

BOARD OF EDUCATION MEETING
September 13, 2010

ISSUE: Personnel Appointments and Adjustments

BACKGROUND:

Routine personnel matters, as outlined in attachment, are recommended for approval.

THE RECOMMENDATION IS:

“The Board of Education approve the personnel items as listed.”

PERSONNEL APPOINTMENTS & ADJUSTMENTS – 9-13-2010

<u>CERTIFIED STAFF</u>	<u>BLDG./SUBJECT</u>	<u>REASON</u>	<u>EFF. DATE</u>
<u>CLASSIFIED STAFF</u>			
Lisa Keltner	WMS Special Education Paraeducator	New Position	September 14, 2010
Jade Bramstedt	WMS Special Education Paraeducator	New Position	September 14, 2010
Jeff Ditch	Nutritional Services Kitchen Helper	Open Position (Hinrichs)	September 14, 2010
<u>COACHING/EXTRA-CURRICULAR</u>			
Derek Roberts	Weight Room Coordinator	Open Position (Malauskys)	Summer, 2010
Brian Bieber	(Athletic Booster funded position) Transfer from Volunteer to Assistant Varsity Football Coach	Open Position (Harold Roberts)	Immediately
Kevin Barnes	Assistant Varsity Boys' Basketball	Open Position (Geisl)	Immediately
<u>RESIGNATION</u>			
Casey Kujawa	Varsity Girls' Soccer Coach	Personal	Immediately
Lowell Klinefelter	Transportation Mechanic	Retirement	October 29, 2010
Dennis Hinrichs	Nutritional Services Kitchen Helper	Personal	Immediately
Harold Roberts	Assistant Varsity Football Coach	Personal	Immediately

BOARD OF EDUCATION MEETING
September 13, 2010

ISSUE: DLR Update on new Middle School

CONTACT: Superintendent Ney

BACKGROUND:

Depending on conversations that take place during the Board Work Session, there may be some items that will need to be discussed and action taken.

**BOARD OF EDUCATION MEETING
September 13, 2010**

ISSUE: Iowa School Finance Information Services (ISFIS) Report

CONTACT: Superintendent Ney

BACKGROUND:

The Iowa School Finance Information Services (ISFIS) formed in the spring/summer of 2009 when Larry Sigel, former “finance guru” at the Iowa Association of School Boards, chose to resign from IASB and follow a long-time dream of operating his own small business. In the first year, Margaret Buckton, formerly an IASB employee, joined Larry in the business as it expanded. Recently, ISFIS secured office space on Merle Hay Road and hired a third person to assist the business.

The organization operates on a membership basis with dues determined by Certified Enrollment. ISFIS recently added Board Policy Services and Bargaining Assistance to the list of services they provide. These two items are an added cost beyond regular dues. Districts that join ISFIS are offered a 50% discount on the Policy and Bargaining services.

Margaret Buckton will be at our Board meeting on 9/13/10 to discuss and promote membership in ISFIS. I explained to her that we needed to hear how ISFIS can assist us and what information and support they can provide to us that is not available from IASB, the DE, or from our own Business Manager.

Howard-Winneshiek was a member of ISFIS last year and joined for 2010-11. My experience with them was very much positive. They provide webinars each week about school finance and other school-related issues. The IASB’s webinars focus mainly on legislation and “what’s coming down the pike,” making the two organizations compatible and supportive of each other. With school finance as it is (and likely will be for some time to come), I believe that we need to take advantage of every source of information and support that we can.

THE RECOMMENDATION IS:

If you want to consider what you hear tonight and vote at the 9/20 meeting, that is fine with me. My recommendation is for Anamosa to join ISFIS, including their Board Policy service (\$700 from IASB). We can consider the Bargaining service once we hear what they have to offer. This is a new service, and I do not have experience with it.

**BOARD OF EDUCATION MEETING
September 13, 2010**

ISSUE: Out of State Field Trip Approval

CONTACT: Steve Goodall, High School Principal

BACKGROUND:

According to Board Policy 603.7, any field trip outside the state must have the approval of the Board.

Steven Hameister, High School FFA Advisor is requesting approval for a trip to Indianapolis, Indiana to attend the National FFA Convention.

Please see attached trip details.

THE RECOMMENDATION IS:

“Approve Anamosa High School FFA trip to Indianapolis, Indiana.”

To: Anamosa School Board

From: Steven Hameister, FFA Advisor

Date: September 4, 2010

Re: FFA National Convention Trip

The Anamosa FFA would like permission to attend the 83rd National FFA Convention in Indianapolis, Indiana during the dates of October 18th – 24th tentatively. The actual convention takes place October 20th-23rd.

I am asking for two vehicles to transport approximately 16 FFA members as well as two chaperones including myself. We will be leaving either the evening of the Monday October 18th or early morning Tuesday October 19th and hoping to make multiple stops to tour the John Deere museum as well as another point of interest.

While in Indianapolis we will be attending FFA sessions and observing contests at the convention as well as touring some agriculture related sites of interest. I am working on setting up a tour of Fair Oaks Farm.

We will also be receiving the 3 Star National Chapter Award at this convention. This award was applied for and earned by the members by the chapter activities done the previous school year.

We will be leaving from the convention and returning to Anamosa late Saturday October 23rd or early Sunday October 24th.

We have hotel reservations that were set up the previous year by Mr. Ryan Holthaus who will be staying in the same hotel with his FFA Chapter.

The majority of the funding for this trip is paid for through fundraising that the students have done throughout the previous year. Some of the students will use out of pocket for personal expenses.

**BOARD OF EDUCATION MEETING
September 13, 2010**

ISSUE: EdJobs**CONTACT:** Superintendent Ney

BACKGROUND:

Included is a letter from the Anamosa Education Association and a document about the EdJobs program from the Department of Education. There are several options for the use of this money. It is not intended for a District to just put it in the bank. The letter from the A.E.A. and the attached document from the DE answer most questions. We do not have to spend this money this year. We could wait and see what cuts we might be considering for 2011-12 and use the funding to retain those jobs. It must be spent by September 30, 2012. Our allocation is approximately \$260,000. It is "one-time" money, so we do not want to apply it to salary schedules or any other expense that is ongoing. There will be more guidance forthcoming and many more discussions taking place, so I'm not in an extreme hurry to spend the money.

INFORMATION ONLY

From: Anamosa Education Association
To: Association Members
Superintendent Brian Ney; ASCD School Board Members
All Other School District Employees

Options for use of Education Jobs Bill

While it is understood that the money received by districts for use by September 30th, 2012 is a one time allocation from the federal government, the intent of the legislation is to supply EXTRA educational resources to students by retaining and hiring education employees.

In order for these funds to effect the education of students and the economy, the money must be spent.

Following are some categories for use and reasons for their use:

- I. **Hiring of new employees**
 - a. Associates for classrooms and special projects
 - b. Teachers to reduce class sizes
 - c. Custodians for extra cleaning
 - d. Work projects or training for students and special needs students
 - e. Building secretaries for copy centers or other reduced services
 - i. **It is possible that with retirements and other district moves some positions may be retained for future years.**
 - ii. **It is important to remember that even a one-year position looks good to anyone who is currently unemployed.**
 - iii. **The extra learning time and opportunities offered to students will be with them throughout their lives.**
- II. **Retention of Current Employees**
 - a. The economy has slowed and even stalled in many areas of the state
 - b. Everyone knows someone who has lost a job, or felt the pinch of a lower salary or other economic factors.
 - c. Teachers have had their salaries reduced from state salary cuts for the last two years
 - i. About \$500 each from the 10% cut last year
 - ii. About \$600 each from the reduction in Phase I salary supplement (annually)
 - d. Associates have seen their numbers reduced and in some instances their hours reduced.
 - e. Secretaries and food service workers have been impacted
 - f. Principals have seen the morale and workloads of the staff they supervise increase or become more difficult to deal with on a daily basis.
 - g. **PART of the funds received can be used as a retention bonus (temporary salary increase). This money will directly impact the employees of the district and will stimulate the economy of the local area.**
- III. **Pay Current Increases to Expenses for Salary**
 - a. It is allowable for a District to use these funds to pay for current increases in staffing expenses for the 2010-11 and 2011-12 school years.
 - b. It is allowable for the District to look at the increase that they would expect to pay for negotiated salary increases for educational staff covered under the law.
 - c. These funds will be considered as part of the general funds that a district has available for use in the Ability to Pay section of IA CODE Chapter 20.
 - d. If the Education Jobs Stimulus money is used in this manner the district will have some of its costs paid for by the federal government instead of the burden being on state and local aid. (In essence it will be a one to two year property tax cut, or an opportunity to build up cash reserves for the district by paying the day to day bills with federal dollars.)

Association Position:

Each Local Education Agency (LEA) should look at ALL of the options available to them. In a traditional bargaining stance the local association would want all of the funds to go directly to the long term pay scale. The Board of Education would want all of the funds to go directly to day-to-

day costs to increase rainy day funds available and to decrease property taxes. It would be tragic if we take the same old positions without discussion.

It is important to put these positions aside and look at the INTENT of the legislation. The answer to what we should do with this one time extra cash is as different as the needs of all of the students that we serve.

More than likely the answer to what to do will be a combination of all of the options. Certainly we can all agree that it is nice to have money to spend, instead of having to look for places to cut. We suggest that you start with 1/3 of the funds in each category of use and adjust for the individual needs of the district. It is important that EVERY group who would see some benefit from this stimulus do so. It will create a position where everyone wins. Kids win, staff wins, patrons win and the local economy wins.

We are always available for assistance and/or spirited discussion.

**Sincerely,
Kelly K. DeVore**

A handwritten signature in black ink, appearing to read 'Kelly K. DeVore', written over the printed name.

President, Anamosa Education Association



Education Jobs Fund Program

State Guidance to Local Education Agencies

August 24, 2010

Education Jobs Fund Act of 2010

Iowa Department of Education
Grimes Building 400 E 14th Street
Des Moines, Iowa 50319
www.iowa.gov/educate

State of Iowa
Department of Education
Grimes State Office Building
400 E 14th St
Des Moines IA 50319-0146

State Board of Education

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Administration

Kevin W. Fangman, Acting Director and Executive Officer
of the State Board of Education
Gail M. Sullivan, Chief of Staff

It is the policy of the Iowa Department of Education not to discriminate on the basis of race, creed, color, sex, sexual orientation, gender identity, national origin, gender, disability, religion, age, political party affiliation, or actual or potential parental, family or marital status in its programs, activities, or employment practices as required by the *Iowa Code* sections 216.9 and 256.10(2), Titles VI and VII of the Civil Rights Act of 1964 (42 U.S.C. § 2000d and 2000e), the Equal Pay Act of 1973 (29 U.S.C. § 206, et seq.), Title IX (Educational Amendments, 20 U.S.C. §§ 1681 – 1688) Section 504 (Rehabilitation Act of 1973, 29 U.S.C. § 794), and the Americans with Disabilities Act (42 U.S.C. § 12101, et seq.).

If you have questions or grievances related to compliance with this policy by the Iowa Department of Education, please contact the legal counsel for the Iowa Department of Education, Grimes State Office Building, 400 E 14th St, Des Moines IA 50319-0146, telephone number 515/281-5295, or the Director of the Office for Civil Rights, U.S. Department of Education, 111 N. Canal Street, Suite 1053, Chicago, IL 60606-7204.

Overview: The Education Jobs Act of 2010

Principles: The Education Jobs Fund (Ed Jobs) program is a new Federal program that provides \$10 billion in assistance to States to save or create education jobs for the 2010-2011 school year. Jobs funded under this program include those that provide educational and related services for early childhood, elementary, and secondary education at the school building level. Iowa's allocation is \$96,490,048.

The fund was established to quickly repair cuts to educational staff at the level closest to the child. The intent of the legislation is to quickly address cuts made to educational staff for the state fiscal year 2011 (2010-11 school year).

1. What is the Education Jobs Fund (Ed Jobs) program?

The Ed Jobs program is a new, one-time appropriation of \$10 billion that the U.S. Department of Education (USDE) will award to Governors and States to help stabilize state and local budgets in order to minimize and avoid reductions in staff members that provide education to students. Because Iowa successfully submitted both Phase I and Phase II applications under the ARRA Fiscal Stabilization Fund Program, access to this funding was streamlined. All existing assurances and provisions made under the ARRA Fiscal Stabilization applications apply to this funding as well, with a few exceptions that will be detailed in this document.

Iowa has benefitted greatly from high levels of support from the Governor and legislature over the last few years and is positioned to move forward with commitments to ensure maximum use of funds available to support education and educators in Iowa.

2. What assurances does a State make in relation to accepting Ed Jobs Funds?

As part of its application for Ed Jobs funding, a State must assure that it will:

- Continue to meet the assurances made in ARRA
- Meet Maintenance of Effort (MOE) requirements in the Ed Jobs bill
- Distribute funding in state fiscal year 2011
- Apply all ARRA reporting and accountability provisions to the use and distribution of Ed Jobs funds.

3. What is the process for awarding Stabilization funds to Governors?

The U.S. Department of Education (USDE) will award Stabilization funds to Governors rapidly. The USDE has assured states that a decision on submitted applications will be made within two weeks of submission and that funds will be made available for distribution quickly after approval of the application.

Iowa has already submitted its application. Iowa intends to use the state aid formula to calculate distributions for each school district. Iowa will capture only 0.2 percent of the maximum 2 percent set-aside to defray costs to manage the program. All other funds will be distributed in state fiscal year 2011 (2010-11 school year) concurrent to the state aid payment schedule. The intent is to begin this distribution in September, but that will depend on how quickly the USDE makes these funds available. If funds are not available for the September state aid payment, school districts will receive a double payment in October, then revert to the regular payment schedule for the rest of the fiscal year.

This means school districts will receive four state aid distributions on the state aid payment schedule: 1) regular state aid, 2) ARRA SFSF Education Fund distribution; 3) ARRA SFSF Government Services Fund distribution, and 4) Education Jobs distribution. Account coding for the SFSF Government Services distribution and the Ed Jobs distribution will be made available once they are established.

Allocations: Education Jobs Fund

(\$96,490,048 total)

Please go to the Iowa Department of Education web site

(http://www.iowa.gov/educate/index.php?option=com_content&view=article&id=2028%3Aeducation-jobs-fund-ed-jobs&catid=48%3Aschool-business-a-finance&Itemid=1) for FY11 Ed Jobs allocations to LEAs through the primary funding formula.

1. How did the USDE determine the allocation for each state under the Ed Jobs program?

The USDE determined the allocation of each State by formula on the basis of (1) its relative population of individuals who are aged 5 to 24, and (2) its relative total population.

2. To which entities does the Governor make awards under the Ed Jobs Fund?

The Governor makes awards under the Ed Jobs Fund only to local educational agencies (LEAs). The Governor may retain any portion of the Ed Jobs Fund for State purposes and will retain only 0.2 percent of the maximum 2 percent set-aside for administration of the program.

3. Must an LEA submit an application to the State in order to receive funding under the Ed Jobs Fund?

No. Any application or assurances submitted as a part of the original ARRA Fiscal Stabilization Fund program will be used for this fund as well.

4. May an LEA deposit funding received from the Stabilization fund in their general fund account?

Yes, but if the account used to deposit funds is interest-bearing, restrictions on earning interest on federal funds apply. The district would be responsible for the reimbursement to federal government of any interest accrued on these funds. The pertinent federal regulation is included below:

Per 34 CFR Subtitle A (7-1-03 Edition) Section 80.21(i) Authority: 20 U.S.C. 3474; OMB Circular A-102, interest earned on Federal advances deposited in interest bearing accounts shall be remitted annually to the US Department of Health and Human Services, Payment Management System, Rockville, MD 20852. Please note the CFDA number to which the interest earned applies. On each CFDA number, if the amount of interest earned is **\$100** or less annually, that amount may be retained by the recipient for administrative expense.

5. What is the period of availability of Ed Jobs fund?

The Ed Jobs program fund will be completely distributed to subrecipients during the 2010-2011 school year. The funds are available for obligations that occur as of August 10, 2010 (the date of enactment of the Act). An LEA has through September 30, 2012 to spend the funds. This period includes the additional year of fund availability authorized under the Tydings Amendment (Section 421(b)(1) of the General Education Provisions Act (GEPA), 20 U.S.C. 1225(b)(1)).

Use of Funds: Ed Jobs Funds by LEAs

The federal guidance on the use of Ed Jobs funds and other provisions can be found at the following website:
<http://www2.ed.gov/programs/educationjobsfund/applicant.html>

1) For what purposes may an LEA use Ed Jobs funds?

Subject to the limited statutory prohibitions described below, Ed Jobs authorizes an LEA to use Ed Jobs funds for compensation and benefits and other expenses, such as support services, necessary to retain existing employees, to recall or rehire former employees, and to hire new employees, in order to provide early childhood, elementary, or secondary educational and related services at the school building level.

2) Which employees may and LEA support with Ed Jobs funds?

The intent of the legislation was to repair cuts to building level staff. An LEA may use the funds to pay the salaries of teachers and other employees who provide building-level educational and related services. In addition to teachers, employees supported with program funds may include, among others, principals, assistant principals, school administration managers (SAMs), academic coaches, in-service teacher trainers, classroom aides, counselors, librarians, secretaries, social workers, psychologists, interpreters, physical therapists, speech therapists, occupational therapists, information technology personnel, nurses, athletic coaches, security officers, custodians, maintenance workers, bus drivers, and cafeteria workers.

3) May an LEA use funds for salaries even if it did not reduce personnel in FY11?

Yes, the purpose of the funding is to save or create education jobs for the duration of the funding.

4) What are the statutory prohibitions on an LEA's use of Ed Jobs funds?

Ed Jobs prohibits an LEA from using Ed Jobs funds for:

- General Administrative expenses, including district- and regional-level personnel.
- Debt retirement or rainy-day funds
- Unemployment benefits
- Program or other expenditures other than personnel

5) Are the Ed Jobs funds that the Governor awards to LEAs through the State's primary funding formulae considered to be State funds, subject to the requirements that generally apply to funds awarded under those formulae?

No. State funding formulae are used solely as the mechanism to determine the amount Ed Jobs funds that each LEA will receive. The Ed Jobs funds are Federal funds, and the ARRA, the Federal laws referenced in III-D-1, and other applicable Federal requirements (such as the OMB cost principles) govern their uses. This means they are considered miscellaneous income for subrecipients in Iowa.

6) May an LEA use Ed Jobs funds to change previously established employee salary schedules or related activities?

Yes. An LEA may use Ed Jobs funds, for example, to restore reductions in salaries and benefits and to implement salary increases for the 2010-2011 school year. In addition, an LEA may use the funds for any additional salary and benefits costs associated with the elimination of furlough days that had been scheduled for the 2010-2011 school year. An LEA may not use Ed Jobs funds to compensate employees for any period prior to August 10, 2010, the date of enactment of the Act.

7) May an LEA use Ed Jobs funds to pay the compensation and benefits of individuals who provide building-level services but are not employee of the LEA?

No. An LEA may not use the funds to pay for contractual school-level services by individuals who are not employees of an LEA (e.g., janitors employed by an outside firm).

8) May an LEA use Ed Jobs funds to meet previously unmet pension fund liabilities?

No. An LEA may not use Ed Jobs funds to meet pension obligations incurred in prior school years. However, an LEA may use its funds for pension obligations accruing on the basis of services that an employee performs during the 2010-2011 school year (and 2011-12 school year if funds are carried forward).

9) May an LEA use Ed Jobs funds for modernizing, renovating, or repairing public school facilities?

No.

10) May an LEA use Ed Jobs funds for construction activities that are not considered to be modernization, renovation, or repair?

No.

11) May an LEA use Ed Jobs funds to supplement or restore its local "rainy day" fund rather than use the funds for specific purposes?

No.

12) May an LEA use Ed Jobs funds to pay down past debt?

No.

13) How long does an LEA have to obligate its Ed Jobs funds?

An LEA may use Ed Jobs funds for local obligation through September 30, 2012.

Reporting: Ed Jobs Reporting Requirements

Quarterly reporting is required of all Ed Jobs fund recipients starting September 2010 (December 2010 if fund distribution starts in October). The current State ARRA reporting system will be used by all LEAs for Ed Jobs reporting as well. Reporting will include data on jobs created, jobs saved, uses of funds, and amount of funds expended.

1. How must entities that receive Ed Jobs funds track those funds?

The State and its LEAs must maintain records that separately track and account for Ed Jobs funds. In accordance with the requirements of section 443(a) of GEPA (20 U.S.C. 1232f (a)), the State and its LEAs must maintain records that will facilitate an effective audit and demonstrate that the funds were used in compliance with applicable requirements.

2. Do the reporting requirements under section 1512 of ARRA apply to Ed Jobs funds?

Yes. Under section 101 of the Act, a State and its LEAs must fulfill the reporting requirements under section 1512 of ARRA. Specifically, the State will submit quarterly reports on its own behalf and on behalf of its LEAs that describe, among other things, how those funds were used. For additional information on section the 1512 reporting requirements, see www2.ed.gov/policy/gen/leg/recovery/section-1512.html.

Resources:

Education Jobs Act (Ed Jobs) Iowa Department of Education

http://www.iowa.gov/educate/index.php?option=com_content&view=article&id=2028%3Aeducation-jobs-fund-ed-jobs&catid=48%3ASchool-business-a-finance&Itemid=1

Education Jobs Fund Act of 2010 U.S. Education Department

<http://www2.ed.gov/programs/educationjobsfund/index.html>

Contacts:

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Board of Education
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Policy Committee	Brian Bieber, Anna Mary Riniker, Rich Crump
Negotiations Committee	Brian Darrow, Jean Sellnau
PPEL & Facilities Committee	Brian Darrow, Rich Crump
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