easy-to-pack, and low-cost lunch items to parents in building newsletters;
- discourage students from trading foods with each other.

## **Snacks**

In regards to snacks being served in the classroom, the school district will:

- allow and encourage snacks to be served in the classroom, especially at the primary level;
- provide suggestions of healthy snacks to parents and teachers, with emphasis on fruits and vegetables as the primary snacks, and discourage snacks with high sugar and/ or fat content.

## **Bake Sales/ Fund Raising**

The school district will:

- encourage that healthy foods be sold at bake sales and other fund-raising activities, similar to guidelines of ala carte items;
- not allow bake sales to occur during the school lunch period;
- disseminate a list of healthy bake sale items to parents and teachers.

## **Celebrations**

The school district will:

- limit foods and drinks brought for celebrations initiated by parents during the school day to a list of snacks that meet the nutrition requirements for ala carte food and drink items. This list will be distributed to parents and teachers at the beginning of the school year.
- allow the exception of no more than one food or beverage that does not meet nutrition standards for ala carte and vending guidelines during each classroom celebration (see above).
- remind parents as needed of the list of acceptable food options if non-compliant foods are served at classroom celebrations.
- encourage staff to incorporate physical activities into classroom and building celebrations.

## **Rewards**

The school district will:

- encourage staff to use non-food items as rewards for academic performance or good behavior;
- distribute a list to staff of ideas for non-food items that can be used instead of foods as rewards.
- Only use foods or beverages that meet the guidelines of ala carte and vending machines (see above) if rewards need to be given for academic performance or good behavior.
- not withhold food or beverages as a punishment of students.

### **Concessions/ Dances/ School Sponsored Activities**

The school district will:

- encourage the sale of foods at school-sponsored events outside of the school day to include beverages and foods that meet the guidelines of ala carte and vending machines (see above).

### **Collaboration Between Food Service and Health Education**

The school district food services program will encourage food service staff to collaborate with classroom teachers to reinforce nutrition education lessons taught in the classroom. Examples of the collaborative activities include but are not limited to:

- displaying educational materials in the cafeteria that reinforce classroom lessons;
- teaching or presenting nutrition lessons or nutritional information to students;
- providing cafeteria tours to students;
- other activities as appropriate.

### **Food Service Staff**

The school district will ensure that:

- qualified nutrition professionals administer the school food services;
- the food service manager will participate in at least one professional development or continuing education program per year on meeting the Dietary Guidelines for Americans;
- food service staff receives appropriate training for safety and food emergencies, i.e. choking, natural disasters and medical emergencies.

The Food Services Director will:

- develop and implement a plan to support local sustainable agriculture by integrating local, preferably organic (by USDA definition) foods into the meals served to students based on availability and acceptability.
- coordinate school breakfast and lunch menus with seasonal production of local farms and with production in school gardens so that school meals will reflect seasonality and local agriculture.

## OTHER SCHOOL-BASED ACTIVITY GOALS THAT PROMOTE STUDENT WELLNESS

### **Physical Activity Opportunities after School**

Elementary and secondary schools will offer extracurricular physical activity programs, such as physical activity clubs and/or intramural programs.

Schools will offer a range of after-school moderate to vigorous physical activities that meet the needs, interests and abilities of all students including boys, girls and students with disabilities.

Schools will collaborate with local agencies to promote local, state, national events that encourage physical activity by students, staff, families, etc.

### **Integrating Physical Activity into Classroom Settings**

Opportunities for physical activity beyond the physical education class will be provided to students. These opportunities may include the following:

- reinforce the importance of a physically active lifestyle;
- discourage sedentary activities such as watching television, video games, etc.
- provide opportunities for physical activity to be incorporated in all classes when possible;
- provide short physical activity breaks during or between classes, as appropriate for all ages and developmental levels.

### **Staff Wellness will:**

- include comprehensive health insurance;
- provide opportunities for staff to use district fitness equipment and facilities;
- promote opportunities among staff for wellness through the district;
- provide awareness of wellness opportunities in the community;
- encourage buildings to develop staff wellness committees to promote wellness activities among the staff.

## **IMPLEMENTATION AND EVALUATION STRATEGIES FOR THE WELLNESS POLICY**

### **Implementation of the Wellness Policy:**

The school district will implement this Policy by gathering more information and suggestions from:

- focus groups with parents and secondary students – held in the 2006-07 school year and ongoing as needed;
- Iowa City Community School District Wellness Committee input.

Implementation of the policy will take place during the implementation timeline. The timeline is available upon request to the Health Services Director.

### **Monitoring the Wellness Policy:**

Monitoring the implementation will be coordinated through the Health Services Director, who will designate reports on the progress of the implementation as is deemed necessary.

### **Evaluation of Physical Education Goals:**

Schools will give an annual mid-year student survey for physical education satisfaction.

The district PE Coordinator and others, as designated by the Health Services Director, will report policy implementation and outcomes to the Wellness Committee and Board on a regular basis.

### **Evaluation of Health Education Goals:**

Schools will give an annual mid-year student survey for health education satisfaction in all classes related to health and wellness.

The district Health Education Coordinator and others, as designated by the Health Services Director, will report policy implementation and outcomes to the Wellness Committee and Board on a regular basis.

### **Evaluation of Nutrition Goals:**

The school district will assess the outcomes of policy implementation by the following:

student and parent surveys;

informal lunch room observations of food waste and student choices;

food service sales;

feedback from the Food Services Director to the Wellness Committee and Board members.

The Food Services Director and others, as designated by the Health Services Director, will report policy implementation and outcomes to the Wellness Committee and Board on a regular basis.

### **Policy Review:**

The Health Services Director will re-evaluate the goals of the Wellness Policy at the end of the 2011-2012 school year.

**BOARD POLICY**  
**Educational Program**  
**Series 600**

Enc 8

**Graduation Requirements for Home School Students**

**Code**  
**605.4c**

- 1 Students who participated in home school instruction, also known as Competent  
2 Private Instruction (CPI), may graduate from an Iowa City Community School District  
3 school under certain conditions. Students must fulfill the same educational standards  
4 and minimum requirements set by the Code of Iowa and the Iowa City Community  
5 School District that are required of other high school students.  
6  
7 To receive a high school diploma, the student must be enrolled as a full-time student for  
8 a minimum of two years, six consecutive trimesters in the District, during the student's  
9 junior and senior year.  
10  
11 Credits accepted for transfer are limited to those earned from a public or private  
12 institution that is accredited by a state department of education.  
13  
14 Students may graduate early upon completion of graduation requirements (at the end  
15 of a trimester); the two--year attendance requirement in the District still applies.  
16  
17 The student's GPA will begin to be calculated from the time when he/she is enrolled as  
18 a full-time student. Qualification for honors and awards also begins upon full-time  
19 status.

Date of Adoption:

**ADMINISTRATIVE REGULATIONS**

**Educational Program**

**Series 600**

**Code**

**605.4c**

**Graduation Requirements for Home School Students**

1 Students who have participated in Competent Private Instruction (CPI) as defined by  
2 the Iowa Department of Education may graduate from an Iowa City Community School  
3 District high school if they complete the last two years in a district school.

4  
5 At a minimum, two years , full-time status is required. The concluding school years,  
6 junior and senior, are required, not freshman and sophomore.

7  
8 Credits may be transferred from public or private institutions that are accredited by  
9 state departments of education. Such credits will be recorded on the official transcript.  
10 All credits from transfer courses will be verified. Courses taught by parents or other  
11 individuals not part of an accredited institution will not be counted.

12  
13 Only credits earned at the ICCSD high school will be counted toward the grade point  
14 average (GPA). The GPA begins at the start of the student's attendance in the district  
15 high school as a full-time student.

16  
17 It is the responsibility of the student and family to meet with a designee of the high  
18 school to express interest in a district high school diploma, to provide documentation of  
19 courses and credits of accredited institutions, and develop a graduation plan.

20  
21 The policy and regulation go into effect during the 2009-2010 school year; students and  
22 families may be grandfathered into the graduation from a high school if they have met  
23 the guidelines set forth in October 2009:

24  
25 1. The student must be registered as a home schooled student for the 2009-2010  
26 school year and have met requirements set forth by state code; they must be  
27 enrolled as a full-time student the third tri.

28  
29 2. If the student is a sophomore, junior or senior, as indicated on the 2009- 2010  
30 CPI form, they may enter as a full-time student for the last tri of their senior year,  
31 receive credit for their home schooled course work that is not from accredited  
32 program, and upon review of completed course work, determine remaining  
33 requirements needed for graduation.

34  
35 3. If the student is a freshman as indicated on the 2009-2010 CPI form, they may  
36 enter as a full-time sophomore and receive credit for the un-accredited course  
37 work done as a freshman.

# 2010-2011 School Calendar

## SUMMARY OF CALENDAR

Days in classroom:

First Semester . . . . . 60  
 Second Semester . . . . . 60  
 Third Semester . . . . . 60  
**TOTAL CALENDAR DAYS 180**

## CALENDAR LEGEND

- Start
- Six Weeks
- Quarter
- End
- Holidays
- Vacation Days
- Make Up Day
- If needed

## HOLIDAYS:

- Labor Day (9/6)
- Rosh Hashanah (9/10)\*
- Yom Kippur (9/18)\*
- Thanksgiving Day (11/25)
- Hanukkah (12/2-9)
- Christmas Day (12/25)
- Kwanza (12/26)
- New Year's Day (1/1)
- MLK Day (1/17)
- President's Day (2/21)
- Passover (4/19)\*
- Good Friday (4/22)
- Easter Sunday (4/24)
- Memorial Day (5/30)

\* Start at sundown the previous day

## THURSDAY EARLY DISMISS SCHEDULE

- Elementary TBD p.m.
- Junior High TBD p.m.
- High School TBD p.m.

August					Student Days
M	T	W	Th	F	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				
<b>September</b>					
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30		
<b>October</b>					
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	
<b>November</b>					
1	2	3	4	5	
8	9	10	11	12	
15	16	17	18	19	
22	23	24	25	26	
29	30				
<b>December</b>					
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	
20	21	22	23	24	
27	28	29	30	31	
<b>January</b>					
3	4	5	6	7	
10	11	12	13	14	
17	18	19	20	21	
24	25	26	27	28	
31					
<b>February</b>					
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28					
<b>March</b>					
	1	2	3	4	
7	8	9	10	11	
14	15	16	17	18	
21	22	23	24	25	
28	29	30	31		
<b>April</b>					
				1	
4	5	6	7	8	
11	12	13	14	15	
18	19	20	21	22	
25	26	27	28	29	
<b>May</b>					
2	3	4	5	6	
9	10	11	12	13	
16	17	18	19	20	
23	24	25	26	27	
30	31				
<b>June</b>					
		1	2	3	
6	7	8	9	10	
13	14	15	16	17	

## 180 Day Calendar

**Date**                      **Events**

- Aug 13            New Teacher Orientation
- Aug 16-18        Pre School Workshop (All Teachers)
- Aug 19            First Day of Classes (Thursday Early Dismiss Schedule)
- Sept 6            Labor Day (No School)
- Nov 11            End of 1<sup>st</sup> Trimester (60 days)
- Nov 12            Parent-Teacher Conferences: No Classes (1/2 Day or Full Day Option for Building Staff, 8:00 A.M. – 12:00 Noon or No Work Day for Schools Choosing Evening Conferences)
- Nov 24            No Classes (No Work Day in exchange for evening conferences)
- Nov 25-26        Thanksgiving Holiday (No School)
- Dec 21            Last Day of School Before Winter Break
- Dec 22-Jan 4    Winter Break (No School): No Classes & Office Closed: **Dec, 24, 25, 31, Jan. 1**
- Jan. 5            Classes Resume
- Jan 17            Professional Development Day  
No School for Students
- Feb 21            Professional Development Day  
No School for Students
- Feb 25            End of 2<sup>nd</sup> Trimester (60 Days)
- Feb 28            Inclement Weather Make Up Day  
No School Unless for Make Up
- March 1            Parent-Teacher Conferences: No Classes (1/2 Day or Full Day Option for Building Staff, 8:00 A.M. – 12:00 Noon or No Work Day for Schools Choosing Evening Conferences)
- March 14-18     Spring Break: No Classes & Offices Closed March 17 & 18
- April 29            No Classes (No Work Day in exchange for evening conferences)
- May 30            Memorial Day (No School)
- June 2            End of 3<sup>rd</sup> Trimester & Last Day of Classes for Students (60 Days)  
Early Dismiss Thursday Schedule
- June 3, 6        Last Day of Classes If Needed for Inclement Weather Make Up Days
- June 3, 6, 7     Depending on Last Day of Classes One of These Days Will Be The Teachers' Last Work Day



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**Equal Employment Opportunity  
and Affirmative Action Plan**  
*2009-2010 Fall Update*



# Imbedded in the District's Mission Statement

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- The mission of the Iowa City Community School District is to ensure all students become responsible, independent learners capable of making informed decisions in a democratic society as well as in the dynamic global community; this is accomplished by challenging each student with a rigorous and creative curriculum **taught by a diverse, professional, caring staff** strengthened by collaborative partnerships with families and the entire community.



# Superintendent Limitations

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- Learning Environment (Level 3j):
  - The Superintendent shall not fail to provide a process to optimize the diversity of our staff in order to reflect the diversity of our student population.



# Hiring Goals

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- **Male Elementary Teachers**
  - 15%
- **Female Administrators**
  - 50%
- **Minority Teaching Staff**
  - 6%
- **Minority Support Staff**
  - 10%
- **Minority Candidates**
  - 6% of total number of applicants

Green – goal achieved

Red – goal not met



# Male Elementary Teachers (regular classroom\*) – 15%

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- 2002-2003 – 13.65% (46/337)
- 2004-2005 – 13.39% (47/351)
- 2005-2006 – 13.12% (48/365)
- 2006-2007 – 13.81% (50/362)
- 2007-2008 – 13.97% (51/365)
- 2008-2009 – 13.56% (50/369)
- 2009-2010 - 14.01% (52/369)

\*Does not include special education, reading, Title I, LARS, MARS, music, ELL, ELP, preschool



# Female Administrators – 50%

---

- 2002-2003 – 46.15% (18/39)
- 2004-2005 – 51.28% (20/39)
- 2005-2006 – 52.50% (21/40)
- 2006-2007 – 50.21% (21/41)
- 2007-2008 – 58.70% (27/46)
- 2008-2009 – 55.32% (26/47)
- 2009-2010 – 56.52% (26/46)

# Minority Staff – 6%

## Administrators

---

- 2002-2003 – 2.56% (1/39)
- 2004-2005 – 5.13% (2/39)
- 2005-2006 – 7.50% (3/40)
- 2006-2007 – 12.20% (5/41)
- 2007-2008 – 6.52% (3/46)
- 2008-2009 – 4.26% (2/47)
- 2009-2010 – 4.34% (2/46)

# Minority Staff – 6%

## Certified Staff

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- 2002-2003 – 3.37% (27/800)
- 2004-2005 – 3.42% (28/818)
- 2005-2006 – 3.46% (29/838)
- 2006-2007 – 3.68% (32/870)
- 2007-2008 – 3.77% (34/902)
- 2008-2009 – 3.82% (35/916)
- 2009-2010 – 3.49% (32/916)

# Minority Staff – 10%

## Support Staff

---

- 2002-2003 – 8.68% (52/599)
- 2004-2005 – 8.46% (55/650)
- 2005-2006 – 8.53% (57/668)
- 2006-2007 – 9.54% (65/681)
- 2007-2008 – 10.68% (76/711)
- 2008-2009 – 11.32% (83/733)
- 2009-2010 – 10.20% (71/696)



# Minority Candidates – 6%

## Certified Staff

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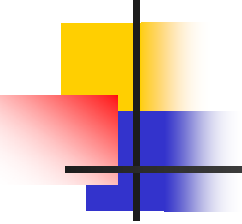
- 2002-2003 – 1.93% (25/1295)
- 2004-2005 – 3.07% (30/975)
- 2005-2006 – 4.53% (33/727)
- 2006-2007 – 3.79% (28/738)
- 2007-2008 – 3.78% (29/767)
- 2008-2009 – 3.87% (33/852)
- 2009-2010 – **Not available**



# Minority Student Enrollment

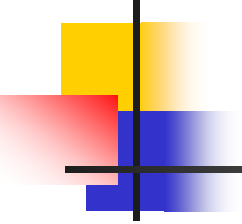
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- Minority student enrollment continues to increase:
  - 20.88% in 2001-2002
  - 22.65% in 2002-2003 (1.77% increase)
  - 24.24% in 2003-2004 (1.59% increase)
  - 25.99% in 2004-2005 (1.75% increase)
  - 27.46% in 2005-2006 (1.47% increase)
  - 28.91% in 2006-2007 (1.45% increase)
  - 30.97% in 2007-2008 (2.06% increase)
  - 31.28% in 2008-2009 (0.31% increase)
  - 32.00% in 2009-2010 (0.72% increase)



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*Even if the number of minority students in the ICCSD was not increasing, diversity staff is crucial, because it reflects the world in which our students will live and work.*



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*It is imperative the District does not lower hiring standards to accomplish these hiring goals. If all hiring criteria are equal, the directive for administrators and supervisors is to hire the minority candidate.*



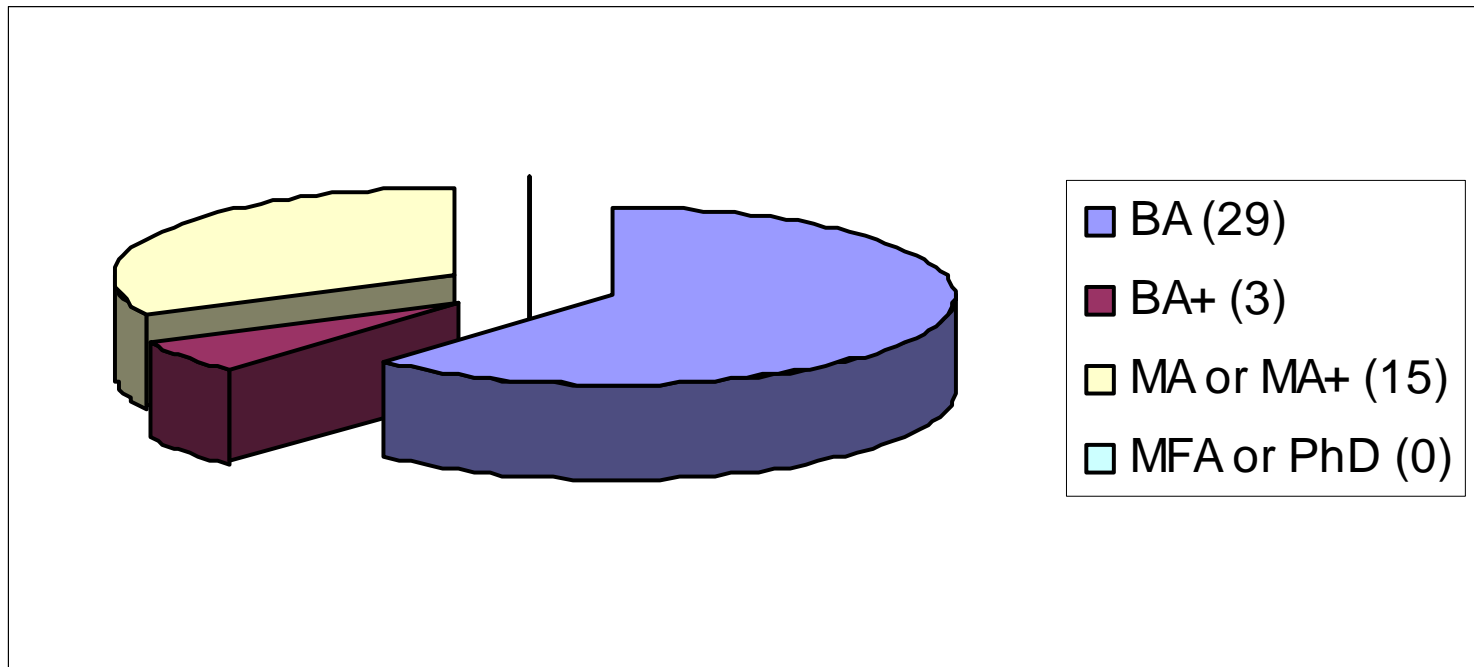
# Profile of new teachers 2009-2010

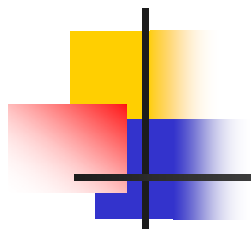
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- 47 (**98**) people (**37.5 FTE**)
- 3 (**1**) ICCSD associates
- 8 (**20**) ICCSD substitutes
- 20 (**29**) new to the profession with mentors
- 1 (**5**) minority (**2.13%**)
- 20 (**50**) have experience teaching in diverse settings (**42.6%**)
- 12 (**21**) former student teachers

**Red** - indicates 2008-2009

# Educational background of teachers new to District





# Specific Action Steps



# Recruitment Practices Update

---

- Expand recruitment at job fairs
- Modify hiring process to shift some responsibility back to the Director of Human Resources
- Expand advertising
- Network with groups
- Improve website



# New Initiatives

---

- Seek grant for “grow your own”
  - Partner with U of I and Kirkwood (U of I grant)
  - U of I pre-college of education
  - SSIKE and FAS TRAC
- Market Factor Pay – HF 2972
  - \$80,000 (must spend in 2009-2010 school year)
  - Must go to teacher salary
  - Incentives (minority recruiting, hard to find areas, etc.)
- Utilize Equity Director in process



# Administrative/Supervisor Responsibilities

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- Review the plan
- Set building/department hiring goals
- Review all minority candidate applications
- Review/Adapt hiring process
- Monitor



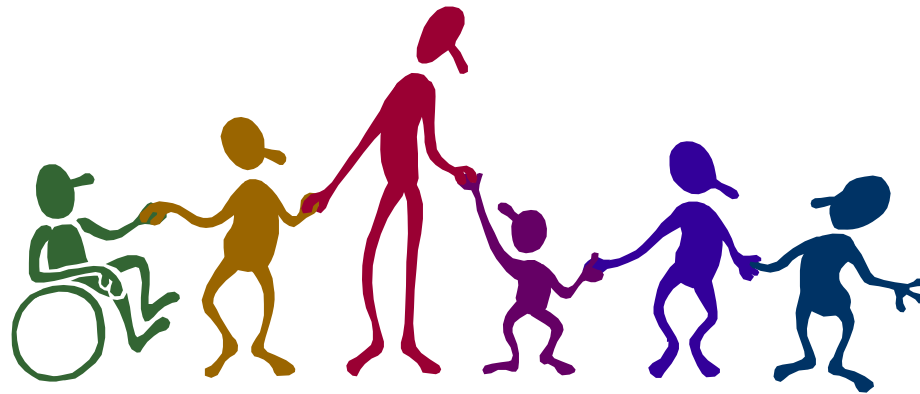
# What next? Ongoing process:

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- Continue to monitor in 2009-2010
- Reviewing relevant literature
- Networking
- Collecting state and national data
- Revisit plan and revise if necessary  
(submitted to State in spring of 2009)

# Questions?

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### Capital Project Status Report - Projects in excess of \$100,000

As of: **November 12 2009**

On Time & On Budget  
Time or Budget Concern  
Time & Budget Concern

Project	Status	Status Concern	Funding Source	Approved Budget Amount	Date Board Approved	A/E Budget Estimate	Contract		Current Contract Amount	Contract Dates		Actual Dates		Current Status % Complete
							Award Amount	Change Orders		Begin Construction	100% Complete	Begin Construction	50% Complete	
1 City High Bleacher Replacement		In Design-Spring Start	PPLE	475,000					-					
2 City High Security Cameras Phased I		PPLE	100,000	6/24/2009	165,000	163,132	-	163,132	6/28/2009	9/18/2009	6/28/2009	8/5/2009	100%	
3 City High Security Cameras Phased II		PPLE	100,000			-	-							
4 City High Window Replacement Ph II		PPLE	1,200,000		7/14/2009	990,208	882,400	29,279	911,679	7/27/2009	12/15/2009	7/27/2009		32%
5 Garner Elementary		SILO	9,487,000		3/24/2009	12,128,740	9,487,000	54,352	9,541,352	5/18/2009	6/1/2010	5/28/2009		41%
6 Horn Classroom & Gym Addition		Design Started	SILO	1,742,050					-					
7 North West J H Kitchen Remodel		Deferred to 2010-11	PPLE	100,000					-					
8 North West J H Locker Replacement		Winter 2009-2010	PPLE	100,000					-					
9 South East Remodel for Health Clinic		Ready to Bid	PPLE	100,000					-					
10 West High External Lighting Phased II			PPLE	250,000	6/2/2009	250,000	86,932	-	86,932	4/2/2009	8/14/2009	4/2/2009	7/10/2009	100%
11 West High Front Entrance Replacement			PPLE	180,000	8/11/2009	278,000	249,400	-	249,400	8/12/2009	10/30/2009	8/12/2009	10/1/2009	70%
12 West High Security Cameras Phase I		Bids December 1	PPLE	100,000					-					
13 New Elementary at the Crossings		RFP out for bid	SILO	11,500,000					-					
				\$ 25,434,050			\$ 13,811,948	\$ 10,868,864	\$ 83,631	\$ 10,952,495				

- 5 **City High Window Replacement PH II:** The learning center is on track to be finished in two weeks. The new windows are scheduled to be delivered on November 9th and replacement will start as soon as they are staged.
- 6 **Garner Elementary:** This project is on schedule and the contractor is planning to have the building closed in by the second week of November. The developer is coring out and recompacting soils where the parking lot and drives will be built as weather permits. This was required do to compaction test indicating some of the areas did not meet the 95% compaction called for in the purchase agreement.
- 14 **West High Entrance Replacement:** Foundation and walls are poured. Brick work is complete except around stone nameplate. Main grading is complete with only final grading remaining. Backfill and compaction is in process. Pouring the steps will follow. Pending weather the project should be completed by the end of November.

## Capital Project Status Report - Projects in excess of \$100,000

**As November 12th 2009**

Project	Approved Budget Amount	A/E Budget Estimate	Contract Award Amount	Change Orders	Current Contract Amount	Change Order Details
1 City High Bleacher Replacement	475,000				-	
2 City High Security Cameras Phased I	100,000	165,000	163,132	-	163,132	
3 City High Security Cameras Phased II	100,000			-	-	
4 City High Window Replacement Ph II	1,200,000	990,208	882,400	29,279	911,679	Abuse resistant wall board, Electrical and door change, Add data cabling not in original bid. Move gas valves, additional plaster work.
5 Garner Elementary	9,487,000	12,128,740	9,487,000	54,352	9,541,352	Tile grout to epoxy, Door hardware change, Water main additional boring under Front st., Steel deck change team 1 pod, Drain tile in staging area, Electrical duct deduct, over excavation under slab footings, Initial construction delay due to developers site work-weather related.
6 Horn Classroom & Gym Addition	1,742,050				-	
7 North West J H Kitchen Remodel	100,000				-	
8 North West J H Locker Replacement	100,000				-	
9 South East Remodel for Health Clinic	100,000				-	
10 West High External Lighting Phased II	250,000	250,000	86,932	-	86,932	
11 West High Front Entrance Replacement	180,000	278,000	249,400	-	249,400	
12 West High Security Cameras Phase I	100,000				-	
13 New Elementary at the Crossings	11,500,000				-	
	<u>\$ 25,434,050</u>	<u>\$ 13,811,948</u>	<u>\$ 10,868,864</u>	<u>\$ 83,631</u>	<u>\$ 10,952,495</u>	