



MISSION STATEMENT

The mission of the
Anamosa Community School District
is to provide **ALL** students
EDUCATIONAL OPPORTUNITIES
to **learn** and **achieve**
in a rapidly **changing** global
society.

Anamosa Community School District
Board of Directors Regular Meeting
Anamosa High School Library
November 4, 2013 - 7:00 p.m.

TENTATIVE AGENDA

- | | |
|--|---------|
| 1. Call to Order | Exhibit |
| 2. Roll Call and Determination of a Quorum | |
| 3. Adoption of Agenda | |
| 4. Communication from Individuals & Delegation | |
| Recognize Visitors & Community Input | |
| 5. Consent Agenda (Review & Approval) | |
| Personnel Appointments & Adjustments | A |
| 6. Celebration-World Food Prize | B |

OLD BUSINESS

- | | |
|------------------------------------|---|
| 1. Middle School Update | C |
| 2. Current/Future Building Project | D |
| 3. Open Enrollment Out Analysis | E |
| 4. Superintendent Goals and IPDP | F |

NEW BUSINESS

- | | |
|---|---|
| 1. Skilled Iowa - National Career Readiness Certificate | G |
| 2. Change Start Time of December 16, 2013 Regular Board Meeting | H |
| 3. Approval of Architect for Ball Fields | I |

REPORTS

1. Committee Reports
2. Board Comments
3. Principal Reports
4. Superintendent Report

ADJOURN

Important Dates

November 18, 2013 - Regular Board Meeting
November 20-21, 2013 – IASB Annual Conference
December 2, 2013 - Regular Board Meeting

The Anamosa Community School District does not intentionally discriminate on the basis of gender, color, gender identity, religion, socioeconomic status (for programs), race, national origin, creed, age (for employment), marital status (for programs), sexual orientation, or disability in the District educational programs, activities, or employment practices or as otherwise prohibited by statute or regulation.

EXHIBIT A

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Personnel Appointments and Adjustments

BACKGROUND:

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

THE RECOMMENDATION IS:

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

PERSONNEL APPOINTMENTS & ADJUSTMENTS – 11-4-13

<u>BLDG. /SUBJECT</u>	<u>REASON</u>	<u>EFF. DATE</u>
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CERTIFIED STAFF

CLASSIFIED STAFF

COACHING/EXTRA-CURRICULAR

Gennifer Zirkelbach	Assistant 8 th Grade Boys' Basketball Coach	Open Position (Finn)	January 2, 2014
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RESIGNATION

Melissa Koch	Assistant Girls' Soccer Coach	Personal	Immediately
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**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Celebration

BACKGROUND:

Representatives from the high school will be present to discuss highlights of the World Food Prize.

INFORMATION ONLY

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Middle School Update

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

An update on the middle school will be given.

THE RECOMMENDATION IS:

If any action is needed, it will be taken here.

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Current/Future Building Project

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Discussion can continue for future District facility construction.

See attached change order to resolve footing settlement concerns.

THE RECOMMENDATION IS:

Approve change orders as written. If any other action is needed, it will be taken here.



598 57th ST. MARION, IOWA 52302

PHONE: 319-377-5323

FAX: 319-377-5363

QUOTE / PROPOSAL

DATE: 14-Oct-13

CUSTOMER: SEPTAGON CONSTRUCTION

CONTACT: KEVIN LAUVER

PHONE: 319-361-2396

EMAIL: klauver@septagon.com

TERMS: NET 30

VALID FOR: 30 DAYS

QUANTITY	DESCRIPTION	PRICE	TOTAL
	GEOFOAM QUOTE ANAMOSA H.S. ADDITION		\$ -
	****REVISED QUOTE****		
	Geofoam EPS15, ASTM D-6817		\$ -
			\$ -
540.4	CUBIC YARDS	\$ 53.90	\$ 29,127.56
			\$ -
5	JOBSITE DELIVERY PER T/L	\$ 328.00	\$ 1,640.00
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -
			\$ -

TOTAL \$ 30,767.56

TAX \$ 2,153.73

FINAL \$ 32,921.29

SUBMITTED BY: *Mike Hanshaw*

APPROVED BY:

THIS AGREEMENT IS SUBJECT TO THE STANDARD TERMS OF
CARROLL CONSTRUCTION SUPPLY



October 30, 2013

Septagon Construction
3500 J St SW
Cedar Rapids, IA 52404

Attention: Kevin Lauver

Re: Anamosa Athletic Facility
COR #1 – Geo-Foam/Backfill

Kevin:

This letter is to inform you of the change in cost to install the geo-foam and backfill as proposed. The change in cost is as follows.

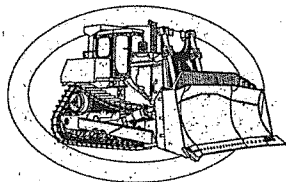
Cardinal Labor	\$ 0.00
Cardinal Material	\$ 0.00
Cardinal Equipment	\$ 0.00
Subcontractor	\$ 12,370.90
General Conditions	
Insurance, Bond and GC's	\$ 0.00
Overhead & Profit on Cardinal Work (15%)	\$ 0.00
Overhead & Profit on Sub Work (5%)	\$ 618.54

Total **Add: \$ 12,989.00**

Total Calendar Days Added to Construction Schedule due to this change: 0

Respectfully submitted,

Brandon Schoborg
Cardinal Construction, Inc.



RATHJE CONSTRUCTION CO.

305 44th Street • P.O. Box 408 • Marion, IA 52302 • Office (319) 377-3179 • Fax (319) 377-3827

October 30, 2013

Cardinal Construction
Attn: Brandon Schoborg
531 Commercial St.; Suite 800
Waterloo, IA 50701

RE: Anamosa Athletic Facility

Brandon,

I have figured a price for installation of the Geofoam. To do this according to the print from Shive-Hattery, we will have to excavate and grade the 50' x 50' floor area to install the Geofoam. At this date the first thing that will happen is backfill the exterior footings with onsite soil. Next we will backfill the interior footing with granular material up to the bottom of the proposed Geofoam base elevations. Then excavate inside the building to the new Geofoam base elevation and stockpile dirt on the exterior. Place the Geofoam on a 3" to 4" granular base per plan. Because the Geofoam will not support heavy equipment, we will have to elevate the material onto the Geofoam, spread and compact it by hand. There is granular fill that will have to be placed between the retaining wall and stoop. I'm using granular fill because it is specified on the plans and because of forecasted rain and compaction issues. The following are quantities and unit prices used to figure the plan changes:

• Backfill exterior of footings with onsite dirt.	152cy @ 22.50/cy =	3240.00
• Backfill interior of footing with imported granular fill	212 ton @ 26.25/ton =	5565.00
• Excavate building subgrade to place Geofoam	175cy @ 35.00/cy =	6125.00
• Place Geofoam supplied by owner (labor 62hrs to 10hrs forklift)	Lump Sum =	5180.00
• 6" of clean granular rock under floor slab	78 ton @ 40.65/ton =	3170.70
• Haul away excess dirt to Old High School	123cy @ 16.80/cy =	2066.40
• Fill between retaining wall and stoop	108 ton @ 34.00/ton =	3672.00
	SUBTOTAL	\$29,199.10

Deduct Original corresponding bid items:

• Backfill footing with excavated and granular material	208cy @ 40.00/cy =	8320.00
• Granular fill under floor slab area	370cy @ 18.50/cy =	6845.00
• 6" of clean granular rock under floor slab	72 ton @ 23.10/ton =	1663.20
	TOTAL DEDUCT	\$16,828.20

Net cost of Geofoam installation \$12,370.90

If you have any questions, please give us a call.

Respectfully submitted,


Steven R Engelbart

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Open Enrollment Out Analysis

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Please find attached a copy of the Open Enrollment Out Analysis. Discussion will take place regarding this.

INFORMATION ONLY

Open Enrollment Out Analysis

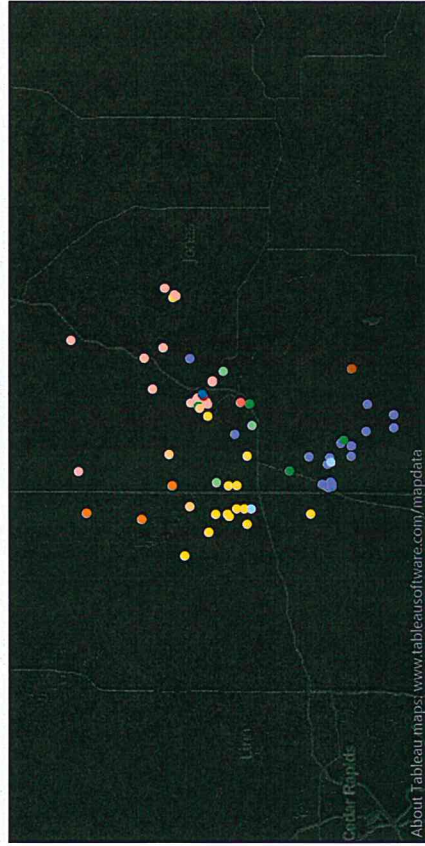
Year Leaving to Current Grade

Entry Year

Current Grade	2001-2002	2002-2003	2003-2004	2004-2005	2005-2006	2006-2007	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	Grand Total
12	3	6	1	1	1	1	1	1	1	1	1	1	3	9
11			6		1	1	1	2	1	1	1	1	5	15
10				3	1	1	2			3		1	1	12
9				4	1	1				2	1		5	15
8					3	1				2	2	3	3	11
7						1	5			1	2	2	1	7
6							1	7		2	2	1	2	12
5							1		1	1	1	1	1	10
4									5	2	2	1	2	14
3										2	1	1	1	4
2											3	7	2	10
1										2	1	1	1	5
0														0
Grand Total	3	6	7	3	6	6	9	7	10	17	11	11	41	137

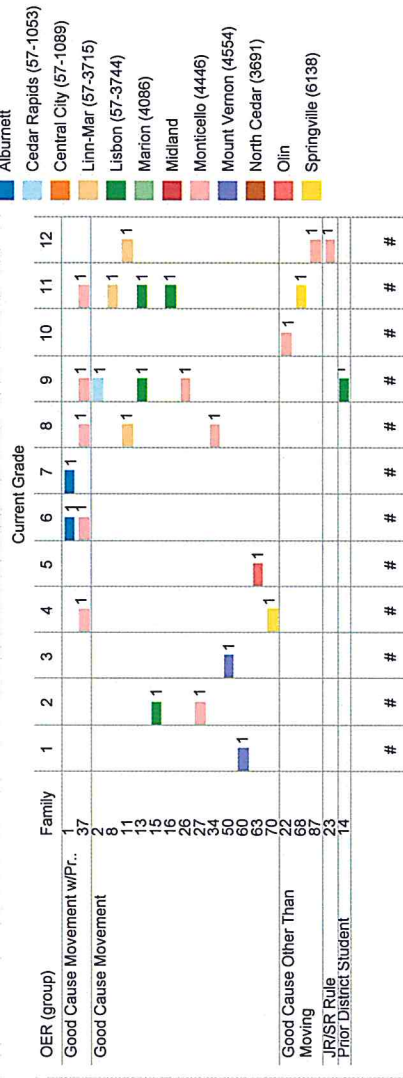
Count of Count broken down by Entry Year vs. Current Grade.

Land Map



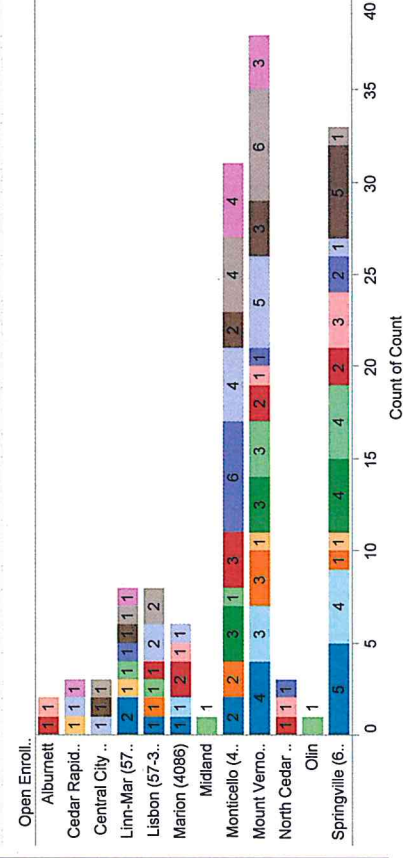
Map based on longitude and latitude. Color shows details about Open Enrolled To. The data is filtered on Current Grade, which has multiple members selected. The view is filtered on Open Enrolled To, which has multiple members selected.

2013-2014 Open Enrollment Reason - Family



Sum of Number of Records for each Family broken down by Current Grade vs. OER (group). Color shows details about Open Enrolled To. The data is filtered on Entry Year, which keeps 2013-2014. The view is filtered on OER (group), which has multiple members selected.

Year Leaving to Current Grade



Count of Count for each Open Enrolled To. Color shows details about Current Grade.

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Superintendent Goals and IPDP

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Discussion of action plan based on previous Board discussion will take place.

THE RECOMMENDATION IS:

Approve the Superintendent Goals and Action Plan as presented.

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Skilled Iowa – National Career Readiness Certificate

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

The attached agreement communicates our commitment to use the National Career Readiness Certificate as a means to document an individual's essential work-related skills. Recommended commitments include:

- We will recommend the national Career Readiness Certificate in hiring and/or promotion practices for one or more positions in our organization.
- We give permission to use our organization's name in public awareness efforts to promote the National Career Readiness Certificate.

THE RECOMMENDATION IS:

"Approve Skills Iowa Agreement with Employer Commitments as presented."



This agreement communicates our commitment to use the *National Career Readiness Certificate* (NCRC) as a means to document an individual's essential work-related skills.

Employer Commitments:

- We will recommend the *National Career Readiness Certificate* in hiring and/or promotion practices for one or more positions in our organization.
- We give permission to use our organization's name in public awareness efforts to promote the *National Career Readiness Certificate*.

Employer Information:

Name of Company: _____

Key Contact: _____

Key Contact Title/Role: _____

Phone: _____ EXT: _____ Email Address: _____

Company Address: _____

City: _____ State: Iowa ZIP: _____ County: _____

Number of Employees: _____ Industry: _____

Does this letter of commitment apply to this single site or does it extend to other locations for your business?

☐ Single Site ☐ All Locations (in Iowa) ☐ Other (describe all covered locations below)

Specific Locations:

Employer Signature: _____

Date: _____

The National Career Readiness Certificate is an ACT® product based on the WorkKeys® program.

What **level** are you?

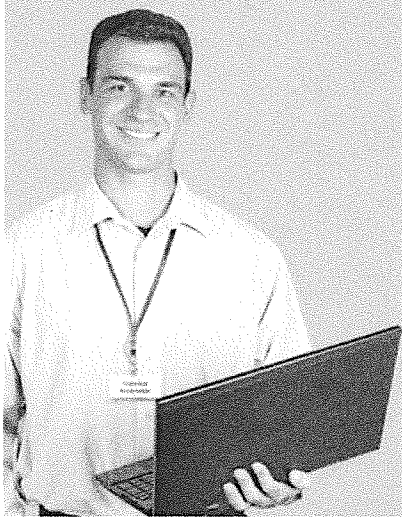
The National Career Readiness Certificate is based on ACT's world-renowned WorkKeys assessment system – which remains the only proven system for linking job skills with workplace success.

Based on NCRC scores, individuals can earn one of four levels of certification:

Platinum

Has the foundational skills for 99% of the jobs in the WorkKeys database, such as:

- Computer software engineers
- Education administrators, postsecondary
- Financial managers
- Human resources
- Sales managers
- Physicists



Gold

Has the foundational skills for 93% of the jobs, such as:

- Social workers
- Computer system analysts
- Customer service reps
- Health technicians
- Private sector executives
- Purchasing managers
- Training managers



Silver

Has the foundational skills for 67% of the jobs, such as:

- Administrative services manager
- Bookkeeping / accounting
- Computer operators
- Licensed practical and vocational nurses
- Medical assistants
- Office clerks
- Teacher assistants
- Tellers



Bronze

Has the foundational skills for 16% of the jobs, such as:

- Home health aides
- Janitorial supervisors
- Janitors and cleaners
- Office and administrative support workers
- Highway maintenance workers
- Sales and related workers



The NCRC — offered at no cost to any Iowa student or worker by Skilled Iowa — helps people find great jobs, companies find skilled workers, and our state's economy grow and prosper.

Learn more online at SkilledIowa.org

**SKILLED
IOWA**

NCRC Skills By Certificate Level

	Bronze	Silver	Gold	Platinum
Reads and understands:				
Concise policies and announcements in order to follow and apply instructions	X	X	X	X
Straightforward procedures; follow directions that include “if-then” scenarios		X	X	X
Highly detailed policies such as technical manuals, etc; and occupational jargon			X	X
Complex procedures and policies including regulatory and legal documents				X
Implied details and analyze the rationale behind policies and procedures				X
Reads and uses workplace graphics to: (charts, graphs, tables, maps, forms, gauges, diagrams, blueprints, etc.)				
Find or fill in one or two pieces of information in a simple graphic	X	X	X	X
Summarize information; identify and compare trends within multiple graphics		X	X	X
Sort through distracting information using detailed, complicated graphics;			X	X
Apply information found in complex timelines and blueprints				X
Draw conclusions and make decisions using multiple, very complex graphics				X
Applies mathematical reason and critical thinking to:				
Add, subtract, multiply and divide using whole numbers	X	X	X	X
Convert money and time units to provide services or information	X	X	X	X
Solve problems that require one or two step operations		X	X	X
Calculate averages, ratios, rates, proportions		X	X	X
Add fractions, decimals, and percentages		X	X	X
Perform several steps of logic and calculations; use formulas; find the “best deal”			X	X
Calculate perimeters and areas of shapes; calculate percent discount or markup			X	X
Solve two-dimensional geometric problems			X	X
Use multiple formulas to convert units of measurements from one unit to another				X
Solve three dimensional geometric problems; multistep calculations				X
Calculate the volume of rectangular solids and multiple rates				X

TAKE A STAND—WE DID!

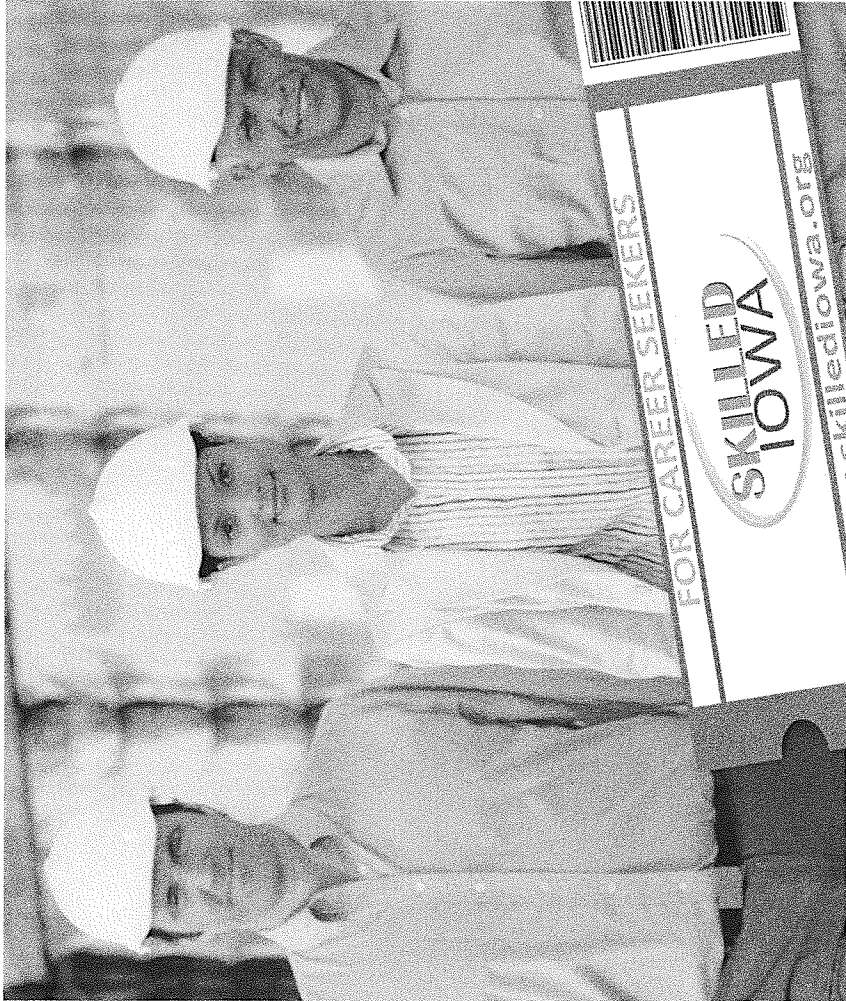
"We are facing challenging times and need solutions for improving the economy and getting Iowans back to work. Proving Iowa's workforce has the skills needed to compete in today's economy is critical to our success.

That's why Iowa is STANDING UP for a skilled workforce."

— **TERESA WAHLERT**
DIRECTOR, IOWA WORKFORCE DEVELOPMENT

HERE ARE JUST A FEW OF THE EMPLOYERS THAT ARE TAKING A STAND BY ASKING FOR THE NATIONAL CAREER READINESS CERTIFICATE:

Affordable Heating and Cooling	ORBIS Corporation	Kirkwood Community College
A-Lert Construction Services	ESP International	Level 10
ACT Inc.	Evergreen Packaging	Linn County
Bazooka Farmstar Inc.	Four Oaks	Mediacom
Bentley Manufacturing & Machine Shop Inc.	Frontier Natural Products	Mercy Iowa City
CEI Equipment Company, Inc.	GEICO	Pearson
Centro, Inc.	Goodwill of the Heartland	Pickwick Manufacturing Services
City of Cedar Rapids	Hy-Vee	PMX Industries
City of Iowa City	ImOn Communication	Premiere Business Solutions
City of Washington	International Automotive Components	Proteus Incorporated
CompuWare Corporation	Iowa City Chamber of Commerce	Red Star Yeast Company
CRST International, Inc.	Iowa City Area Development Group	Solon Community School District
Don Hummer Trucking	Iowa City Area Chamber Commerce	St. Luke's Hospital
	Jones Regional Medical Center	Toyota Financial Services
	Jones County Economic Development	Transamerica, An AEGON Company
	KINZE Manufacturing Inc.	West Chester Savings Bank
		Whirlpool Corporation



STAND

FROM
THE
CROWD

WHAT IS THE CERTIFICATE?

Each day employers receive stacks of applications for only a handful of open positions. With Skilled Iowa, you can take the National Career Readiness Certificate (NCRC) assessment and prove you have the skills for the job. The NCRC is a work-related skills credential. Whether you're looking for a job or want to enhance your diploma or résumé, NCRC provides proof of your job skills for employers nationwide. It is composed of three WorkKeys® assessments that measure skills critical to on-the-job success:

- Applied Mathematics
- Reading for Information
- Locating Information

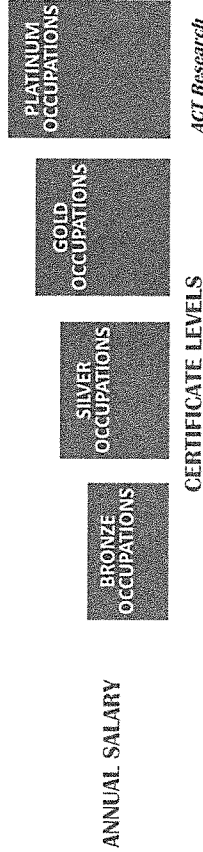


THE CERTIFICATE IS AWARDED AT FOUR LEVELS BASED ON YOUR PERFORMANCE ON THE ASSESSMENTS:

PLATINUM PLATINUM skills for 99% of the jobs in ACT's extensive database of occupational profiles—the largest of its kind.	GOLD GOLD skills for 90% of the jobs in ACT's database.	SILVER SILVER skills for 65% of the jobs in ACT's database.	BRONZE BRONZE skills for 35% of the jobs in ACT's database.
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EARN MORE WITH THE NCRC CERTIFICATE

Demonstrating higher job skills means you have access to higher-paying jobs. Employers are willing to pay higher salaries for higher skill levels. According to ACT research, higher NCRC levels lead to higher pay.

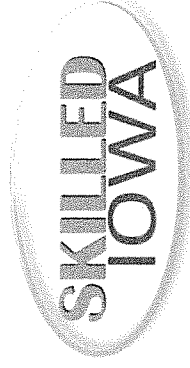


GET STARTED — FIND A TEST CENTER

Take that first important step toward standing out from the crowd of job applicants by earning an NCRC certificate. Contact a test center near you:

GRANT ELLIOTT
Workforce Advisor

IowaWORKS
4444 1st Avenue
Suite 436
Cedar Rapids, IA 52402
(319) 365-9474 ext. 31185
grant.elliott@iwd.iowa.gov



NCRC is available to individuals at no cost and is recommended for many career pathways. To earn a certificate, an individual must take the WorkKeys® assessments in applied mathematics, locating information and reading for information.

Job seekers wanting to improve their scores and obtain a higher-level certificate can receive additional training from providers across the state. IWD utilizes the KeyTrain® program.

GO TO WWW.SKILLEDIOWA.ORG

Closing Iowa's Skills Gap

The mismatch between skills required for jobs and skills of the workforce can have a significant impact on productivity and revenue across all industries. Middle-skill jobs — those requiring more than a high school diploma up to an associate degree — account for more than 50 percent of available jobs in Iowa, yet only 33 percent of the workforce has the necessary skills to fill these roles.

The Skilled Iowa Initiative works to increase skill levels of Iowa's workforce — which helps people find great jobs, companies find skilled workers, and our state's economy grow and prosper.

Credible Testing Delivers Results

Skilled Iowa uses a universal testing system based on ACT's world-renowned WorkKeys® assessment that rates the skills and abilities of students and those in Iowa's workforce, awarding a National Career Readiness Certificate (NCRC) upon completion of the program. Testing "real world" skills using everyday work situations is a reliable predictor of workplace success.

The NCRC is available to individuals at no cost and is useful in a broad range of career pathways. To earn a certificate, an individual must take the assessment in applied mathematics, locating information, and reading for information. Based on scores, individuals can earn one of four levels of certification, each aligned with specific jobs in the WorkKeys database:

• Platinum level • Gold level • Silver level • Bronze level

With the NCRC, employers are assured applicants have necessary foundational skills, and job seekers quickly demonstrate their qualifications before the initial interview. Imagine the impact to the local economy as more businesses and job seekers continue to use the NCRC program.

"The Skilled Iowa Initiative is a critical step in dealing with the skilled labor shortages affecting Iowa. In order to overcome this challenge, education, government and private industry must work together for innovative solutions."

Governor Terry E. Branstad

"The NCRC program allows us not only to identify whether potential employees are available and affordable, but also to determine if they are capable of performing the work. It is an innovative response to the workforce issue."

Ronald R. Reed, President & CEO,
Mercy Iowa City



The NCRC — offered at no cost to any Iowa student or worker by Skilled Iowa — helps people find great jobs, companies find skilled workers, and our state's economy grow and prosper.

Learn more online at SkilledIowa.org

**SKILLED
IOWA**

Everyone Wins with a Globally Competitive Workforce

NCRC: A Common Language to Improve the Quality of the Workforce

EMPLOYERS

Bottom-Line Impact

Employers need reliable ways to measure foundational skills to ensure they are hiring the most qualified, trainable candidates. The NCRC helps employers identify and invest in employees who can make real contributions to their businesses. Employers across the nation are using the NCRC to take some of the uncertainty out of the hiring process.

- Find qualified workers more easily
- Determine if applicants have the right skills for open jobs with proven, verifiable means
- Reduce turnover and training costs
- Increase on-the-job productivity
- Influence higher employee morale and job satisfaction

Become a Skilled Iowa Employer Today! Visit SkilledIowa.org.

EMPLOYEES

Better Chances in Iowa's Job Market

Iowans can complete the no-cost testing to qualify for an NCRC in a few short hours. An NCRC demonstrates job skills to current and potential employers, giving certificate-holders an edge over other applicants.

- Showcase verifiable job skills to accelerate careers
- Reduce the amount of time it takes to find new or better employment
- Get an advantage over other job applicants and stand out from the crowd of resumes
- Learn about valuable job training opportunities
- Prepare for career change and advancement

Thousands of employers in Iowa use the NCRC in their hiring decisions for all levels of jobs. **Get Certified. Get Hired. Visit SkilledIowa.org for a list of testing locations and participating employers.**

COMMUNITIES

Economic Growth

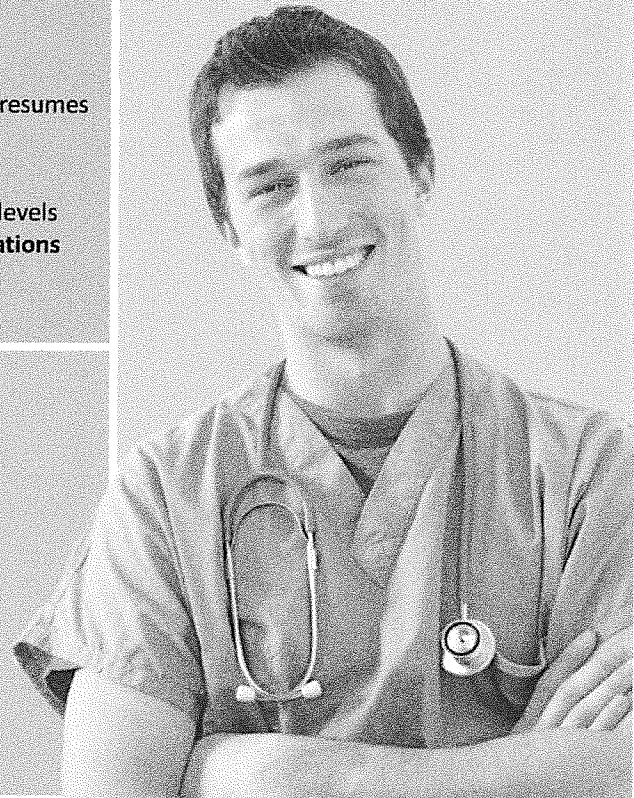
Skilled Iowa Communities have a large percentage of member businesses and employers using the NCRC, attracting more qualified workers. Skilled workers attract more businesses, which impacts the local economy.

- Valuable tool to attract new business to the area
- Proof of a talented workforce to fill current and future jobs
- Economic growth opportunities

Skilled Iowa offers job training and marketability of the workforce to drive future economic growth. **Visit SkilledIowa.org today!**

The National Career Readiness Certificate (NCRC) evaluates and validates the skill sets and competencies essential for a globally competitive workforce across a range of industries.

- Business and industry leaders know exactly what foundational skills they need for a productive workforce – and can easily communicate their needs
- Individuals understand what skills are required by employers – and how to prepare themselves for success
- Educators close the skills gap using tools aligned with career pathways
- Economic developers use an on-demand reporting tool to market the quality of the workforce



For more information on how your community or business can participate in the Skilled Iowa Initiative, contact Denise Schippers at 515-281-7538 or Denise.Schippers@iwd.iowa.gov.

Learn more online at SkilledIowa.org

**SKILLED
IOWA**

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Change Start Time of December 16, 2013 Regular Board Meeting

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Our Regular Board Meeting scheduled for Monday, December 16, 2013 is scheduled to begin at 7:00 p.m. There is also a high school holiday band/choir concert scheduled for that evening at 7:00 p.m. In order to give the Board members the opportunity to attend this concert, discussion can occur to change the time of the board meeting to 6:00 p.m. that evening.

THE SUPERINTENDENT'S RECOMMENDATION IS:

"Move start time of board meeting on Monday, December 16, 2013 to 6:00 p.m."

**BOARD OF EDUCATION MEETING
November 4, 2013**

ISSUE: Approval of Architect for Ball Fields

CONTACT: Lisa Beames, Superintendent

BACKGROUND

RFP responses for ball fields will be discussed. Action can be taken at this meeting if the Board is in agreement.

THE RECOMMENDATION IS:

Board of Education Committees

Policy Committee	Rich Crump, Kristine Kilburg, Nicole Claussen
Negotiations Committee	Anna Mary Riniker, Kristine Kilburg, Kandi Behnke
PPEL & Facilities Committee	Connie McKean, Rich Crump, Anna Mary Riniker
CADRE	Connie McKean, Rich Crump, Shaun Lambertsen
Jones Co. Conf. Bd.	Nicole Claussen
IASB Delegate Assembly Representative	Connie McKean
Ad Hoc Building/Long Range Planning	Kristine Kilburg, Shaun Lambertsen, Anna Mary Riniker