

**URBANDALE COMMUNITY SCHOOL DISTRICT  
BOARD OF DIRECTORS' MEETING  
UCSD ADMINISTRATION OFFICE - 11152 AURORA AVENUE  
THURSDAY, MAY 23, 2013  
SPECIAL BOARD MEETING – 7:30 A.M.  
ADAM OBRECHT, PRESIDENT**

**Call to Order and Roll Call**

President Adam Obrecht called the board meeting to order at 6:30 P.M. At roll call, Director Mark Wierson, and President Obrecht were physically present, and Director Farrell and Vice President Ryan Judas were in attendance by phone; therefore a quorum was established. Directors Kyle Kruidenier, Cate Newberg, and Shawn St. John were absent.

**Approval of Agenda**

Director Wierson moved, and Director Farrell seconded the motion to approve the agenda as posted. Motion passed with all ayes 4-0.

**Discussion and Approval of the 2013-14 Master Contract with the Urbandale Education Association (UEA)**

Director Newberg joined the meeting by phone.

Superintendent Dr Doug Stilwell, and Shelly Clifford, Chief Financial Officer presented information about the tentative agreement reached with the UEA. Notable changes proposed were to Article 8 Sick Leaves, where individuals would earn an additional personal day if 125 sick leave days were accumulated and three or fewer days of sick leave were used in the prior year. This is a change from previous requirement of 135 days of accumulated sick leave and use of two or fewer sick leave days in the prior year.

Article 5 Compensation, Appendix 2, was proposed to include a 0.75% plus \$1,755 increase to each cell on the salary schedule – a 4.1% average salary increase per person, and no change to the annual insurance flex dollar amount of \$6,730. The Article 5 changes calculate to a total package increase of \$777,016 over prior year, which is a 3.93% total package increase for the UEA group.

Increased compensation proposed for Appendix 3 Schedule of Extra Pay for Additional Duties, was a \$1,500 increase to the base amount by which the percentage for extra-curricular duties are calculated. The increase calculates to 5.2% increase on the base amount and is estimated to cost an additional \$16,000 in total extra-curricular duties pay compared to prior year.

