

REGULAR MEETING
Sioux City Community School District
Educational Service Center
April 10, 2017
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. Good News Report(s)

A. East High School -Richard Todd

VI. 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.

VII. Consent Agenda

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

A. Board Meeting Minutes from March 28, 2017 - Dr. Paul Gausman

B. Human Resources Report - Dr. Rita Vannatta

C. Finance Report(s) - Dr. Paul Gausman and Sherri Jones

VIII. Hearing(s)

A. Proposed Sioux City School Budget for FY 2017-2018 – Dr. Paul Gausman
Notice was given in *The Sioux City Journal* on March 24, 2017, that a budget hearing would be held on April 10, 2017, at 6:00 p.m. local time.

Any interested party may appear and file objections and any information for or

against same will be heard on the above-named budget with the final decision of the Board of Education a matter of record.

RECOMMENDATION: That the Board of Directors approves the hearing on the proposed Sioux City School Budget for FY2017-2018.

IX. Board Member Reports / Future Meetings

- Preschool Initiative Committee – 1:30 p.m., April 18, 2017, Irving Preschool.
- Education Legislative Forum – 8:30 a.m., April 22, 2017, ESC Board Room.
- Sales Tax Finance Oversight Committee – 8:00 a.m., April 24, 2017, ESC Board Room.
- Regular School Board Meeting – 6:00 p.m., April 24, 2017, ESC Board Room.
- Board Policy Committee – 3:00 p.m., April 26, 2017, ESC Board Room.
- Student Achievement Committee – Noon, May 1, 2017, ESC Board Room.
- Board Finance & Facilities Committee – 3:00 p.m., May 2, 2017, ESC Board Room.
- Regular School Board Meeting – 6:00 p.m., May 8, 2017, ESC Board Room.
- District Retirement Dinner – 5:30 p.m., May 10, 2017, Leeds Elementary School.
- District Advisory Committee – 5:15 p.m., May 11, 2017, ESC Board Room.

X. Superintendent's Report - Dr. Paul Gausman

XI. Items of Presentation, Discussion, and/or Action

A. FY2017-2018 Budget Adoption – Dr. Paul Gausman

RECOMMENDATION: That the Board of Directors certify the FY18 Budget at 1.11% SSA with a maximum tax rate of \$15.39 per \$1,000 of assessed value.

B. Second and Final Reading of Board Policies – Dr. Paul Gausman

- 305.4 Professional Development for Administrators
- 391.1 Administrative Assignments
- 402.4 Compensation and Salary Schedules
- 402.9 Evaluation
- 402.11 Horizontal Advancement on Salary Schedule
- 402.13 Administrator Evaluation
- 403.2 Resignation of Certified Personnel
- 709.3 Student Transportation for Extracurricular Activities

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

C. Consideration of Agreement with Dr. John Chalstrom - Dr. Paul Gausman

RECOMMENDATION: That the Board of Directors approves the agreement with Dr. John Chalstrom.

D. FY18 Annual Roof Repairs, Maintenance, and Replacement Projects – Brian Fahrendholz

RECOMMENDATION: That the Board of Directors accepts the low bid for West High School, East High School, and Riverside Elementary School with Winkler Roofing, Inc. of Sioux City, Iowa, in the total bid amount of \$170,800.00 for the FY18 Annual Roof Repairs, Maintenance, and Replacement Projects.

E. District Common Assessments Program Review – April Tidwell

RECOMMENDATION: That the Board of Directors acknowledges the District Common Assessments Program Review as presented.

XII. Adjourn

Sioux City Community School District

Item Title: Board Meeting Minutes from March 28, 2017 - Dr. Paul Gausman

Recommendation:

ATTACHMENTS:

Description		Upload Date	Type
<input type="checkbox"/>	Board Meeting Minutes from March 28, 2017	4/5/2017	Cover Memo

SPECIAL MEETING
Sioux City Community School District
Educational Service Center
Minutes – Pending Board Approval
March 28, 2017– 5:00 p.m.

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 – Pending Board Approval
March 28, 2017 – 5:00 p.m.

I. Call to Order / Pledge of Allegiance

President Krysl called the special meeting to order at 5:00 p.m.

II. Roll Call of Members

Present: Directors Alarcon-Flory (5:05 p.m. via phone / 5:30 p.m. in person), Gleiser, Gorski, Krysl, McTaggart, Meyers and Warnstadt.

III. Approval of Agenda

Director Gorski moved and Director Warnstadt seconded the motion to approve the agenda. The motion carried 6 to 0.

IV. Approval of Closed Session / Adjourn to Closed Session

Director Gorski moved and Director McTaggart seconded the motion to go into a closed session to discuss strategy with counsel in matters that are presently in litigation or where litigation is imminent where its disclosure would be likely to prejudice or disadvantage the position of the governmental body in that litigation as provided in Section 21.5(1)(c) of the Iowa Code. The District's legal counsel present for this session, either in person or by electronic means, is Jim Hanks, Ahlers & Cooney, P.C. The motion carried 6 to 0, and the Board retired to closed session at 5:01 p.m.

V. Adjourn Closed Session / Return to Open Session

Director Gorski moved and Director Warnstadt seconded the motion to adjourn a closed session and return to open session. The motion carried 7 to 0, and the Board returned to open session at 5:57 p.m.

VI. Adjourn

Director Gorski moved and Director Meyers seconded the motion to adjourn the special meeting. The motion carried 7 to 0, and the special meeting adjourned at 5:57 p.m.

Michael J. Krysl, President
SCCSD Board of Directors

Cynthia A. Lloyd, Secretary
SCCSD Board of Directors

REGULAR MEETING
Sioux City Community School District
Educational Service Center
Minutes – Pending Board Approval
March 28, 2017 – 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): Nodland Elementary School	1
V.	Citizen Input	1
VI.	Consent Action Item(s)	1
	A. Board Meeting Minutes from March 13, 2017	
	B. Human Resources Report	
	C. Finance Report(s)	
	D. Sublease of Woodbury County Communication Tower with Starcomm Public Safety Board, Woodbury County, Iowa, City of Sioux City, Iowa, and Motorola Solutions, Inc.	
	E. Annual District Truck Replacements	
VII.	Board Member Reports / Future Meetings	2
VIII.	Superintendent's Report	2
IX.	Items of Presentation, Discussion, and/or Action	3
	A. First Reading of Board Policies	
	B. Career Academies Facilities Program Review	
	C. Nodland Elementary School Playground Replacement Project	
X.	Adjourn	3

REGULAR MEETING
Sioux City Community School District
Educational Service Center
Minutes – Pending Board Approval
March 28, 2017 – 6:00 p.m.

I. Call to Order / Pledge of Allegiance

President Krysl called the regular meeting to order at 6:04 p.m.

II. Roll Call of Members

Present: Directors Alarcon-Flory, Gleiser, Gorski, Krysl, McTaggart, Meyers and Warnstadt

III. Approval of Agenda

Director Gleiser moved and Director Alarcon-Flory seconded the motion to approve the agenda. The motion carried 7 to 0.

IV. Good News Report(s) – Perry Creek Elementary School

Blair Taylor (Principal) and students; November Taylor, Ben Worrell, and Brixton Kilburn shared some of the things they have learned from their AG in the Classroom project. Melissa Nelson (Farmer Nelson), Director of Siouxland Agriculture in the Classroom shared what her role is when interacting with the students.

V. Citizen Input

None

VI. Consent Action Item(s)

Director Gleiser moved and Director Meyers seconded the motion to approve all consent action items. The motion carried 7 to 0.

- A.** Board Meeting Minutes from March 13, 2017 – Dr. Paul Gausman
- B.** Human Resources Report – Dr. Rita Vannatta
- C.** Finance Report(s) – Dr. Paul Gausman and Sherri Jones
- D.** Sublease of Woodbury County Communication Tower with Starcomm Public Safety Board, Woodbury County, Iowa, City of Sioux City, Iowa, and Motorola Solutions, Inc. – Brian Fahrendholz
- E.** Annual District Truck Replacements – Brian Fahrendholz

VIII. Board Member Reports / Future Meetings

Director Gorski:

- He attended the National School Boards Association (NSBA) Conference and found it to be very useful. He suggested the Board hold a study session so that he, Mr. Meyers, and Ms. Alarcon-Flory can share their learnings with the rest of the Board.

Director Gleiser:

- He noted what was covered during a recent Student Achievement Committee meeting.

Director Alarcon-Flory:

- She enjoyed meeting and connecting with a number of people at NSBA; noting that we have a lot to do as a District, but we are doing a lot of good things. We need to remember that we are here to advocate for all children, and we need to use every opportunity to share the good things going on in our schools.
- She enjoyed the Foundation's "*Are You Smarter Than a Fourth Grader?*" event.

Future Meetings are as follows:

- District Advisory Committee – 5:15 p.m., March 30, 2017, ESC Board Room.
- Student Achievement Committee – Noon, April 3, 2017, ESC Board Room.
- Board Work Session / Hunt Elementary Replacement School – 3:30 p.m., April 3, 2017, ESC Board Room.
- Board Finance & Facilities Committee – 3:00 p.m., April 4, 2017, ESC Board Room.
- Regular School Board Meeting – 6:00 p.m., April 10, 2017, ESC Board Room.
- Preschool Initiative Committee – 1:30 p.m., April 18, 2017, Irving Preschool.
- Education Legislative Forum – 8:30 a.m., April 22, 2017, ESC Board Room.
- Sales Tax Finance Oversight Committee – 8:00 a.m., April 24, 2017, ESC Board Room.
- Regular School Board Meeting – 6:00 p.m., April 24, 2017, ESC Board Room.
- Educational Equity Committee – 11:30 a.m., May 10, 2017, at Liberty Elementary School.

IX. Superintendent's Report

Dr. Gausman:

- We will work with our legislators to see when they finish the session to determine if the April legislative forum is necessary.
- He provided Board members with a packet of information for their review prior to the April 3rd Board Work Session.
- He congratulated Dr. Vannatta who is up for a Women of Excellence Award this evening.
- He acknowledged the students who recently won the NASA Space Shuttle Design Challenge.
- He shared the following information regarding District achievement and goals:
 - Iowa Assessments started today and will conclude Friday, April 7.
 - Results will be shared with the Board when they are received.
 - The District's Common Assessments Program Review, and an update on the District's multi-year Strategic Plan *Focus 2022* will be shared at a future Board meeting.
- Our schools were recently accepted into a National Campaign for Grade-Level Reading, and Dr. Buryanek is working with leaders on this matter.
- He introduced Kari Kellen, Director of the Sioux City Public Schools Foundation.

X. Items of Presentation, Discussion, and/or Action

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

- 305.4 Professional Development for Administrators – last sentence, and add the word Associations.
- 391.1 Administrative Assignments
- 402.4 Compensation and Salary Schedules
- 402.9 Evaluation
- 402.11 Horizontal Advancement on Salary Schedule
- 402.13 Administrator Evaluation
- 403.2 Resignation of Certified Personnel
- 709.3 Student Transportation for Extracurricular Activities

Director Warnstadt moved and Director McTaggart seconded the motion to approve the above Board policies for first reading. The motion carried 6 to 0 to 1, with Director Gorski abstaining.

B. Career Academies Facilities Program Review

Jim Vanderloo (Director of Secondary Education) and Kim Neal (Director of Learning Supports) shared the District's Career Academies Facilities Program Review for Board acknowledgement.

C. Nodland Elementary School Playground Replacement Project – Brian Fahrendholz

Director Meyers moved and Director Alarcon-Flory seconded the motion to accept the bid from Outdoor Recreation Products (Landscape Structures Incorporated) of Elkhorn, Nebraska, in the amount of \$106,320.00 for the Nodland Elementary School Playground Replacement Project. The motion carried 7 to 0.

XI. Adjourn

Director Gorski moved and Director Alarcon-Flory seconded the motion to adjourn the regular meeting. The motion carried 7 to 0, and the regular meeting adjourned at 7:17 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 - Dr. Rita Vannatta

Recommendation:

ATTACHMENTS:

Description	Upload Date	Type
<input type="checkbox"/> HR Board Report 4-10-17	4/7/2017	Cover Memo

Sioux City Community School District Human Resources Staffing Report
School Board Meeting: April 10, 2017
Dr. Rita Vannatta, Director of Human Resources

New Hire(s) / Certified								
Name	Facility	Position	Salary	Effective Date	Education	Prior Employment	Replacing	Comments
Benson, Alison	West Middle	Counselor	\$49,137	August 18, 2017	MS from Buena Vista University	Sioux City Schools, Director of Communications	Lichty, Karla	
Brown, Brianna	North High	Language Arts	\$41,313	August 18, 2017	BS from Morningside College	Student	Speichinger, Dann	Contingent upon passing all pre-employment requirements
Burns, Allison	Liberty	Kindergarten	\$41,313	August 18, 2017	BA from Briar Cliff University	Sioux City Schools, Substitute Teacher	Rudeen, McKenzie	
Garrison, Jennifer	ESC	SpEd Instructional Coach	\$57,317	August 18, 2017	BA from Buena Vista University	USD 475 Geary County Schools, Teacher	Jansen, Suzann	Contingent upon passing all pre-employment requirements
Herbst, Brooke	North High	Secondary Math	\$41,313	August 18, 2017	BA from Briar Cliff University	Omaha Westside Schools, Teacher	Bates, Consuelo	Contingent upon passing all pre-employment requirements
Hyde, Jordyn	Liberty	2nd Grade	\$41,313	August 18, 2017	BS from Morningside College	Sergeant Blum-Luton Schools, Coach	Vickery, Jule	Contingent upon passing all pre-employment requirements
Myers, Jessica	East Middle	Compass Academy	\$53,227	August 18, 2017	MA from Morningside College	West Des Moines Schools, Teacher	Vogel, Mark	Contingent upon passing all pre-employment requirements
Pratt, Josie	West High	Counselor	\$63,007	August 18, 2017	MA from Texas State University	Marcus Menden Cleghorn Schools, Counselor	Koll, Jon	Contingent upon passing all pre-employment requirements
Schindel, Kasie	West High	Language Arts	\$41,313	August 18, 2017	BA from Buena Vista University	Sioux City Schools, Substitute Teacher	O'Harrow, Joan	
Weltz, Josh	North Middle	TAG	\$42,736	August 18, 2017	BA from Buena Vista University	South Sioux City Schools, Teacher	Butler, Barb	Contingent upon passing all pre-employment requirements

New Hire(s) / Non-Certified								
Name	Facility	Position	Salary	Effective Date	Education	Prior Employment	Replacing	Comments
Hinds, Andrew	North High	BST	\$20.32	April 11, 2017	HS Diploma	Sioux City Community Schools, Substitute BST	Rojas, Jose	
Marrero, Abdiel	North High	GEAR UP Coach	\$4,896	April 25, 2017	BS from Morningside College	Sanford Center, Outreach Specialist	New Position	Prorated salary/ Grant funded position
Pedersen, Candace	Sunnyside	SpEd Instructional Assistant	\$12.25	April 11, 2017	AA from Iowa Lakes Community College	Sioux City Community Schools, Substitute Instructional Assistant	Davis, Jamie	
Plueger, Edward	Transportation	PT Bus Driver	\$18.07	April 11, 2017	HS Diploma	Sioux City Community Schools, Substitute Bus Driver	Quinlain, Lawrence	
Tighe, Susan	Perry Creek/ESC	BST	\$20.32	April 11, 2017	AA from WITCC	BCS, Manager	Eyer, Nathaniel	Contingent upon passing all pre-employment requirements

New Hire(s) / Coaching					
Name	Facility	Position	Salary	Effective Date	Comments
Cofield, Harvis	West High	Assistant Track	\$3,117	April 11, 2017	
Goodvin, Kylee	East High	Assistant Girls Soccer	\$2,598	April 11, 2017	
Mc Guire, Niccole	East Middle	Girls Soccer	\$1,801	April 11, 2017	
Monckton, Keith	East Middle	Boys Soccer	\$1,801	April 11, 2017	
Newburn, Michael	West Middle	Boys Soccer	\$1,801	April 11, 2017	
Whitehead, Ervin	West High	Assistant Track	\$3,117	April 11, 2017	

Resignation(s) / Certified					
Name	Facility	Position	Years	Effective Date	Comments
Perez Ale, Angel	Irving	3rd Grade	2	June 1, 2017	
Shine, Michael	North High	Science	3	June 1, 2017	
Tucker, Cody	West High	Head Band	3	June 1, 2017	
Zabaleta, Maite	North Middle	Spanish	3	June 1, 2017	

Resignation(s) / Non-Certified					
Name	Facility	Position	Years	Effective Date	Comments
Benson, Alison	ESC	Director of Communications	10	June 30, 2017	
Owings, David	Unity	Instructional Assistant	0.33	August 22, 2016	
Stiverson, Bethany	Transportation	Bus Driver	3	April 6, 2017	
Warrad, Adam	Transportation	Bus Driver	10	March 31, 2017	

Resignation(s) / Coaches					
Name	Facility	Position	Effective Date	Comments	
Cotfield, Harvis	West High	Assistant Football	March 30, 2017		
Duncan, Daniel	North High	9th Grade Football	March 21, 2017		
Leary, Matthew	East High	Head Girls Basketball	April 3, 2017		
Mogensen, Megan	East Middle	Girls Soccer	March 31, 2017		
Monckton, Keith	East High	9th Grade Boys Basketball	End of 2016/2017 season		
Pederson, Rulin	East High	Wrestling	End of 2016/2017 season		
Sackmann, Seth	West High	Assistant Football	March 30, 2017		

Retirement(s) / Certified					
Name	Facility	Position	Years	Effective Date	Comments
Greer, Jennifer	North Middle	Counselor	33	June 1, 2017	

Retirement(s) / Non-Certified					
Name	Facility	Position	Years	Effective Date	Comments
Hayden, LeAnn	Loess Hills	BST	11	March 31, 2017	
Limoges, Judy	Spalding Park	SpEd Instructional Assistant	17	May 31, 2017	

Sioux City Community School District

Item Title: Finance Report(s) - Dr. Paul Gausman and Sherri Jones

Recommendation:

ATTACHMENTS:

Description	Upload Date	Type
<input type="checkbox"/> Finance Report	3/30/2017	Cover Memo

Sioux City Community Schools

Date: April 10, 2017

To: Dr. Paul Gausman, Superintendent

From: Sherri Jones, Assistant Director of Finance

RE: Finance Report

Recommendation: That the Board approves the expenditures for Mar 17 – 30, 2017 in the amount of \$872,653.83, the March Wells Fargo credit card bill (Feb charges) in the amount of \$414,334.93 and the March payroll in the amount of \$12,242,058.71.

The breakdown is as follows:

Sales Tax Fund

Mar 17 – 23 Accounts Payable	38,930.19
Mar 24 – 30 Accounts Payable	11,351.33
Mar Wells Fargo credit card	669.50
Mar payroll	5,757.45

General Fund (and others)

Mar 17 – 23 Accounts Payable	326,019.34
Mar 24 – 30 Accounts Payable	346,432.06
Mar Wells Fargo credit card	275,521.54
Mar payroll	11,793,602.79

School Nutrition Fund

Mar 17 – 23 Accounts Payable	77,714.30
Mar 24 – 30 Accounts Payable	57,847.13
Mar Wells Fargo credit card	11,438.36
Mar payroll	442,698.47

Activity Fund

Mar 17 – 23 Accounts Payable	7,265.24
Mar 24 – 30 Accounts Payable	7,094.24
Mar Wells Fargo credit card	<u>126,705.53</u>
Total	13,529,047.47

Sioux City Community School District

Item Title: Proposed Sioux City School Budget for FY 2017-2018 – Dr. Paul Gausman

Recommendation: RECOMMENDATION: That the Board of Directors approves the hearing on the proposed Sioux City School Budget for FY2017-2018.

ATTACHMENTS:

Description

Upload Date

Type

Sioux City Community School District

Item Title: Superintendent's Report - Dr. Paul Gausman

Recommendation:

Sioux City Community School District

Item Title: FY2017-2018 Budget Adoption – Dr. Paul Gausman

Recommendation: RECOMMENDATION: That the Board of Directors certify the FY18 Budget at 1.11% SSA with a maximum tax rate of \$15.39 per \$1,000 of assessed value.

ATTACHMENTS:

	Description	Upload Date	Type
<input type="checkbox"/>	Exec Summ - FY2017-2018 Budget Adoption 4-10-17	4/5/2017	Cover Memo

**Sioux City Community School District
Executive Summary
FY2017-2018 Budget Adoption
April 10, 2017**

Purpose:

To present the FY18 School District Budget for adoption.

Explanation:

Contact: Dr. Paul Gausman (712) 279-6643

The District has proposed the FY2018 budget. The administration is recommending approval of the FY18 Budget as submitted for publication on March 24, 2017 with a maximum tax rate of \$15.39 per \$1,000 of assessed value. This levy rate represents a 9 cent decrease from the current fiscal year.

Strategic Plan Priority Area:

Practice Effective, Efficient and Sustainable Business Practices

Impact on Student Achievement:

Proper management of the District's funds for student and District needs

Funding Source:

All Funds

Recommendation:

That the Board of Directors certify the FY18 Budget at 1.11% SSA with a maximum tax rate of \$15.39 per \$1,000 of assessed value.

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:

	Description	Upload Date	Type
<input type="checkbox"/>	305.4 - Professional Development for Administrators	4/5/2017	Cover Memo
<input type="checkbox"/>	391.1 - Administrative Assignments	4/5/2017	Cover Memo
<input type="checkbox"/>	402.4 - Compensation and Salary Schedules	4/5/2017	Cover Memo
<input type="checkbox"/>	402.9 - Evaluation	4/5/2017	Cover Memo
<input type="checkbox"/>	402.11 - Horizontal Advancement on Salary Schedule	4/5/2017	Cover Memo
<input type="checkbox"/>	402.13 - Administrator Evaluation	4/5/2017	Cover Memo
<input type="checkbox"/>	403.2 - Resignation of Certified Personnel	4/5/2017	Cover Memo
<input type="checkbox"/>	709.3 - Student Transportation for Extracurricular Activities	4/5/2017	Cover Memo

Board Policy Document

ADMINISTRATION

Series 300

Policy Title: Professional Development for Administrators

Code Number: 305.4

The Board believes that professional development for its Superintendent and Administrative Team is important.

The Board further believes that it is the responsibility of those persons in administrative positions to provide the most efficient and up-to-date educational leadership, and that administrative personnel should be given the opportunity to attend state, regional, and/or national educational conferences, and obtain the best in knowledge, experience, and skills of all involved in educational procedures.

Administrators will follow current District procedures for requesting professional leave. The Superintendent or his/her designee will consider each request for attendance at state, regional, and/or national educational conferences based on the District's ability to fund the request and the relationship the conference has with District school improvement goals and long-range strategic plan. The Board President will consider requests from the Superintendent for his/her own professional leave. Preference will be given to administrators who are serving in positions to provide leadership on topics of greatest need for meeting the District's achievement goals and also to those administrators whose individual growth plan designates a need for such professional training.

The Board and the Superintendent and/or his/her representative should have representation at the Siouxland Chamber of Commerce, Washington, DC, Conference, Urban Education Network events, and the Iowa and National School Boards Conferences.

First Adoption: October 11, 1983
Revision Adoption: August 18, 1998/May 11, 2004/January 26, 2009/March 12, 2012
Legal Reference: Iowa Code § 279.8 (2013).
281 I.A.C. 12.7.

Board Policy Document

ADMINISTRATION

Series 300

Policy Title: **Administrative Assignments**

Code Number: **391.1**

During the District staffing process and budget cycle, the Superintendent of Schools shall recommend to the Board of Directors the number of administrators needed based upon a variety of criteria including, but not limited to, District goals, student enrollment, student achievement and financial resources available. The Superintendent shall have full authority to assign current administrators in order to accomplish District goals and objectives.

First Adoption: October 11, 1981
Revision Adoption: January 10, 1995/April 10, 2001/February 9, 2009/March 12, 2012
Legal Reference: **Iowa Code § § 279.8, .21 (2013).**
 281 I.A.C. 12.4.
 1980 Op. Att'y Gen. 367.

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: **Compensation and Salary Schedules**

Code Number: **402.4**

Salary schedules will be reviewed and modified annually either upon recommendation of the Superintendent and approval by the Board, or through the collective bargaining process. Salary schedules and wages for employees not covered by a collective [bargaining](#) agreement will be reviewed, amended, and/or reaffirmed, at the discretion of the Board (usually once per year).

First Adoption: December 20, 1983
Revision Adoption: January 25, 1995/April 24, 2001/October 26, 2009/October 9, 2012
Legal Reference: Iowa Code Chapters 20; 279.8

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Staff Evaluation (Non-Administrator)

Code Number: 402.9

The Superintendent shall be responsible for ensuring the continuous evaluation of District employees.

Supervisors shall submit employee evaluations to the Human Resources Office at such times and in such manner as prescribed in board policy, administrative regulation, or negotiated agreement. ~~(See policies on administrative evaluations.)~~

It is the expectation of the Board that all District employees receive periodic formal written evaluation of their performance. Such evaluation shall provide direct feedback regarding strengths, developmental needs, ~~and recommendations~~ for growth, and such other measures as determined by the Board to be appropriate for evaluation and as otherwise required by state law and in accordance with applicable provisions of the collective bargaining agreement or the personnel handbook. The evaluation process shall include a formal conference between the employee and their evaluator.

Cross Reference: Board Policy 402.13

First Adoption: April 11, 1989
Revision Adoption: January 10, 1995/April 24, 2001/October 26, 2009/October 9, 2012
Legal Reference: Iowa Code Chapters 20.9; 279.8, .14; 284.8
281 IAC 12.3(3), 83.4

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Horizontal Advancement on Salary Schedule

Code Number: 402.11

A. General Provisions

1. Course work must contribute directly to improvement of the skills needed to perform the employee's specific duties with the District unless an employee is pursuing an advanced degree with the approval of the Superintendent or his designee. If an employee is pursuing an advanced degree, the course work taken by said employee in pursuit of said degree shall also qualify for horizontal advancement.

Any questions concerning the acceptability of course work should be directed to the Superintendent or the Director of Human Resources for determination of its acceptability.

2. All course work must be of an academic nature and must be taken at an accredited college or university. Academic grades for completed course work must be of a ~~passing~~ grade "B" or higher. Classes offered on -unless only offered on- a pass/failure basis must be passed in order to apply toward advancement.
3. To advance from one educational lane to another, an employee shall complete and file with the Human Resources Office ~~a written~~the a Application for ~~horizontal~~ Horizontal advancement Advancement ~~on a~~ form furnished by the District no later than September 15 of the school year for which the credit is to be granted. All relevant transcripts shall be furnished with the September 15 filing.

If an official transcript(s) is not available by September 15, in order to be eligible for the salary increase, the employee must sign an acknowledgement stating that if the employee ~~must fails~~ to furnish the transcript ~~no later than~~by the end of the first semester, ~~or~~ the employee shall be moved back to his/her previous salary lane and the District is authorized to reduce his/her salary ~~shall be reduced~~ to make up recover ~~for any~~ the overpayment.

First Adoption: January 10, 1984
Revision Adoption: February 14, 1995/April 27, 1999/May 11, 2004/November 9, 2009
October 9, 2012
Legal Reference:

Board Policy Document

4. All eligible credit hours must be in graduate-level courses ~~hours~~ unless written approval from the Superintendent or his/her designee has been obtained prior to enrollment in the course.
5. Credit hours must have been earned in the seven-year period immediately prior to the year in which horizontal advancement is sought.

B. Provisions for Placement in the Bachelor's Degree Plus Fifteen Hours Classification

Course work which will qualify an individual for placement in the "Bachelor's ~~–~~Degree Plus Fifteen Hours" classification must have been completed after~~–~~ the individual has already earned the Bachelor's Degree.

C. Provisions for Placement in the Master's Degree Classification

Course work which will qualify an individual for placement in the "Master's Degree classification must result in the individual receiving a Master's Degree.

D. Provisions for Placement in the Master's Degree Plus Fifteen Hours or Master's Degree Plus Thirty Hours Classification

1. All hours must be earned after the Master's Degree was conferred unless approved in advance by the Superintendent or his/her designee.
2. A majority of the course work (8 hours or 16 hours depending upon the classification) must be directly related to the normal teaching assignment or in an area that will likely be of value to the teachers and district in the future.

If any provisions of this policy conflict with terms of a negotiated agreement, the terms of the agreement will control.

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: Administrator Evaluation

Code Number: 402.13

The Superintendent or his/her designee shall conduct an annual formal evaluation of administrators relative to their skills, abilities, and competence prior to June 30 of each year. The goal of the formal evaluation process is to promote growth in effective administrative leadership as identified in the Iowa Leadership Standards and/or District leadership expectations. Each evaluation shall, at a minimum, include an assessment of the administrator's competence in meeting the Iowa standards for school administrators and the goals of the administrator's individual professional development plan, and shall further include a review of the administrator's past year's performance, significant accomplishments, areas in need of improvement, specific strengths, and ~~develop~~ goals and targets for the upcoming year. The evaluation shall be completed by the administrator's direct supervisor, signed by the evaluator and administrator, and filed in the administrator's personnel file.

As communication is an important part of the evaluation process, it is expected that the administrator and the direct supervisor will meet to discuss the evaluation prior to completing the process.

This policy supports and does not preclude the ongoing informal evaluation of the administrator's skills, abilities, and competence.

First Adoption: April 11, 1989
Revision Adoption: September 9, 1997/April 30, 2002/May 11, 2004/October 12, 2009/
October 9, 2012
Legal Reference: Iowa Code Chapters ~~279.23A~~; 279.23A; 284A.7
281 IAC 83.11

Board Policy Document

STAFF PERSONNEL

Series 400

Policy Title: **Resignation of Certified Personnel**

Code Number: **403.2**

Resignations shall be in writing, signed by the resigning party and directed to the [Secretary of the Board, who will notify the](#) Superintendent or Director of Human Resources ~~who shall refer~~[for referral](#) ~~it~~ to the Board with recommendations, as provided by statute, and in compliance with the terms of the collective bargaining agreement.

Any certified employee who finds it necessary to request a release from contract during the contract year should notify the Director of Human Resources as soon as possible prior to the date of the request. Such request should be in writing and a copy provided to the building principal. In the event a certified employee ceases his/her services without proper release, the Superintendent may advise the Iowa Board of Education Examiners. The Board reserves the right to deny such a request during a contract year.

First Adoption: December 15, 1998
Revision Adoption: September 26, 2000/May 25, 2004/November 9, 2009/October 9, 2012
Legal Reference: Iowa Code Chapter 279.8, .13
 282 IAC 25.3~~(5)~~

Board Policy Document

AUXILIARY SERVICES

Series 700

Policy Title: **Student Transportation for Extracurricular Activities**

Code Number: **709.3**

Responsibility for transporting students to extracurricular activities, practices and in-town events is that of the student and his/her parent(s) or guardian(s). The Board, at its discretion, may provide District transportation for extracurricular activities including, but not limited to, transporting student participants and other students to and from extracurricular events.

Students who are provided transportation in District vehicles for extracurricular event shall ride both to and from the event in the school vehicle unless arrangements have been made with the building pPrincipal or his/her designee prior to the event. ~~With such prior permission, a student's parent/guardian may personally transport the student home from a school-sponsored event in which the student traveled to the event on a District transportation vehicle.~~

Provision of District transportation is not precedential from year to year. The Superintendent shall consider the financial condition of the District, the number of students who would qualify for such transportation, and other factors the Board or Superintendent deem relevant in making budget recommendations that allow for such transportation.

First Adoption: August 8, 2005
Revision Adoption: November 23, 2009/March 12, 2012
Legal Reference: [Iowa Code §§ 256B.4; 279.8; 285; 285.1-.4; 321 \(2011\).](#)
 [281 I.A.C. 41, 43, 412.](#)

Sioux City Community School District

Item Title:

FY18 Annual Roof Repairs, Maintenance, and Replacement Projects – Brian Fahrendholz

Recommendation:

RECOMMENDATION: That the Board of Directors accepts the low bid for West High School, East High School, and Riverside Elementary School with Winkler Roofing, Inc. of Sioux City, Iowa, in the total bid amount of \$170,800.00 for the FY18 Annual Roof Repairs, Maintenance, and Replacement Projects.

ATTACHMENTS:

	Description	Upload Date	Type
<input type="checkbox"/>	Exec Summ - FY18 Annual Roof Repairs, Maintenance, and Replacement Projects 4-10-17	4/5/2017	Cover Memo

**Sioux City Community School District
Executive Summary
FY18 Annual Roof Repairs, Maintenance, and Replacement Projects
April 10, 2017**

Purpose:

To recommend award for the Sioux City Community School District's Annual Roof Repairs, Maintenance, and Replacement Projects for FY18.

Explanation:

Contact: Brian Fahrendholz (712) 279-6651

Sealed bids received and publicly read on March 30, 2017 at 2:00 p.m., for the following locations: West High School, East High School and Riverside Elementary School.

Contractors	West High School	Riverside Elementary School	East High School	Total
Winkler Roofing Inc.	\$87,800.00	\$45,800.00	\$37,200.00	\$170,800.00
Guarantee Roofing Co.	\$146,535.00	\$78,969.00	\$62,994.00	\$288,498.00
Engineers Estimate	\$140,350.00	\$60,900.00	\$53,850.00	\$255,100.00

Strategic Plan Priority Area:

Educational Facilities

Impact on Student Achievement:

Provide Safe, Healthy and Supportive Learning Environments

Funding Source:

Sales Tax Fund

Recommendation:

That the Board of Directors accepts the low bid for West High School, East High School, and Riverside Elementary School from Winkler Roofing, Inc. of Sioux City, Iowa, in the total bid amount of \$170,800.00 for the FY18 Annual Roof Repairs, Maintenance, and Replacement Projects.

Sioux City Community School District

Item Title: District Common Assessments Program Review – April Tidwell

Recommendation: RECOMMENDATION: That the Board of Directors acknowledges the District Common Assessments Program Review as presented.

ATTACHMENTS:

	Description	Upload Date	Type
<input type="checkbox"/>	Exec Summ - District Common Assessments Program Review 4-10-17	4/5/2017	Cover Memo

**Sioux City Community School District
Executive Summary
District Common Assessments Program Review
April 10, 2017**

Purpose:

To update the Board on the current practices in the creation, implementation and revision of the district common assessments.

Explanation:

Contact: April Tidwell, 712-279-6822

District common assessments began implementation in 2009, beginning with the core subject areas after the State adopted the Iowa Core. Currently every course at every grade level delivers district common assessments. This programmatic review identifies areas of strengths and growth, providing recommendations for future implementation of district common assessments.

Strategic Plan Priority Area:

Provide Relevant, Rigorous, and Innovative Academics

Impact on Student Achievement:

District common assessments provide all students with a guaranteed and viable curriculum, improving the consistency of instruction across the district.

Funding:

N/A

Recommendation:

That the Board of Directors acknowledges the District Common Assessments Program Review as presented.