

REGULAR MEETING
Sioux City Community School District
Educational Service Center
June 10, 2013
6:00 PM

Our Mission: The Sioux City Community School District exists to educate students to **believe** in their talents and skills, **achieve** academic excellence and **succeed** in reaching their potential.

- I. **Call to Order**
- II. **Pledge of Allegiance**
- III. **Roll Call of Members**
- IV. **Approval of Agenda**
- V. **Citizen Input**

At this time, the Board of Directors invites individuals or delegations to come forward and speak on any issues related to school district operations that are not included on today's meeting agenda.

Citizen input on action and discussion items will be accepted at the time of discussion of each agenda item.

VI. Consent Action Item(s)

RECOMMENDATION: That the Board of Directors approves all consent action items.

- A. [Board Meeting Minutes from May 13, 2013, and May 22, 2013](#)
- B. [Human Resources Report - Jill Knuth](#)
- C. [Finance Report - Gordon Winterlin](#)
- D. [Ratification of Master Contracts -Jill Knuth](#)

VII. Action Item(s)

- A. [Second and Final Reading of Board Policies - Dr. Paul Gausman](#)
 - 405.1 District Employee Liability
 - 501.3 School Attendance Areas
 - 503.13 Freedom of Expression
 - 505.11 Student Fees / Fines / Rentals
 - 902.11 Asbestos Containing Materials
 - 971 Approval Process for Change Order Requests

RECOMMENDATION: That the Board of Directors approves the above Board policies for second and final reading.

- B. [Food and Nutrition Bid FY2014 - Rich Luze](#)

RECOMMENDATION: That the Board of Directors awards the proposed product items to the following vendor(s) for the food service department:

1. Dean Foods (Le Mars, IA) Dairy bid in the amount of \$834,956.67.

2. Greenberg Fruit Company (Omaha, NE) Produce bid in the amount of \$368,931
3. Braunger Foods (Sioux City, IA) Frozen bid in the amount of \$752,102.21.
4. Braunger Foods (Sioux City, IA) Dry Goods bid in the amount of \$744,115.85.
5. Braunger Foods (Sioux City, IA) Net Off Invoice (NOI) in the amount of \$873,706.25.
6. Bimbo Bakeries (Sioux City, IA) Bread bid in the amount of \$90,075.00.

C. [Final Approval of Property Tax Levy Rate - Gordon Winterlin](#)

RECOMMENDATION: That the Board of Directors approves the final property tax levy rate for the Sioux City Community School District at the rate originally certified at \$17.18952.

VIII. Board Member Reports / Future Meetings

- [Building Oversight Committee](#) – 4:00 p.m., June 13, 2013, at O & M.
- [Board Policy Committee](#) – 3:30 p.m., June 17, 2013, in ESC #326.
- [Board Finance & Facilities Committee](#) – 11:45 a.m., June 20, 2013, in ESC #312.
- [Sales Tax Finance Committee](#) – 8:00 a.m., June 24, 2013, in ESC #103.
- [Closed / Regular School Board Meeting](#) – 5:00 p.m., June 24, 2013, in ESC Board Room.
- [Student Achievement Committee](#) - 4:00 p.m., July 10, 2013, in ESC #326.
- [Regular School Board Meeting](#) – 6:00 p.m., July 22, 2013, in ESC Board Room.

IX. Superintendent's Report - Dr. Linda Madison, Associate Superintendent

X. Discussion / Information

A. [Strategic Plan Update: Human Resources - Jill Knuth](#)

B. Urban Education Network (UEN) Steering Committee Membership - President Krysl

XI. Adjourn

Sioux City Community School District


Item Title: Board Meeting Minutes from May 13, 2013, and May 22, 2013

Recommendation:


ATTACHMENTS:

Name:

Description:

 [5-13-13.doc](#)

Board Meeting Minutes from May 13, 2013

 [5-22-13.doc](#)

Board Meeting Minutes from May 22, 2013

REGULAR MEETING
Sioux City Community School District
Educational Service Center
Minutes – Pending Board Approval
May 13, 2013 – 6:00 p.m.

I. Call to Order / Pledge of Allegiance	1
II. Roll Call of Members	1
III. Approval of Agenda	1
IV. Good News Report(s) – Health Occupations	1
V. Special Report(s) – Sioux City Public Schools Foundation Grant Awards	1
VI. Citizen Input	1
VII. Consent Action Item(s)	2
A. Board Meeting Minutes from April 22, 2013	
B. Human Resources Report	
C. Finance Report	
D. Data Center Server Refresh	
VIII. Action Items(s)	2-5
A. Student Code of Conduct	
B. High School Activity Code	
C. Title I Waiver Request	
D. Hoover School Site, Street Work, and Demolition Project (BP1)	
E. Spalding Park Elementary School and Westside Elementary School Irrigation Well Projects	
F. First Reading of Board Policies	
G. Transportation Bus Purchases	
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REGULAR MEETING
Sioux City Community School District
Educational Service Center
May 13, 2013 – 6:00 p.m.

I. Call to Order / Pledge of Allegiance

President Krysl called the regular meeting to order at 6:00 p.m.

II. Roll Call of Members

Present: Directors Batcheller, Johnson, Krysl, McTaggart, Meyers, and Warnstadt.

Absent: Director Williams.

III. Approval of Agenda

Director McTaggart moved and Director Batcheller seconded the motion to approve the agenda. The motion carried 6 to 0.

IV. Good News Report(s) – Health Occupations

Heather Ruble (Health Science Teacher) introduced Kelsi Wilkie (WHS Sophomore) and Nicole Mutchler (EHS Sophomore) who shared data and information related to the *Great Strides Walk* that HOSA students helped organize and was successful in raising over \$5,000.00 for Cystic Fibrosis. Later this summer, the HOSA Chapter will receive recognition at the National HOSA Conference in Nashville, TN.

V. Special Report(s) – Sioux City Public Schools Foundation Grant Awards

Bruce Lear (Foundation President) and Denise Salem (Foundation Director) recognized the administrators who went above and beyond in their efforts to write grant applications for potential funding of projects. The District's internal campaign raised over \$11,000 and as a result of those funds, the Sioux City Public Schools Foundation awarded 14 projects for a total cost of \$10,036 that will impact 3,840 students.

VI. Citizen Input

None.

VII. Consent Action Item(s)

Director Warnstadt moved and Director Johnson seconded the motion to approve the following consent action items. The motion carried 6 to 0.

- A.** Board Meeting Minutes from April 22, 2013
- B.** Human Resources Report – Jill Knuth
- C.** Finance Report – Gordon Winterlin
- D.** Data Center Server Refresh – Neil Schroeder

VIII. Action Item(s)

- A.** Student Code of Conduct – Marilyn Charging

Director McTaggart moved and Director Batcheller seconded the motion to adopt the current revisions in the K-12 Student Code of Conduct for the 2013-2014 school year. The motion carried 6 to 0.

- B.** High School Activity Code – Jim Vanderloo

Director Batcheller moved and Director Meyers seconded the motion to adopt the current revisions in the High School Activity Code for the 2013-2014 school year. The motion carried 6 to 0.

- C.** Title I Waiver Request – Dr. Linda Madison

Director Batcheller moved and Director Warnstadt seconded the motion to approve that the District send the request for a waiver of the regulations regarding Title I Part A set aside dollars to the United States Department of Education. After a roll call vote, the motion carried 6 to 0.

- D.** Hoover School Site, Street Work, and Demolition Project (BP1) – Mel McKern

Director Batcheller moved and Director Meyers seconded the motion to accept the low bid from D.A. Davis Company, Inc. of South Sioux City, NE, and award them the contract in the amount of \$886,406.42 for the Hoover School Site, Street Work, and Demolition Project (Bid Package 1). After a roll call vote, the motion carried 6 to 0.

E. Spalding Park Elementary School and Westside Elementary School Irrigation Well Projects – Mel McKern

Director Batcheller moved and Director Johnson seconded the motion to accept the low bid from Layne Christensen Company of Grimes, Iowa, and award them the contract in the amount of \$241,084.00 for the Spalding Park Elementary School and Westside Elementary School Irrigation Well Projects. After a roll call vote, the motion carried 5 to 1, with Director Meyers voting no.

F. First Reading of Board Policies – Dr. Paul Gausman

- 405.1 District Employee Liability
- 501.3 School Attendance Areas
- 503.13 Freedom of Expression
- 505.11 Student Fees / Fines / Rentals
- 902.11 Asbestos Containing Materials
- 971 Approval Process for Change Order Requests

Director Warnstadt moved and Director Johnson seconded the motion to approve the above Board policies for first reading. The motion carried 6 to 0.

G. Transportation Bus Purchases – Mel McKern

Director Meyers shared his concern with the District's decision to discontinue researching the possibility of moving toward CNG busses in the future due to time constraints. He suggested that the Board direct the Superintendent to continue researching the possibility of CNG busses and report back on whether Thomas Bus should be a default provider of school busses without going out for bid.

Dr. Gausman responded that our burden is not time constraints, but the lack of a fueling station in our community. We are hopeful that Mid-American Energy might someday move forward and create a fueling station in our community, but at this time, they have not indicated they are willing to do so. At this time, he does not believe it is in the best interest of the District to move forward with this project. The District did apply for a grant for CNG busses but was informed that only 20 projects were funded and the rest were placed on a waiting list. We were number 882 on that list.

Director Batcheller moved and Director Johnson seconded the motion to approve the purchase of two school busses out of the District's PPEL Fund from Thomas Bus Sales of Des Moines, Iowa in the amount of \$205,624.00. After a roll call vote, the motion carried 5 to 1, with Director Meyers voting no.

H. Blue Zones Project Resolution – Dr. Paul Gausman

Dr. Gausman stated this resolution was requested by the Blue Zones team for which he is a member. It is time sensitive with a June 3rd deadline, and has been worked through the Board Policy Committee. He personally recommends approval of the resolution.

Director Krysl stated the Board Policy Committee made substantial changes to the resolution as they felt the changes were necessary to represent the best interest of the District in terms of ensuring that it is a commitment we will be in a position to keep.

Director Warnstadt moved and Director McTaggart seconded the motion to approve a resolution regarding the Blue Zones Project that will help to improve the well-being and economic vitality in our schools.

Director Johnson asked why the sense of urgency to approve this resolution.

Susan Brown, Blue Zones Community Program Manager, explained that they are in the strategic planning phase of the Blue Zones Project demonstration site. The Power 9 team is drafting a blue print that must be completed prior to the June 4th community input meeting. It is possible that changes will be made to the document as a result of the community input meeting.

Director Krysl stated the Board Policy Committee believed that at least 6 of our schools could attain the necessary number of points (54) to become designated as a Blue Zones school. The committee removed a number of items they felt were unattainable by the District.

Alison Benson, Director of Communications, stated that our District will try very hard to meet the necessary criteria to pass and currently have 3 schools that are very close. She explained the color-coded spreadsheet stating that green represents the schools that are already doing that particular action item; yellow indicates they are willing to implement that particular action item, and red indicates they are not willing to implement that particular action item. She stated there is no cost to the District to become a Blue Zones designation site. She is working with her UEN counterparts that have or are participating in the Blue Zones Project.

Director Warnstadt encouraged the Blue Zones team to take a look at gaining focus at the high school level and not just at the elementary level.

Director Batcheller shared his concern with the sense of urgency in voting on this so quickly and not allowing the time to thoroughly review the resolution. He asked what benefit the District will gain from doing this and what costs are associated with doing so.

Alison Benson stated that the District removed those items they could not meet or did not agree with. These are non-mandated goals.

After a roll call vote, the motion carried 4 to 2, with Directors Batcheller and Johnson voting no.

IX. Board Member Reports / Future Meetings

Director Meyers stated that he and Director Krysl recently attended a presentation at North High School on the use of technology in our high schools. He was pleased to see the use of the *Canvas* software being utilized in the classroom to help educate students.

Director Batcheller recently travelled to Des Moines to attend a work session for school board leaders with the Iowa Association of School Boards to create a group of school board members who would serve as a sounding board for other school board members across the State of Iowa for the next two years. He looks forward to being a part of that group

Director Warnstadt shared that while we continue to focus on our goal of student achievement, we have not ignored the Fine Arts. She recently attended a number of events and activities where she was impressed with the number of talented students who are also making academic achievement, and she applauds them.

Director Krysl:

- He recently attended a 4th and 5th grade orchestra concert at Leeds Elementary School for the north feeder schools.
- He will share with Board members a thank you note he received from the Nancy Mounts family.
- He and Director McTaggart will participate in the Morningside Days parade on Thursday of this week.
- Board members are invited to attend the high graduation ceremonies next week that will take place at the Tyson Events Center.
- This is our one and only Board meeting in the month of May, and our next regular Board meeting is scheduled for June 10.

Future Meetings are as follows:

- Educational Equity Committee – 11:30 a.m., May 14, 2013, in ESC Room #105.
- Sales Tax Finance Committee – 8:00 a.m., May 20, 2013 in ESC #103.
- West High School Commencement – 7:00 p.m., May 20, 2013 at Tyson Event Center.
- East High School Commencement – 7:00 p.m., May 21, 2013 at Tyson Event Center.
- North High School Commencement – 7:00 p.m., May 22, 2013 at Tyson Event Center.
- District Advisory Committee – 5:15 p.m., May 30, 2013, in ESC Board Room.
- Board Finance & Facilities Committee – 11:45 a.m., June 4, 2013, in ESC #312.
- Student Achievement Committee – 4:00 p.m., June 5, 2013, in ESC #326.
- School Board Meeting – 6:00 p.m., June 10, 2013, in ESC Board Room.
- Building Oversight Committee – 4:00 p.m., June 13, 2013, at O & M.

X. Superintendent's Report – Dr. Paul Gausman

Dr. Gausman:

- In honor of School Board appreciation and recognition month, he thanked School Board members for their work and dedication to the School District, and presented them with a certificate of appreciation.
- He will be out of the District the week of June 10. He will be travelling with a team from Morningside College, the City Manager, and the City Mayor to our Sister City and public schools in and around Yamanashi City, Japan. Dr. Madison will serve in the role of superintendent while he is away.
- He enjoyed participating in the *"Walking School Bus"* at Irving Elementary School last week, and will participate in the *"Walking School Bus"* at Liberty Elementary School. He thanked Kelli Tuttle and Alison Benson for their work on this project.
- Our test scores are in and we are working through the data and will provide Board members and our community with an update of our progress very soon.

XI. Discussion / Information

A. Strategic Plan Update: Community Engagement

Alison Benson (Director of Communications) provided an update of the progress made in each of the following two objectives of the District's Strategic Plan Community Engagement priority area:

1. Increase communication with internal and external audiences.
2. Continue to strengthen community perception of the District.

Ms. Benson provided a brief power point presentation explaining the work that has been done and the work ongoing to meet the goals noted above.

XII. Adjourn

Director Batcheller moved and Director Warnstadt seconded the motion to adjourn the regular meeting. The motion carried 6 to 0, and the meeting adjourned at 7:21 p.m.

Michael J. Krysl, President
SCCSD Board of Directors

Cynthia A. Lloyd, Secretary
SCCSD Board of Directors

SPECIAL MEETING
Sioux City Community School District
Education Service Center
May 22, 2013 – 12:00 p.m. (Noon)

I.	Call to Order	1
II.	Roll Call of Members	1
III.	Approval of Agenda	1
IV.	Approval of Closed Session / Adjourn to Closed Session	1
V.	Adjourn Closed Session / Return to Open Session	1
VI.	Adjourn	1

**SPECIAL MEETING
Sioux City Community School District
Educational Service Center
Minutes – May 22, 2013**

I. Call to Order

President Krysl called the special meeting to order at 12:00 p.m. (noon).

II. Roll Call of Members

Present: Directors Batcheller, Johnson, Krysl, McTaggart, and Warnstadt.

Absent: Directors Meyers and Williams.

III. Approval of Agenda

Director Batcheller moved and Director McTaggart seconded the motion to approve the agenda. The motion carried 5 to 0.

IV. Approval of Closed Session / Adjourn to Closed Session

Director Batcheller moved and Director Johnson seconded the motion to go into a closed session to conduct a strategy meeting of a public employer concerning employees' collective bargaining as provided in Section 20.17 (3) of the Iowa Code. The motion carried 5 to 0, and the Board retired to closed session at 12:01 p.m.

V. Adjourn Closed Session / Return to Open Session

Director McTaggart moved and Director Warnstadt seconded the motion to adjourn the closed session and return to open session. President Krysl stated no votes were taken and no decisions were made. The motion carried 5 to 0, and the Board returned to open session at 1:13 p.m.

VI. Adjourn

Director Batcheller moved and Director Johnson seconded the motion to adjourn the special meeting. The motion carried 5 to 0, and the special meeting adjourned at 1:15 p.m.

Michael J. Krysl, President
SCCSD Board of Directors

Cynthia A. Lloyd, Secretary
SCCSD Board of Directors

Sioux City Community School District

Item Title: Human Resources Report - Jill Knuth

Recommendation:

ATTACHMENTS:

Name:

Description:

 [HR Board Report 6-10-13.pdf](#)

HR Board Report 6-10-13

Sioux City Community School District Human Resources Staffing Report

School Board Meeting: **June 10, 2013**

Jill Knuth, Director of Human Resources

New Position(s)				
Number	Facility	Position	Comments	Funding Source
1	North High	Special Ed 1:1 Instructional Assistant	Due to IEP; offset by reductions elsewhere	Special Ed
1	Spalding Park	Special Ed 1:1 Instructional Assistant	Due to IEP; offset by reductions elsewhere	Special Ed

New Hire(s) / Certified								
Name	Facility	Position	Salary	Effective Date	Education	Prior Employment	Replacing	Comments
Busch, Brittany	Unity	Preschool Special Ed	\$ 4,528	April 23, 2013	BA from Northwestern College	Long-term sub for Sioux City School District	Michelakakis, Rita	Correction for the 4/22/2013 HR Report. Hire date is 4/23/2013.
Koch, Ronald	Unity	Principal	\$ 83,604	July 1, 2013	MA from Morningside College	SAM for Sioux City School District	Langley, Darrell	

New Hire(s) / Coaching					
Name	Facility	Position	Salary	Effective Date	Comments
Fron, Lauren	West High	Head Softball	\$ 4,401	April 29, 2013	

Staff on Short-term Contract / Certified					
Name	Facility	Position	Salary	Effective Date	Comments
Henn, Layne	ESC	Summer Technology	\$ 13.00	May 28, 2013	

Leave(s) of Absence / Certified				
Name	Facility	Position	Effective Date	Comments
Anthony, Heidi	Irving	Fourth Grade	2013-14 School Year	1 year personal leave of absence

Leave(s) of Absence / Coach				
Name	Facility	Position	Effective Date	Comments
Rustwick, Michelle	North Middle	Volleyball	2013-14 School Year	1 year medical leave of absence

Resignation(s) / Certified					
Name	Facility	Position	Years	Effective Date	Comments
Davis, Virginia	East Middle	Math	4	End of the 2012-2013 School Year	
Koch, Ronald	Irving	SAM	18	End of the 2012-2013 School Year	
Langley, Darrell	Emerson/Roosevelt	Principal	24	End of the 2012-2013 School Year	

Resignation(s) / Certified Continued					
Name	Facility	Position	Years	Effective Date	Comments
Morgan, Charles	West High	Assistant Band Director	5	End of the 2012-2013 School Year	
Ortiz, Jesica	Irving	First Grade	4	End of the 2012-2013 School Year	
Rininger, Allison	Nodland	First Grade	10	End of the 2012-2013 School Year	
White, Rachel	North Middle	Special Ed	1	End of the 2012-2013 School Year	

Resignation(s) / Non-Certified					
Name	Facility	Position	Years	Effective Date	Comments
Beamon, Marie	Crescent Park	Special Ed Instructional Assistant	2	End of the 2012-2013 School Year	
DeVall, Katelyn	Transportation	Bus Assistant	1	April 29, 2013	
Guillaume, Nancy	Hunt	Library Assistant	7	May 17, 2013	
Mozak, Kari	Crescent Park	Special Ed Instructional Assistant	8	End of the 2012-2013 School Year	
Nordstrom, Christopher	Liberty	Instructional Assistant	1.5	End of the 2012-2013 School Year	
Sheets, Jacob	ESC	IT Computer Support Tech	14	June 28, 2013	

Resignation(s) / Coaches				
Name	Facility	Position	Effective Date	Comments
Walker, Kirk	North High	Girls Golf	End of the 2012-2013 Season	
Worden, Amanda	West Middle	7th Grade Soccer	End of the 2012-2013 Season	

Retirement(s) / Certified					
Name	Facility	Position	Years	Effective Date	Comments
Gross, Dennis	North High	Counselor	16	End of the 2012-2013 School Year	
O'Connor, Paula	Bryant	First Grade	21	End of the 2012-2013 School Year	
Olson, Cindy	Spalding Park	Special Ed Teacher	9	End of the 2012-2013 School Year	

Retirement(s) / Non-Certified					
Name	Facility	Position	Years	Effective Date	Comments
Cason, Ron	Clark	BST	36	June 30, 2013	

Sioux City Community School District

Item Title: Finance Report - Gordon Winterlin

Recommendation:

ATTACHMENTS:

Name:

Description:

📎 [06.10.13_finance_report.doc](#)

finance report

📎 [FY13YTD_Cash_Disbursement_Report.xls](#)

year to date cash disbursements

Sioux City Community Schools

Date: June 10, 2013

To: Dr. Paul Gausman, Superintendent

From: Gordon Winterlin, Director of Finance

RE: Finance Report

Recommendation: That the Board approves the expenditures for May 3 – 30, 2013 in the amount of \$ 3,625,304.20, the May Wells Fargo credit card bill (April charges) in the amount of \$ 151,373.97 and the May payroll in the amount of \$10,830,904.70.

The breakdown is as follows:

Sales Tax Fund

May 3 – 9 Accounts Payable	420,898.80
May 10 – 16 Accounts Payable	20,262.13
May 17 – 23 Accounts Payable	10,922.50
May 24 – 30 Accounts Payable	162,356.84
May Wells Fargo credit card	0.00
May payroll	5,764.12

General Fund (and others)

May 3 – 9 Accounts Payable	591,772.86
May 10 – 16 Accounts Payable	443,484.13
May 17 – 23 Accounts Payable	395,146.50
May 24 – 30 Accounts Payable	1,120,236.94
May Wells Fargo credit card	139,573.32
May payroll	10,411,046.44

School Nutrition Fund

May 3 – 9 Accounts Payable	84,892.87
May 10 – 16 Accounts Payable	91,632.70
May 17 – 23 Accounts Payable	125,775.02
May 24 – 30 Accounts Payable	35,723.01
May Wells Fargo credit card	401.23
May payroll	414,094.14

Activity Fund

May 3 – 9 Accounts Payable	30,287.87
May 10 – 16 Accounts Payable	27,132.87
May 17 – 23 Accounts Payable	27,500.60
May 24 – 30 Accounts Payable	37,278.56
May Wells Fargo credit card	<u>11,399.42</u>
Total	14,607,582.87

Sioux City Community Schools

Cash Disbursements

		General and		Sales Tax		School Nutrition		
		Other Funds		Funds		Fund		
<u>Date</u>	<u>Activity Fund</u>	<u>A/C Pay</u>	<u>P/R</u>	<u>A/C Pay</u>	<u>P/R</u>	<u>A/C Pay</u>	<u>P/R</u>	<u>TOTAL</u>
7/12/2012	\$49,947.80	\$1,030,804.35		\$302,034.48		\$25,209.43		\$1,407,996.06
7/19/2012	\$15,610.42	\$971,633.52		\$0.00		\$58,536.76		\$1,045,780.70
July Wells CC	\$7,633.45	\$224,878.43		\$2,066.36		\$214.29		\$234,792.53
7/26/2012	\$7,457.35	\$1,261,538.61	\$9,011,714.58	\$1,160,952.18	\$5,764.12	\$43,740.50	\$71,914.00	\$11,563,081.34
July voids/receipts		-\$7,367.70						-\$7,367.70
8/2/2012	\$10,909.76	\$290,694.56		\$14,587.45		\$5,847.59		\$322,039.36
8/9/2012	\$28,138.78	\$228,240.55		\$2,670.00		\$5,154.57		\$264,203.90
8/16/2012	\$37,036.67	\$484,010.04		\$238,498.86		\$65,687.98		\$825,233.55
8/23/2012	\$38,721.46	\$760,146.40		\$720,326.82		\$45,596.82		\$1,564,791.50
Aug Wells CC	\$5,297.71	\$118,320.34		\$530.00		\$437.33		\$124,585.38
8/30/2012	\$99,754.29	\$1,329,272.09	\$9,479,406.57	\$338,508.25	\$5,764.12	\$61,097.46	\$53,651.64	\$11,367,454.42
Aug voids/receipts	-\$1,425.20	-\$3,894.08						-\$5,319.28
9/6/2012	\$47,847.61	\$572,042.66		\$111,380.64		\$66,239.44		\$797,510.35
9/13/2012	\$68,639.01	\$407,689.41		\$79,879.00		\$142,532.69		\$698,740.11
Sept Wells CC	\$10,912.19	\$181,764.47		\$391.00		\$1,357.11		\$194,424.77
9/20/2012	\$31,929.13	\$401,968.45		\$310,624.77		\$133,629.72		\$878,152.07
9/26/2012	\$33,168.28	\$220,152.23	\$9,155,308.23	\$85,435.30	\$5,764.12	\$63,432.07	\$281,376.22	\$9,844,636.45
Sept voids/receipts	-\$360.00	-\$6,025.11		-\$64,745.00				-\$71,130.11
10/4/2012	\$40,868.99	\$328,958.53		\$293,506.50		\$63,511.38		\$726,845.40
10/11/2012	\$74,318.98	\$451,336.34		\$106,357.27		\$171,741.71		\$803,754.30
10/18/2012	\$59,047.00	\$236,053.45		\$15,317.99		\$79,925.84		\$390,344.28
10/25/2012	\$44,491.72	\$1,570,611.77		\$66,452.19		\$125,226.00		\$1,806,781.68
Oct Wells CC	\$15,930.10	\$145,926.90		\$6,166.86		\$898.04		\$168,921.90
10/31/2012	\$41,036.24	\$183,455.98	\$9,255,721.02	\$754,736.80	\$5,764.12	\$92,934.95	\$279,681.56	\$10,613,330.67
Oct voids/receipts	-\$778.23	-\$43,077.56						-\$43,855.79
11/8/2012	\$84,570.73	\$749,446.79		\$305,884.04		\$90,805.47		\$1,230,707.03
11/15/2012	\$30,400.59	\$435,588.45		\$451,154.50		\$161,663.09		\$1,078,806.63
11/21/2012	\$15,417.37	\$211,807.47		\$18,126.00		\$114,558.85		\$359,909.69
11/29/2012	\$30,460.45	\$311,561.53	\$10,697,123.55	\$246,287.52	\$5,764.12	\$32,674.83	\$627,206.30	\$11,951,078.30
Nov Wells CC	\$19,253.39	\$158,359.49		\$0.00		\$4,564.79		\$182,177.67
Nov voids/receipts	-\$300.58	-\$4,039.37						-\$4,339.95
12/6/2012	\$40,023.99	\$190,397.32		\$73,884.12		\$142,506.37		\$446,811.80
12/13/2012	\$76,837.20	\$375,814.82		\$145,179.18		\$139,997.70		\$737,828.90
12/20/2012	\$39,800.64	\$680,451.32	\$9,353,419.23	\$0.00	\$5,764.12	\$86,003.39	\$289,221.71	\$10,454,660.41
Dec Wells CC	\$14,176.02	\$141,848.92		\$0.00		\$243.86		\$156,268.80
Dec voids/receipts	-\$50.00	-\$38,137.50		-\$794.38				-\$38,981.88
SUBTOTAL	\$1,116,723.31	\$14,552,233.87	\$56,952,693.18	\$5,785,398.70	\$34,584.72	\$2,025,970.03	\$1,603,051.43	\$82,070,655.24

1/3/2013	\$23,935.36	\$904,433.27		\$836,443.18		\$82,107.44		\$1,846,919.25
1/10/2013	\$50,201.76	\$575,418.93		\$22.08		\$144,582.30		\$770,225.07
1/17/2013	\$50,519.26	\$362,354.27		\$223,490.00		\$91,434.91		\$727,798.44
1/24/2013	\$34,838.42	\$160,149.71		\$7,990.00		\$64,445.50		\$267,423.63
Jan Wells CC	\$12,720.17	\$124,898.26		\$0.00		\$415.34		\$138,033.77
1/31/2013	\$18,389.49	\$472,240.07	\$9,205,080.40	\$73,510.84	\$5,764.12	\$59,015.88	\$241,954.69	\$10,075,955.49
Jan voids/receipts	-\$94.98	-\$21,359.95		-\$283,211.00				-\$304,665.93
2/7/2013	\$57,363.81	\$529,325.37		\$0.00		\$110,324.53		\$697,013.71
2/13/2013	\$23,136.32	\$257,381.06		\$131,339.34		\$166,107.41		\$577,964.13
2/21/2013	\$45,463.57	\$307,995.86		\$157,459.00		\$60,289.86		\$571,208.29
Feb Wells CC	\$8,125.82	\$134,763.88		\$0.00		\$1,065.67		\$143,955.37
2/28/2013	\$35,561.71	\$142,308.99	\$9,300,097.98	\$98,050.92	\$5,764.12	\$44,173.57	\$282,243.58	\$9,908,200.87
Feb voids/receipts	-\$445.05	-\$7,749.80						-\$8,194.85
3/7/2013	\$48,340.54	\$469,142.86		\$726,048.48		\$80,166.52		\$1,323,698.40
3/14/2013	\$35,476.62	\$598,400.58		\$56,660.06		\$162,267.93		\$852,805.19
Mar Wells CC	\$15,671.58	\$114,367.06		\$0.00		\$683.36		\$130,722.00
3/21/2013	\$45,860.49	\$477,497.80		\$0.00		\$110,502.74		\$633,861.03
3/27/2013	\$1,324.22	\$128,829.90	\$9,352,606.55	\$39,965.00	\$5,764.12	\$80,784.69	\$256,112.64	\$9,865,387.12
Mar voids/receipts	-\$2,919.81	-\$47,311.86						-\$50,231.67
4/4/2013	\$34,787.02	\$715,861.85		\$99,936.10		\$48,208.00		\$898,792.97
4/11/2013	\$54,203.01	\$562,689.35		\$4,520.00		\$106,722.82		\$728,135.18
4/18/2013	\$30,650.40	\$328,880.46		\$20,467.00		\$64,325.75		\$444,323.61
Apr Wells CC	\$11,399.42	\$139,573.32		\$0.00		\$401.23		\$151,373.97
4/25/2013	\$23,459.79	\$472,357.65	\$9,640,930.40	\$0.00	\$5,764.12	\$82,781.30	\$240,314.15	\$10,465,607.41
Apr voids/receipts	-\$7,812.78	-\$5,199.30		-\$330.68				-\$13,342.76
5/2/2013	\$31,191.28	\$322,204.05		\$221,118.34		\$105,020.09		\$679,533.76
5/9/2013	\$30,287.87	\$591,772.86		\$420,898.80		\$84,892.87		\$1,127,852.40
Apr Wells CC	\$11,399.42	\$139,573.32		\$0.00		\$401.23		\$151,373.97
5/16/2013	\$27,132.87	\$443,484.13		\$20,262.13		\$91,632.70		\$582,511.83
5/23/2013	\$27,500.60	\$395,146.50		\$10,922.50		\$125,775.02		\$559,344.62
5/30/2013	\$37,278.56	\$1,120,236.94	\$10,411,046.44	\$162,356.84	\$5,764.12	\$35,723.01	\$414,094.14	\$12,186,500.05
May voids/receipts	-\$440.00	-\$14,471.88						-\$14,911.88
SUBTOTAL	\$814,506.76	\$10,895,195.51	\$47,909,761.77	\$3,027,918.93	\$28,820.60	\$2,004,251.67	\$1,434,719.20	\$66,115,174.44
Fiscal YTD	\$1,931,230.07	\$25,447,429.38	\$104,862,454.95	\$8,813,317.63	\$63,405.32	\$4,030,221.70	\$3,037,770.63	\$148,185,829.68

Sioux City Community School District


Item Title: Ratification of Master Contracts -Jill Knuth

Recommendation:

ATTACHMENTS:

Name:

Description:

 [Exec Summ - Ratification of Master Contracts 6-10-13.doc](#)

Exec Summ - Ratification of Master Contracts 6-10-13

**Sioux City Community School District
Executive Summary
Ratification of Master Contracts
June 10, 2013**

Purpose:

To provide information regarding the tentative settlements with the Sioux City Education Association (SCEA) contract and the Sioux City Educational Support Personnel Association (SCESPA) contract, both effective July 1, 2013, and request Board approval to ratify the agreements.

Explanation:

Contact: Jill Knuth (712) 293-2417

The District and SCEA have reached a tentative settlement for contract year July 1, 2013 - June 30, 2014. This agreement results in a 3.90% total package increase in cost and some language changes. The total package cost includes wages, benefits, FICA, and IPERS.

The District and SCESPA have reached a tentative settlement for contract year July 1, 2013 - June 30, 2014. This agreement results in a 4.01% total package increase in cost and some language changes. The total package cost includes wages, benefits, FICA and IPERS.

Strategic Plan Priority Area:

Although not directly related to a priority area, these agreements have a positive impact on climate and our ability to secure teacher contracts, as well as classroom assistants and secretaries in a timely manner. I believe the financial cost is at or below what would be achieved had the District elected to move to arbitration.

Impact on Student Achievement:

Positive labor relations have an impact on recruitment and retention. Our ability to settle the agreement without the need for mandatory arbitration reflects a positive labor relations climate.

Recommendation:

That the Board of Directors approves the recommendation of the administration to ratify the agreements with SCEA and SCESPA. Ratification by the membership of both groups has already occurred.

Sioux City Community School District







Item Title: Second and Final Reading of Board Policies - Dr. Paul Gausman

Recommendation: RECOMMENDATION: That the Board of Directors approves the above Board policies for second and final reading.

ATTACHMENTS:

Name:

Description:

 405_1.doc	405.1 District Employee Liability
 501_3.doc	501.3 School Attendance Areas
 503_13.doc	503.13 Freedom of Expression
 505_11.doc	505.11 Student Fees/Fines/Rentals
 902_11.doc	902.11 Asbestos Containing Materials
 971.doc	971 Approval Process for Change Order Requests

STAFF PERSONNEL

Series 400

Policy Title: District Employee Liability

Code Number: 405.1

Employees shall not be held personally liable for actions taken in the performance of their duties and responsibilities vested in them by the laws of Iowa and the members of the school district community. In carrying out the duties and responsibilities, employees shall act in good faith.

The District shall defend, save harmless and indemnify employees against tort claims or demands, whether groundless or otherwise, arising out of an alleged act or omission occurring within the scope of their official duties, unless it constitutes a willful or wanton act or omission. However, the District shall not save harmless or indemnify employees for punitive damages.

First Adoption: July 12, 1983
Revision Adoption: March 24, 1998/February 10, 2004/August 24, 2009
Legal Reference: 42 U.S.C. §§ 1983, 1985 (2012).
Iowa Code ch. 670 (2013).

STUDENT PERSONNEL

Series 500

Policy Title: **School Attendance Areas**

Code Number: **501.3**

Attendance areas and boundaries for each attendance center shall be established upon recommendation of the Superintendent and approval of the Board.

Students moving to another attendance area within the District after March 1 may remain in the school from which they are moving until the end of the year, if they so desire. At other times, they shall transfer to the new attendance area school, or secure a special permit as outlined in Board Policy 501.8. Students who transfer to a school outside their attendance area are responsible for furnishing their own school transportation unless waived by the District.

Board Policy Document

STUDENT PERSONNEL

Series 500

Policy Title: Freedom of Expression

Code Number: 503.13

Certain expressions, including expressions by students, are protected by the First Amendment of the U.S. Constitution as well as state law. It is the policy of the Sioux City Community School District to allow such protected forms of expression in accordance with this policy. Accepting expression of student opinion and allowing students to learn to express themselves, are important elements of education in a democratic society.

School-sponsored expression may be regulated to the extent reasonably related to legitimate educational concerns. Such expression must be appropriate to ensure that students learn and meet the educational goals of the school district and to ensure that any potential audience is not exposed to speech (or other forms of expression) that may be harmful or inappropriate for their level of maturity. Such expression must be in compliance with applicable school rules and policy.

Further, the District prohibits any expression which:

1. is obscene, indecent or vulgar;
2. is libelous or slanderous;
3. endangers the health or safety of another person;
4. constitutes "fighting words," the very expression of which injures, or invites retaliation or violence;
5. constitutes bullying or harassment of a person based on that person's ~~race, ethnicity, national origin, sex, sexual orientation, gender identity, religion, age, marital status, or disability;~~
race, creed, color, sex, sexual orientation, gender identity, national origin, religion, age, disability, socioeconomic status, or veteran status

First Adoption: September 13, 1994

Revision Adoption: February 9, 1999/September 9, 2003/October 26, 2009

Legal Reference:

U.S. Const. amend. I.

Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).

Bethel School District v. Fraser, 478 U.S. 675 (1986).

New Jersey v. T.L.O., 469 U.S. 325 (1985).

Tinker v. Des Moines Ind. Comm. Sch. Dist., 393 U.S. 503 (1969).

Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987).

Iowa Code §§ 279.8; 280.22 (2013).

~~United States Constitution; Iowa Code §§ 279.8; 280.22~~

Board Policy Document

6. creates a reasonable belief, either because of its content or the manner of distribution or presentation, that it will cause a material interference with or substantial disruption of the proper and orderly operation and discipline of the school, or of school activities, or will encourage students to commit unlawful acts or violate lawful school regulations or codes of conduct;
7. advertises any product or service not permitted to minors by law.

The above examples are not meant to be exhaustive and nothing in this policy shall be construed to limit the District's ability to place additional lawful restrictions or prohibitions on student speech or expression.

First Adoption: September 13, 1994
Revision Adoption: February 9, 1999/September 9, 2003/October 26, 2009
Legal Reference:

U.S. Const. amend. I.

Hazelwood School District v. Kuhlmeier, 484 U.S. 260 (1988).
Bethel School District v. Fraser, 478 U.S. 675 (1986).
New Jersey v. T.L.O., 469 U.S. 325 (1985).
Tinker v. Des Moines Ind. Comm. Sch. Dist., 393 U.S. 503 (1969).
Bystrom v. Fridley High School, 822 F.2d 747 (8th Cir. 1987).
Iowa Code §§ 279.8; 280.22 (2013).
~~United States Constitution; Iowa Code §§ 279.8; 280.22~~

Board Policy Document

STUDENT PERSONNEL

Series 500

Policy Title: **Student Fees/Fines/Rentals**

Code Number: **505.11**

The Board believes students should respect District property and assist in its preservation for future use by others. Students may be assessed fines or charges for overdue school materials or for misuse of school property. Fee schedules will be reviewed annually by the Finance Department, and any changes approved by the School Board.

First Adoption: July 10, 1984
Revision Adoption: July 23, 1996/July 10, 2001/August 24, 2004/October 26, 2009

Legal Reference: Iowa Code §§ 256.7(20); 279.8; 280.10, .11; 282.6; 285.1; 301.1 (2013).
 281 I.A.C. 18.
 1994 Op. Att'y Gen. 23.
 1990 Op. Att'y Gen. 79.
 1982 Op. Att'y Gen. 227.
 1980 Op. Att'y Gen. 532.

BUILDINGS AND SITES

Series 900

Policy Title: **Asbestos Containing Materials**

Code Number: **902.11**

The District will comply with all Asbestos Hazard Emergency Response Act (AHERA) and will implement the required response actions. The District will train, as necessary, the appropriate persons required to comply with the AHERA, and/or contract with trained persons to perform the required work within certified standards.

The District has in effect an operation and maintenance plan approved by the Environmental Protection Agency (EPA) for the inspection and maintenance of asbestos containing materials within the District. The District will comply with the provisions of that plan as may be amended, from time to time, with the approval of the EPA. In addition, if it becomes necessary to replace friable asbestos containing materials, those materials shall be replaced with non-asbestos containing materials.

First Adoption: September 27, 1988
Revision Adoption: August 12, 1997/May 28, 2002/December 14, 2009
Legal Reference: 20 U.S.C. §§ 3601 *et seq.* (2010).
 40 C.F.R. Pt. 763.84 (2010).
 Iowa Code §§ 279.52-.54 (2013).

Board Policy Document

BUILDINGS AND SITES

Series 900

Policy Title: **Approval Process for Change Order Requests**

Code Number: **971**

In all construction there is a possibility that Change Order Requests may be needed. Situations sometimes arise that could not have been foreseen during planning. Change Order Requests may be initiated by the contractor, the architect, or the owner. Some Change Order Requests may tend to appreciably delay and/or add additional costs due to delays in the construction schedule. These will be designated as Emergency Change Order Requests. Decisions may be needed to forestall future problems. Sometimes savings can be achieved by combining tasks and/or modifying specifications. In recognition of this, the Board of Directors sets forth the following parameters for change orders on previously approved projects.

Suggestions for Non-emergency Change Order Requests that exceed \$12,000 but which do not appreciably delay ongoing construction should first be carried to the Building Oversight committee for its review and recommendation to the Liaison, Superintendent and Board. In any case, a verifiable reason should accompany such request for the change. In the event that the needed Change Order Request is deemed in the judgment of the architect and the district's construction liaison officer to appreciably delay construction and/or add additional costs due to delays, the following provisions will apply:

A. Approval Process for Emergency Change Order Requests under \$5,000

The architect will discuss the proposed Emergency Change Order Request with the administrator in charge. The architect will then decide whether to recommend the change order, or to modify it. The administrator in charge of the project may give final approval for Emergency Change Order Requests where the sum of items does not exceed \$5,000.

Implementation

A written Change Order Request approved on site will be forwarded to the Superintendent by the administrator in charge, with a written description of the change order, the reason for the change, and the date of the order, as well as included on a monthly report to the Building Oversight Committee and the Board.

First Adoption: February 8, 2000
Revision Adoption: December 14, 2009
Legal Reference: None

Board Policy Document

B. Approval Process for Emergency Change Order Requests over \$5,000 but not more than \$12,000

Emergency Change Order Requests ranging in cost from \$5,000 to \$12,000 will be brought to the Superintendent by the administrator in charge and the project architect. The Superintendent may verbally authorize the administrator in charge of the project to proceed with the Emergency Change Order Request. The Superintendent would inform the Board of the Emergency Change Order Request by telephone.

Implementation

A written Emergency Change Order Request will be forwarded to the Superintendent by the administrator in charge, with a written description of the change order, the reason for the change, and the date of the order. Any Emergency Change Order Request approved by the Superintendent will be included on the monthly report to the Building Oversight Committee.

C. Emergency Change Order Requests ranging in cost from more than \$12,000 but not exceeding \$25,000 would require the Superintendent to poll each individual Board member before proceeding with the proposed Emergency Change Order Request. The Superintendent will try to obtain authorization within two working days.

Upon preliminary approval through the polling of the Board, the Superintendent may authorize the administrator in charge of the project to proceed with the Emergency Change Order Request.

Implementation

A written Emergency Change Order Request will be forwarded to and fully discussed with the Superintendent by the project architect with a written description of the Emergency Change Order Request, the reason for the change, and the date the need was discovered.

Board ratification of the change is still required at the next regularly scheduled meeting.

D. Change Order Requests exceeding \$25,000 require formal Board action.

Implementation

A written Change Order Request will be forwarded to the Superintendent by the project architect with a written description of and reason for the change order. The Superintendent will then meet with both the administrator in charge of the project and the project architect, and with any other parties deemed necessary to obtain advice.

Board Policy Document

The Change Order Request will be presented as an information item at the next Board meeting. At the following Board meeting, the Change Order Request would be placed on the agenda as an action item. The Board may suspend its rules pertaining to information/action if, in its judgment, the delay jeopardizes project completion or economies.

The administrator in charge of the project would proceed with the change order only upon Board approval.

- E. A copy of all Change Order Requests to include description and rationale will be given monthly to Board members and members of the Building Oversight Committee.

Sioux City Community School District

Item Title: Food and Nutrition Bid FY2014 - Rich Luze

Recommendation: RECOMMENDATION: That the Board of Directors awards the proposed product items to the following vendor(s) for the food service department:

1. Dean Foods (Le Mars, IA) Dairy bid in the amount of \$834,956.67.
2. Greenberg Fruit Company (Omaha, NE) Produce bid in the amount of \$368,931
3. Braunger Foods (Sioux City, IA) Frozen bid in the amount of \$752,102.21.
4. Braunger Foods (Sioux City, IA) Dry Goods bid in the amount of \$744,115.85.
5. Braunger Foods (Sioux City, IA) Net Off Invoice (NOI) in the amount of \$873,706.25.
6. Bimbo Bakeries (Sioux City, IA) Bread bid in the amount of \$90,075.00.

ATTACHMENTS:

Name:

 [Exec Summ - Food and Nutrition Bid FY2014 6-10-13.doc](#)

Description:

Exec Summ - Food and Nutrition Bid FY2014 6-10-13

**Sioux City Community School District
Executive Summary
Food and Nutrition Bid FY2014
June 10, 2013**

Purpose:

To recommend award for the Sioux City Community School District's Food and Nutrition Bid for FY2014.

Explanation:

Contact: Rich Luze 279-6832

Sealed bids were received on May 21, 2013, at 2:00 p.m.

	Frozen Bid	Dry Goods Bid	Produce Bid	Dairy Bid	Bread	NOI (Net off Invoice)
Braunger Foods (Sioux City, IA)	\$752,102.21	\$744,115.85	No Bid	No Bid	No Bid	\$873,706.25
Martin Bros. Distributing Co. Inc. (Cedar Falls, IA)	\$774,807.18	\$756,230.83	No Bid	No Bid	No Bid	No Bid
U.S Foods Inc. / Formerly Hawkeye Food (Iowa City, IA)	No Bid	No Bid	No Bid	No Bid	No Bid	No Bid
Greenberg Fruit Company (Omaha, NE)			\$368,931.25			
Loffredo Fresh Produce (Des Moines, IA)			\$372,096.50			
Dean Foods (Le Mars, IA)				\$834,956.67		
Roberts Dairy (Omaha, NE)				No Bid		
Casey's Bakery (Sioux Center, IA)					No Bid	
Bimbo Bakeries USA (Sioux City, IA)					\$90,075.00	

Strategic Plan Priority Area:

Educational Facilities

Impact on Student Achievement:

To provide breakfast and lunch meals for District students in compliance with nutritional standards.

Recommendation:

That the Board of Directors awards the proposed product items to the following vendor(s) for the food service department:

1. Dean Foods (Le Mars, IA) Dairy Bid in the amount of \$834,956.67.
2. Greenberg Fruit Company (Omaha, NE) Produce bid in the amount of \$368,931.25.
3. Braunger Foods (Sioux City, IA) Frozen bid in the amount of \$752,102.21.
4. Braunger Foods (Sioux City, IA) Dry Goods bid in the amount of \$744,115.85.
5. Braunger Foods (Sioux City, IA) Net Off Invoice (NOI) in the amount of \$873,706.25.
6. Bimbo Bakeries (Sioux City, IA) Bread bid in the amount of \$90,075.00.

Sioux City Community School District


Item Title: Final Approval of Property Tax Levy Rate - Gordon Winterlin

Recommendation: RECOMMENDATION: That the Board of Directors approves the final property tax levy rate for the Sioux City Community School District at the rate originally certified at \$17.18952.

ATTACHMENTS:

Name:

Description:

 [Exec Summ - Final Approval of Property Tax Levy Rate 6-10-13.doc](#) Exec Summ - Final Approval of Property Tax Levy Rate 6-10-13

**Sioux City Community School District
Executive Summary
Final Approval of Property Tax Levy Rate
June 10, 2013**

Purpose:

To request Board approval of the final property tax levy rate for the Sioux City Community School District for Fiscal Year 2014.

Explanation:

Contact: Gordon Winterlin 279-6662

At the April 8 Budget Certification Hearing, the Board approved a property tax rate of \$17.19. This was done with the knowledge that the Legislature was still in session and had not yet set the Allowable Growth rate and the rate was subject to change based on legislative action. The Legislature has now adjourned and the Allowable Growth rate has been set. Based on final legislative action, the Department of Management has calculated the final property tax rates and sent this information to us. The final rate is set at \$17.28, an increase of nine cents. We can reduce the levy if we notify the Department of Management by June 14th; levy rates can be reduced but not increased. A levy of \$17.28 results in an increase of \$221,366 over what was certified. If we reduce the levy back to \$17.19, it would mean a reduction of \$221,366 in General Fund revenue. This would reduce the amount we could place in reserves.

The increase in the rate was primarily due to a reduction in the estimate of the amount of state aid to offset property taxes and an increase in Instructional Support property taxes. There is a pool of \$32.7 million available to “buy down” the additional levy rate for property poor Districts. Since the Legislature had not set an Allowable Growth rate we had to estimate one to certify our budget with and we selected 4%. At a 4% allowable growth rate the additional levy reduction aid would be greater than at 2%. Since the tax rate reduction aid is less, the tax rate is higher.

Strategic Plan Priority Area:

Financial Accountability

Impact on Student Achievement:

None.

Recommendation:

That the Board of Directors approves the final property tax levy rate for the Sioux City Community School District at the rate originally certified at \$17.18952.

Sioux City Community School District

Item Title: Strategic Plan Update: Human Resources - Jill Knuth

Recommendation:

ATTACHMENTS:

Name:

 [Exec Summ - Strategic Plan Update - Human Resources 6-10-13 F.doc](#)

Description:

Exec Summ - Strategic Plan Update: Human Resources 6-10-13

**Sioux City Community School District
Executive Summary
Strategic Plan Update: Human Resources
June 10, 2013**

Purpose:

To provide the School Board with an update on the Human Resources strategic plan objectives and progress:

1. Continue working on increasing staff diversity at all levels.
2. Complete Programmatic Review processes for oversight areas.
3. Complete a Request for Proposal process for Health and Pharmacy Benefits.
4. Develop and implement additional efficiencies within the Human Resources Department.

Explanation:

Contact: Jill Knuth 293-2417

The Human Resources Department has continued to work on increasing recruiting and retention of diverse staff in order to more closely mirror student diversity. This is an area where we continue to struggle and will need to more purposefully focus outreach efforts with local groups. Our staff diversity is as follows:

	2010-11		2011-12		2012-13	
	Non-Minority	Minority	Non-Minority	Minority	Non-Minority	Minority
Certified	95.4%	4.6%	95.3%	4.7%	95.2%	4.8%
Non-Certified	90.9%	9.1%	89.1%	10.9%	89.4%	10.6%

Another strategy we have concentrated on this year involves identifying students interested in pursuing a career in education. The 2012-13 school year exhibited an increase in the number of CTE courses offered by the District which includes a two-year program which leads to earning a CDA Certificate. Students and sponsors have discussed the concept of a Future Teachers of America Chapter and will begin the process to implement during the 2013-14 school year. The program enrollment numbers are as follows:

	Year 1 Program		Year 2 Program
	2012-13	2013-14	2013-14
East HS	15	29	14
North HS	11	16	16
West HS	15	19	4

Partnerships and financial support opportunities have been identified with Apple Tree Preschool as well as other preschool initiative partners, Crittenton Center, Gear-up, Perkins, and with community colleges offering weighted funding through the state.

The department's second objective was to complete programmatic reviews of the Wellness, Worker's Compensation, and Safety programs. The Worker's Compensation and Safety program reviews were combined and presented as one to the Board in January 2013. The Wellness program review was presented to the Board in April 2013.

The third objective for the department was to complete a RFP process for both the health and pharmacy benefit plans. The RFP for pharmacy benefits was completed first due to contract dates and resulted in a cost savings move to Restat effective January 1, 2013. Completion of the RFP for health benefits has also resulted in a cost savings move to a fully-insured plan with UnitedHealthcare effective July 1, 2013.

A final objective the department will continue to work on concerns developing and implementing additional efficiencies. Throughout the 2012-13 school year the Director and Assistant Director have been more purposeful about reaching out to buildings on a regular basis; on average we have been in contact, in-person or via phone, with an average of 7 buildings per week. We worked with administrators on a variety of employee relations issues as well as coaching them regarding various staff and/or student issues. We will continue to work with Administrators to standardize hiring processes for each employee group with a goal of finalizing and implementing guidelines for the 2014-15 hiring season. We have also been working with the Technology Department to reduce a number of manual processes and fine tune the tracking process for evaluations. The 2012-13 school year exhibited a more efficient system of communicating evaluation lists and quarterly tracking of evaluation completions.

Strategic Plan Priority Area:

Human Resources Strategic Priority Area.

Impact on Student Achievement:

Having the ability to hire effective staff members who make connections with students has been shown to increase the chances that a student will be engaged and remain in school. Furthermore, highly engaged staff members who embrace healthy, safe, and wellness centered initiatives within their daily lives help to promote those qualities to students and their families.

Recommendation:

This report is for information purposes only.