



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
High School Library
July 1, 2013 – 7:00 p.m.

TENTATIVE AGENDA

Exhibit

1. Call to Order
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

OLD BUSINESS:

1. Middle School Update
2. Current/Future Building Project
3. High School Academic Class Weighting
4. Ratify Teacher Master Contract for 2013-2014

B

C

D

E

NEW BUSINESS:

1. Approval of Increasing the Depository Limit at Fidelity Bank
2. 2013-2014 Salaries for Administrators, Directors and other Non-Certified Staff not Including Secretary/Paraeducator Bargaining Unit
3. Consideration of Professional Services 2013-2014
IASB
ISFIS
4. Approve Bid for Renovation of Press Box at Football Field

F

G

H

I

REPORTS:

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

Adjourn

WORK SESSION immediately following regular board meeting

Important Dates

July 15 – Naming Ceremony for the Walt Fortney Library and Learning Center – AMS @ 6:00 p.m.
July 15 – Regular School Board Meeting – 7:00 p.m. @ AMS

An explanation of board exhibits can be viewed at www.anamosa.k12.ia.us or requested in their entirety by contacting the Anamosa Community School District Central Office.

Posted: 6-27-13

BOARD OF EDUCATION MEETING
July 1, 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 approve the personnel items as listed.”

PERSONNEL APPOINTMENTS & ADJUSTMENTS – 7-1-13

BLDG. /SUBJECT

REASON

EFF. DATE

CERTIFIED STAFF

Kristina Hart

Secondary Media Specialist/Technology

Open Position

2013-2014 School Year

CLASSIFIED STAFF

Deb Carver

St. Hill Elementary/Nutrition Services Secretary

Open Position (Alger)

2013-2014 School Year

COACHING/EXTRA-CURRICULAR

Jordan Cusick

Assistant Varsity Football Coach

Open Position

August 12, 2013

RESIGNATION

Jenny Colehour

Jill Tigges

Kevin Barnes

Robert McGrew

Jeff Haefner

Middle School Special Education Paraeducator

Middle School Special Education Teacher

Middle School Girls' Track Coach

Assistant Varsity Girls' Basketball Coach

Assistant Varsity Boys' Basketball Coach

Personal

Personal

Personal

Personal

Personal

Immediately

Immediately

Immediately

Immediately

Immediately

BOARD OF EDUCATION MEETING
July 1, 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
July 1, 2013

ISSUE: Current/Future Building Project

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Discussion can continue for future District facility construction.

Discussion of door locks/ at Strawberry Hill and review of quotes can continue at this meeting.

THE RECOMMENDATION IS:

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

BOARD OF EDUCATION MEETING
July 1, 2013

ISSUE: High School Academic Class Weighting

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Please see attached "Weighted Credit Consideration" document.

DISCUSSION ONLY

Weighted Credit Consideration

Statement of Problem

A concern of inequity related to the practice of weighting AP courses in GPA calculations while concurrent enrollment courses which earn college credit are not weighted was brought forth during the board meeting of June 17, 2013 by a parent, her student, and one other student. Kirkwood Community College representing JREC was asked to present by the parent.

Current practice is as follows:

- AP courses are currently weighted on a 5.0 scale.
- Concurrent enrollment and PSEO courses are weighted on a 4.0 scale.
- General high school courses are weighted on a 4.0 scale.

The individuals desired to have concurrent enrollment courses weighted on a 5.0 scale as well.

Concerns or justifications presented from the perspective of the parent and the students included:

- The work expectation of concurrent enrollment courses was greater than the typical high school course and more similar to that of an AP course
- Some concurrent enrollment coursework translated to credit in a bachelor's program at a four year college or university, similar to AP coursework affording credit if the assessment indicates proficiency
- There is an impact on class rank and in turn scholarships when students must choose enrollment in concurrent courses or in AP courses

The Board of Education asked that this issue be further explored by the administrative team.

Actions to Date:

- Data over the past three years has been collected and initially analyzed
- Recent research/expectations related to AP coursework and concurrent/PSEO enrollment is being reviewed
- E-mail conversations with administration and counselors are being held
- Further questions have been formulated:
 - Is AP an open enrollment or targeted offering?
 - What is the percentage of students enrolled in AP and in concurrent enrollment that are TAG/Non-TAG, SES/Non-SES?
 - Are all AP courses College Board approved?
 - Do concurrent enrollment courses at JREC supplement or supplant courses at Anamosa?
 - How many students are enrolled in both AP courses and JREC courses?
 - What's the relationship between the Compass cut scores and the IA Assessment Scale Scores for students enrolled in JREC core courses that meet graduation requirements?
 - How many students in AP courses take the exam and of those how many score at a 3 and at a 4 or above?
 - What would the effect of looking only at core courses required for graduation be on the system?
 - What would the effect of removing all weighting be on the system?
 - What is the district's history of phasing in GPA/course requirement changes when made?
 - What is the perspective of other district parents, students and teachers?
 - What is being done in surrounding schools, the state and across the nation?

BOARD OF EDUCATION MEETING
July 1, 2013

ISSUE: Ratify Teacher Master Contract for 2013-2014

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

1. Salary schedule structure changes as shown on the spreadsheet. Teachers are placed on the new schedule at a step so they do not have a lower salary for 2013-14. They stay on this step for 2013-14.
2. Base increases by \$450.
3. Health insurance contribution increases by \$384.12 per covered teacher to an amount that covers the premium for the \$1,500 deductible single insurance plan.
4. New health insurance fees from the Affordable Care Act will be paid by each teacher that has the school health insurance. These start in January, 2014.
5. Seniority categories are restructured and teachers placed according to their assignment. CJ Warner remains (“grandfathered”) in both the PK-6 and Tech Literacy pool.
6. Teachers that are at a higher salary level than the new salary schedule will maintain the difference between the highest step in their educational lane and their current salary. For example, if a teacher’s current salary is \$45,000 and they are in the BA lane, their salary will be adjusted yearly to assure that it is always \$1,299 above the top step in the BA lane. If the teacher moves to the next lane, they move to the appropriate step and cannot advance above the highest step available.
7. Teacher Salary Supplement increases by \$417 as determined by the formula in the Master Contract. The total is adjusted each year.
8. The district contribution to IPERS increases as determined by IPERS to 8.93%.
9. Coaches and extra-curricular sponsors move a step as normal. No changes to this section of the salary schedule were made.
10. Total package increase is 3.9% with a dollar increase of \$242,415.

Negotiations cost estimates are based on the 2012-13 teaching staff. When retirements occur and replacement and/or additional staff members are hired, the actual costs of the settlement may be greater or less.

THE SUPERINTENDENT’S RECOMMENDATION IS:

“Approve the changes to the Master Contract with the Anamosa Education Association.”

EXHIBIT 1
 ANAMOSA COMMUNITY SCHOOL DISTRICT
 COMBINED SALARY SCHEDULE
 GENERATOR \$29,050 + \$5,215 (FLAT DOLLAR EACH CELL) = \$34,265
 2013-2014

STEP	BA	BA+12	BA+24	BA+36	MA	MA + 15	MA + 30
0	34,265	35,224	36,182	37,141	38,158	39,174	40,191
1	35,224	36,182	37,141	38,100	39,174	40,191	41,208
2	36,182	37,141	38,100	39,058	40,191	41,208	42,225
3	37,141	38,100	39,058	40,017	41,208	42,225	43,241
4	38,100	39,058	40,017	40,976	42,225	43,241	44,258
5	39,058	40,017	40,976	41,934	43,241	44,258	45,275
6	40,017	40,976	41,934	42,893	44,258	45,275	46,292
7	40,976	41,934	42,893	43,852	45,275	46,292	47,308
8	41,934	42,893	43,852	44,810	46,292	47,308	48,325
9	42,893	43,852	44,810	45,769	47,308	48,325	49,342
10	43,852	44,810	45,769	46,727	48,325	49,342	50,359
11	44,810	45,769	46,727	47,686	49,342	50,359	51,375
12	45,769	46,727	47,686	48,645	50,359	51,375	52,392
13	46,727	47,686	48,645	49,603	51,375	52,392	53,409
14	47,686	48,645	49,603	50,562	52,392	53,409	54,426
15	48,645	49,603	50,562	51,521	53,409	54,426	55,442
16	49,603	50,562	51,521	52,479	54,426	55,442	56,459
17		51,521	52,479	53,438	55,442	56,459	57,476
18		52,479	53,438	54,397	56,459	57,476	58,493
19			54,397	55,355	57,476	58,493	59,509
20				55,355	56,314	58,493	60,526
21				56,314	57,273	59,509	61,543
22					58,231	60,526	62,560
23						62,560	63,576

SECONDARY (7-12)

English

Hamblin, Jaime 2012, 8-22
 Basinger, Beth 2012, 1-16
 Dinger, Gail 2002, 6-12
 Neofotist, Sherri 2000, 5-15
 Farrar, Kris 1999, 7-5
 Otting, Gary 1985, 1-2

Mathematics

Korth, Emily 2013, 6-3
 Stamm, Susan 2006, 4-24
 Wagner, Darci 2005, 6-13
 Wilson, Wes 2003, 6-12
 Michels, Dave 2000, 6-13
 Persons, Kim 1997, 8-22

Science

Manternach, Megan 2012, 7-19
 Stoll, Melissa 2012, 4-6
 Weaver, Leonard 2005, 6-29
 Lawrence, Angie 2005, 5-26
 Vernon, MarySue 2003, 6-13
 Fairbanks, Jody 1996, 8-15

Social Studies

Frankfurt, Julie 2003, 5-23
 Nemmers, Sarah 2002, 8-6
 Schulz, Eric 1999, 5-27
 Shindelar, Bart 1997, 3-14
 Achenbach, Carl 1973, 5-15

Spanish

Dean, Geovana 2012, 7-16
 Lawrence, Angie 2004, 6-18

Reading

Davis, Kara 2013, 6-6
 Mineart, Barbara 2007, 6-7

Industrial Arts

Bohlken, Wayne 2004, 2-23
 Timp, Ron 1993, 5-21
 Kiley, Dan 1988, 6-25

Business Education/Computer

Cusick, Jordan 2012, 8-14
 Husmann, Dan 2002, 6-20

Family & Consumer Science

Szawiel, Emilee 2010, 5-25
 O'Brien, Susan 1999, 5-26

Agriculture Education

Hameister, Steven 2010, 5-21

Students At Risk

Rahn, John 2011, 7-17

Special Education

Angerer, Steve 2012, 8-27
 Zirkelbach, Tracy 2012, 7-3
 Tigges, Jill 2011, 5-23
 Barnes, Kevin 1995, 7-21

PK-12

Art

Delavan, Lindsey 2012, 6-12
 Kula, Nancy 1980, 3-28
 Conmey-Miller, Julie 1978, 6-5

Physical Education/Health

Nosbisch, Mary 2008, 7-9
 Miller, Dean 2008, 6-6
 Leighty, Jack 2003, 6-13
 Alderdyce, Jeff 1999, 6-15
 Ditch, P. Casey 1996, 4-21

Music

Chrisman, Sara 2013,
 Meyer, Michael 2011, 6-9
 Wrobel, Emily 2010, 7-26
 Hovey, Steve 2010, 5-22
 Knuth, Lori 1997, 4-16

Guidance

Vsetecka, Jenna 2013, 5-13
 Kaufmann, Kori 2012, 7-30
 Mejia, Katherine 2011, 5-26
 Brokaw, Deb (*LOA 13-14) 2006, 5-16
 Jeffrey, Trent 2001, 5-9
 Lundsgaard-Vaughn, Greta 1997, 2-22

Library/Media

Hansen, Heather
 Antons, Sandra 2000, 6-26

ELP

Kash, Katy 2011, 4-20

Computer Literacy

Hansen, Heather
 Antons, Sandra 2000, 6-26
 Warner, Cynthia J. 1988, 8-30

Nurse

Eilers, Debbie 2006, 8-18

ELEMENTARY (PK-6)

Regular Classroom Teachers

Sabin, Raechal	2013,
Becker, Holly	2013, 6-3
Mixdorf, Kimberly	2013, 5-28
Hettinger, Ashley	2012, 7-20
Gadient, Melissa	2012, 7-9
Ralston, Kelsie	2011, 6-29
Callahan, Jeanette	2010, 6-29
Neverman, Betsy	2009, 7-9
Klaassen, Sara	2009, 6-18
Ahrendsen, Julie	2008, 6-20
Carstensen, Mindy	2008, 6-20
Williams, Rachel	2008, 6-16
Waterman, Beth	2008, 6-7
Somerville, Mary	2007, 7-21
Jones, Sharon (*LOA 13/14)	2005, 8-2
Petersen, Jennifer	2005, 6-27
Schuett, Molly	2005, 6-26
Fisher, Jennifer	2005, 6-13
Colehour, Nicole	2005, 1-6
Robertson, Kristy	2004, 7-21
Ginn, Karen	2003, 6-12
Johnson, Joyce	2002, 6-22
Andresen, Sarah	2001, 8-21
Bucklin, Cathy	2000, 7-14
Fellinger, Carrie	1999, 8-19
Lasack, Wayne	1999, 8-18
Secrist, Laura	1998, 8-31
Bierbrodt, Jolene	1997, 6-23
Vaughn, Jeff	1997, 4-30
Black, Paula	1996, 6-22
High, Barb	1996, 4-21
Timp, Patti	1995, 8-23
Schulte, Lori	1992, 4-13
Wilson, Barb (shadowed)	1990, 8-28
Garnatz, Jill (shadowed)	1989, 8-24
Warner, Cynthia	1988, 8-30
Houstman, Kathy (shadowed)	1985, 7-12
Hostert, Lynn	1985, 5-21

Special Education

Aldrich, Deborah	2012, 8-6
Wilcox, Heather	2008, 6-4
Oliver, Alisa	2007, 6-7
Snitko, Jill	2003, 8-7
DeLong, Christine	1998, 6-2

Title I – Special Reading

Wilson, Barb	1990, 8-28
Garnatz, Jill	1989, 8-24
Houstman, Kathy	1985, 7-12

I, Lisa Beames, do affirm, that to the best of my knowledge and belief, this list is a true and accurate seniority report for the staff members represented by the Anamosa Education Association.

Date _____

Lisa Beames, Superintendent

*LOA = Leave of Absence

BOARD OF EDUCATION MEETING
July 1, 2013

ISSUE: Approval of Increasing the Depository Limit at Fidelity Bank

CONTACT: Linda Von Behren, Business Manager

BACKGROUND:

To allow for the investment of bond proceeds from General Obligation School Bonds, Series 2013, the depository limit at Fidelity Bank & Trust should be increased from \$8,725,000 to \$20,000,000.

Fidelity Bank & Trust offered the most favorable interest rate for these bond proceeds compared to other financial institutions and Iowa Schools Joint Investment Trust.

THE SUPERINTENDENT'S RECOMMENDATION IS:

“To increase the depository limit at Fidelity Bank & Trust to \$20,000,000.”

**BOARD OF EDUCATION MEETING
July 1, 2013**

ISSUE: 2013-2014 Salaries for Administrators, Directors and other Non-Certified staff not including Secretary/Paraeducator Bargaining Unit.

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

The Board discussed Negotiations with bargaining and non-bargaining employees during an Exempt Closed Session on Monday, June 17.

THE RECOMMENDATION IS:

Except for those employees specifically listed below, all employees not covered by a Master Contract will receive a 2.7% salary increase. In addition to this salary increase, health insurance premium increases will be paid by the district. The district's share of IPERS increases will be paid by the district. Fees associated with the Affordable Care Act will be the responsibility of the employee.

Exceptions:

- Principals will each receive a \$2,000 increase. Chris Basinger (2.37%), Val Daily (2.72%), and Linda Vaughn (2.47%)
- The statement on Linda Vaughn's contract that she is not eligible for district health insurance will be removed to align with Board policy stating that administrators are eligible for family insurance coverage.
- Derek Roberts will receive a \$2,500 increase to start bringing his salary more in line with other district principals. (4.52%)
- Suzanne Loehr will be moved to the pay level of a Secretary (as in the Secretarial/Para Master Contract).

BOARD OF EDUCATION MEETING
July 1, 2013

ISSUE: Consideration of Professional Services 2013-2014

- IASB
- ISFIS

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

1. IASB provides valuable services for Iowa Schools. Their School Board trainings are very good as new Board members learn what the “job” of being a Board member is.

ISAB dues are based on a percentage of General Fund revenue. Our dues for 2013-2014 will be \$3,958.00 which is an approximate two percent increase from last year year. (2012-2013 dues were \$3,893.00). We also received an insurance dividend last year in November for \$3,241.45.

2. The Iowa School Finance Information Services (ISFIS) provides the District with a great deal of timely information related to the business of operating a school.

We purchased their Supplemental Services, which include Board Policy updates and exhibits for Collective Bargaining. If we do not purchase the Supplemental Services, we will need to purchase the Board Policy Update service from IASB.

The cost for the basic service for 2013-2014 is \$1,528.81 which includes a 5% early payment discount. Our fee in 2012-2013 was \$1,470.01. We have also purchased the Supplemental Service and the cost for that is \$570.00 with discount. That amount is unchanged from last year.

THE SUPERINTENDENT’S RECOMMENDATION IS:

“Approve IASB membership for the 2013-2014 school year.”

“Renew ISFIS membership including Supplemental Services for 2013-2014.”

BOARD OF EDUCATION MEETING
July 1, 2013

ISSUE: Approve Bid for Renovation of Press Box at Football Field

CONTACT: Lisa Beames, Superintendent

BACKGROUND:

Discussion regarding bids for the reconstruction of the Press Box at the football field will take place Monday night.

THE SUPERINTENDENT'S RECOMMENDATION IS:

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

Board of Education Committees

Policy Committee	Rich Crump, Kristine Kilburg, Kandi Behnke
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.	Lowell Tiedt
IASB Delegate Assembly Representative	Connie McKean
Ad Hoc Building/Long Range Planning	Lowell Tiedt, Kristine Kilburg, Shaun Lambertsen