Board of Directors Meeting Minutes

3-23-1981

Board of Directors Meeting Minutes (March 23, 1981)

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SPECIAL MEETING

23 MARCH 1981

A special meeting of the Des Moines Area Community College Board of Directors was held at the Ankeny Campus in Building 2, Room 15, Ankeny, Iowa. The meeting was held to permit the Board to take action necessary under Chapter 279 of the Code of Iowa and Board policies to terminate certain staff members and to conduct other business on its published agenda. The meeting was called to order by Board President Eldon Leonard at 5:30 p.m.

ROLL CALL

Members Present:
Ray Clark  Theodore Nemmers  Herbert Ritland
Eldon Leonard  Jasper Risdal  Donald Rowen

Members Absent:
Georganne Garst  Murray Goodman  Walter A. Stover, Jr.

Others Present:
Paul Lowery, Superintendent  Various other DMACC staff
Charles Wright, Board Secretary  and interested residents

APPROVAL OF TENTATIVE AGENDA

It was moved by T. Nemmers, seconded by D. Rowen, that the tentative agenda be approved as published.

The motion was passed unanimously.

PUBLIC COMMENTS

The Board heard public comments, as follows:

In support of the Special Needs Coordinator--
Janet Dillingham, by letter, Des Moines
Dennis Hiner, Altoona
Jhennicea Smith, Des Moines
Nancy Doige, Des Moines
Robert G. White, Des Moines
Ed O'Leary, Newton
Barb O'Donnell, Ankeny

In support of the Director of Career Life Planning--
Ed Keefe, Ankeny
Betty Vandenburg, Des Moines
Dee Stolze, Ankeny
Don Kaesser, Ankeny
SPECIAL MEETING - 2 - 23 MARCH 1981

SUPERINTENDENT'S RECOMMENDATIONS FOR TEACHER TERMINATIONS/REDUCTIONS

It was moved by T. Nemmers, seconded by R. Clark, that the Board receive and file the Superintendent's letters to teachers recommending termination and/or reductions in individual contracts in accordance with Chapter 279 of the Code of Iowa.

The motion was passed unanimously on a roll call vote. A copy of the letters is attached (Attachment #1) hereto and made a part of these minutes.

CONSIDER TERMINATION/REDUCTION OF NON-PROBATIONARY ADMINISTRATORS

It was moved by H. Ritland, seconded by J. Risdal, that the Board consider the termination of the contract of KENNETH SMITH for the reasons stated in the Superintendent's report to the Board of Directors and that the Secretary of the Board so notify the above named employee of the Board's intent to consider his termination, in accordance with the provision of Chapter 279.24 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote. A copy of the Superintendent's report is attached (Attachment #2) hereto and made a part of these minutes.

It was moved by R. Clark, seconded by T. Nemmers, that the Board consider the termination of the contract of STEVEN K. HALSTEAD for the reasons stated in the Superintendent's report to the Board of Directors and that the Secretary of the Board so notify the above named employee of the Board's intent to consider his termination, in accordance with the provisions of Chapter 279.24 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote. A copy of the Superintendent's report is attached (Attachment #2) hereto and made a part of these minutes.

It was moved by J. Risdal, seconded by H. Ritland, that the Board consider the termination of the contract of DONALD J. RHEAD for the reasons stated in the Superintendent's report to the Board of Directors and that the Secretary of the Board so notify the above named employee of the Board's intent to consider his termination, in accordance with the provisions of Chapter 279.24 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote. A copy of the Superintendent's report is attached (Attachment #2) hereto and made a part of these minutes.
It was moved by R. Clark, seconded by T. Nemmers, that the Board consider the termination of the contract of RICHARD A. FINNESSTAD for the reasons stated in the Superintendent's report to the Board of Directors and that the Secretary of the Board so notify the above named employee of the Board's intent to consider his termination, in accordance with the provisions of Chapter 279.24 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote. A copy of the Superintendent's report is attached (Attachment #2) hereto and made a part of these minutes.

It was moved by J. Risdal, seconded by R. Clark, that the Board terminate the contract of DENNIS L. HINER for the reasons stated in the Superintendent's report to the Board of Directors and that the Secretary of the Board so notify the above named employee of the Board's action in accordance with the provisions of Chapter 279.24 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote. A copy of the Superintendent's report is attached (Attachment #2) hereto and made a part of these minutes.

It was moved by T. Nemmers, seconded by R. Clark, that leaves of absence without pay and resignations be approved and/or accepted as follows:

Leaves of Absence Without Pay

BARBARA EASTWOOD, Instructor, Biology
2 days, February 11 and March 6, 1981

HELEN KELLY, Instructor, Nursing
From 12 months (FY '81) to 9 months (FY '82)
Effective June 30, 1981

DIANE POTTER, Instructor, Nursing
From 12 months (FY '81) to 9 months (FY '82)
Effective June 30, 1981

JOANNE WESTERGARD, Instructor, Health Care Administration
From 80%-12 months (FY '81) to full time 9 months (FY '82)
Effective June 30, 1981

It was moved by R. Clark, seconded by T. Nemmers, that the Board terminate the contract of JAMES FRAZER for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.
It was moved by T. Nemmers, seconded by R. Clark, that the Board terminate the contract of GERALD JACOBS for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.

It was moved by H. Ritland, seconded by T. Nemmers, that the Board terminate the contract of ROXANN LAVORATO for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.

It was moved by T. Nemmers, seconded by R. Clark, that the Board terminate the contract of ALBERTA LEE for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.

It was moved by J. Risdal, seconded by R. Clark, that the Board terminate the contract of DIANE SCHROEDER for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.

It was moved by R. Clark, seconded by T. Nemmers, that the Board terminate the contract of JOAN VONGRABOW for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.
SPECIAL MEETING  - 5 -  23 MARCH 1981

It was moved by T. Nemmers, seconded by H. Ritland, that the Board terminate the contract of VIRGINIA WEDEMEYER for the reasons stated in the Superintendent's letter to the above named employee, copies of which have been received and filed by the Board of Directors, in accordance with the provisions stated in Chapter 279.13, .15, and .16 of the current edition of the Code of Iowa.

The motion was unanimously passed on a roll call vote.

It was moved by H. Ritland, seconded by D. Rowen, that non-certified employees be terminated and/or reduced in accordance with Board Policy #440, as follows:

1. Non-certified agreements to be terminated:

<table>
<thead>
<tr>
<th>Name</th>
<th>Contract Length</th>
<th>New Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jerry Wells</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Wanda Sherman</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Martha Huston</td>
<td>12 mo. 1/2 T</td>
<td>None</td>
</tr>
<tr>
<td>Laura Pearson</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Helen Minor</td>
<td>12 mo. 1/2 T</td>
<td>None</td>
</tr>
<tr>
<td>Barb Crees</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Donna Schreier</td>
<td>12 mo. 1/2 T</td>
<td>None</td>
</tr>
<tr>
<td>Betty Apland</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Susan Maxey</td>
<td>9 mo.</td>
<td>None</td>
</tr>
<tr>
<td>John Huser</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Marlene Cummings</td>
<td>12 mo. 1/2 T</td>
<td>None</td>
</tr>
<tr>
<td>Marla Torgerson</td>
<td>12 mo.</td>
<td>None</td>
</tr>
<tr>
<td>Judy Jones</td>
<td>12 mo. 1/2 T</td>
<td>None</td>
</tr>
</tbody>
</table>

2. Non-certified agreements to be reduced in length:

<table>
<thead>
<tr>
<th>Name</th>
<th>Contract Length</th>
<th>New Contract</th>
</tr>
</thead>
<tbody>
<tr>
<td>Marcia Albertson</td>
<td>12 mo.</td>
<td>9 mo.</td>
</tr>
<tr>
<td>Sandi Johnson</td>
<td>12 mo.</td>
<td>10 mo.</td>
</tr>
<tr>
<td>Linda Hammer</td>
<td>12 mo.</td>
<td>10 mo.</td>
</tr>
<tr>
<td>Lillian Lourens</td>
<td>12 mo.</td>
<td>12 mo. 4/5 T</td>
</tr>
<tr>
<td>Carolyn Ryan</td>
<td>12 mo.</td>
<td>12 mo. 1/2 T</td>
</tr>
<tr>
<td>Nyla Schmadeke</td>
<td>12 mo.</td>
<td>12 mo. 87.5%</td>
</tr>
<tr>
<td>Bev Andersen</td>
<td>12 mo.</td>
<td>12 mo. 87.5%</td>
</tr>
<tr>
<td>Brenda Lowe</td>
<td>12 mo.</td>
<td>12 mo. 87.5%</td>
</tr>
<tr>
<td>Debbie Corwin</td>
<td>12 mo.</td>
<td>12 mo. 87.5%</td>
</tr>
</tbody>
</table>

The motion was unanimously passed on a roll call vote.
REQUESTED HEARINGS
It was reported by the Secretary that hearings under Chapter 279 of the Code of Iowa have been requested by fifteen (15) employees. One hearing is tentatively scheduled for 13 April 1981, 5:30 p.m., with the remaining ones scheduled for sometime after 1 May 1981.

ADJOURNMENT
It was moved by T. Nemmers, seconded by D. Rowen, that the meeting be adjourned.

The motion was passed unanimously and the meeting was adjourned by Board President Leonard at 6:30 p.m.

ELDON LEONARD, President

CHARLES WRIGHT, Secretary
DATE: March 17, 1981
TO: Superintendent
FROM: Personnel Director
SUBJECT: Administrative contract terminations - March 23 Board Meeting

The following continuing contracts of administrators, including those treated as such on advice of counsel, must have action taken at the March 23 Board meeting.

1. Non probationary contracts

The Board must vote to consider terminations of the following contracts for the reasons stated:

<table>
<thead>
<tr>
<th>NAME/ADDRESS</th>
<th>TITLE</th>
<th>TYPE OF CONTRACT</th>
<th>PROB/ FULL STATUS</th>
<th>LENGTH OF CONTRACT</th>
<th>CONTRACT TERM. DATE</th>
<th>REASON FOR TERMINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Kenneth M. Smith</td>
<td>Director</td>
<td>Continuing</td>
<td>F</td>
<td>12 mo.</td>
<td>05-30-81</td>
<td>Budget reductions and reduction of a program requiring realignment and/or reduction of staff</td>
</tr>
<tr>
<td>1110 S.E. Innsbruck</td>
<td>Adm./Prof. Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ankeny, Iowa 50021</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Steven K. Halstead</td>
<td>Non Cert. Employment</td>
<td></td>
<td>F</td>
<td>12 mo.</td>
<td>06-30-81</td>
<td>Budget reductions and reduction of a program requiring realignment and/or reduction of staff</td>
</tr>
<tr>
<td>R.R. #1 Bondurant, Iowa 50035</td>
<td>Coordinator Agreement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Donald J. Rhead</td>
<td>Personnel Officer</td>
<td>Non Cert.</td>
<td>F</td>
<td>12 mo.</td>
<td>06-30-81</td>
<td>Budget reductions and reduction of a program requiring realignment and/or reduction of staff</td>
</tr>
<tr>
<td>1903 Wilson Avenue</td>
<td>Employment Agreement</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ames, Iowa 50010</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Richard A. Finnestad</td>
<td>Continuing</td>
<td>Adm./Prof.</td>
<td></td>
<td>12 mo.</td>
<td>06-30-81</td>
<td>Budget reductions and reduction of a program requiring realignment and/or reduction of staff</td>
</tr>
<tr>
<td>1502 Kate Shelly Drive</td>
<td>Coordinator Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Boone, Iowa 50036</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

2. Probationary contract

The Board must vote to terminate the following contract for the reasons stated:

<table>
<thead>
<tr>
<th>NAME/ADDRESS</th>
<th>TITLE</th>
<th>TYPE OF CONTRACT</th>
<th>LENGTH OF CONTRACT</th>
<th>CONTRACT TERM. DATE</th>
<th>REASON FOR TERMINATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Dennis L. Hiner</td>
<td>Sp. Funded</td>
<td>Adm./Prof.</td>
<td>12 mo.</td>
<td>06-30-81</td>
<td>Budget reductions and reduction of a program requiring realignment and/or reduction of staff</td>
</tr>
<tr>
<td>1405 - 6th Avenue S.E.</td>
<td>Coordinator Services</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Altoona, Iowa 50009</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
3. **Contracts with resignations**

The following administrative contracts were terminated by the Board's acceptance of resignation at its March 9 meeting; on condition of issuance for lesser length contract:

Lois Campbell, Director, Communications and Humanities, to receive a 10 month contract

Byron Hamilton, Dean, Boone Campus, to receive a 10 month contract

Eldon Walton, Dean, Media Services, to receive a 10 month contract

Robert Mitchell, Director, Staff Development, to receive a 10 month contract
Superintendent's Recommendations Received and Filed
23 March 1981.

52-pages.
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Frank B. Anderson

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Frank B. Anderson not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Frank B. Anderson
207 Main Street
Slater, IA 50244

Dear Mr. Anderson:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Frank B. Anderson, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent’s recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Donald S. Holand

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Donald S. Holand not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Donald S. Holand
2945 S.E. 14th
Des Moines, IA 50320

Dear Mr. Holand:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Donald S. Holand, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ________________
Superintendent

[Signature]
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW SPECIALLY FUNDED CONTRACT OF
Robert S. Jones

This is to notify you of the Superintendent's recommendation to the
Board of Directors of the Des Moines Area Community College that the
contract of Robert S. Jones not be renewed beyond its termination date
of June 30, 1981. A copy of the notice and recommendation to terminate
contract, which has been served upon the employee, is attached to this
recommendation.

If the employee, within five days of receipt of the written notice that
the Superintendent is recommending termination of the contract, requests
in writing a private hearing, you will be notified in writing of the
date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Robert S. Jones
36 Constitution Blvd.
Des Moines, IA 50317

Dear Mr. Jones:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Specially Funded contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Specially Funded contract between Robert S. Jones, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ______________________
Superintendent

kma
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Diane S. Schroeder

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Diane S. Schroeder not be renewed beyond its termination date of March 27, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Diane S. Schroeder
1204 Office Park Road, #24
West Des Moines, IA 50265

Dear Ms. Schroeder:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective March 27, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Diane S. Schroeder, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Alberta M. Lee

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Alberta M. Lee not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Alberta M. Lee
6520 N.W. 56th Street
Des Moines, IA 50323

Dear Ms. Lee:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Alberta M. Lee, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW TEMPORARY SUBSTITUTE CONTRACT OF
Ivan Eugene Brown

This is to notify you of the Superintendent's recommendation to the
Board of Directors of the Des Moines Area Community College that the
contract of Ivan Eugene Brown not be renewed beyond its termination date
of June 2, 1981. A copy of the notice and recommendation to terminate
contract, which has been served upon the employee, is attached to this
recommendation.

If the employee, within five days of receipt of the written notice that
the Superintendent is recommending termination of the contract, requests
in writing a private hearing, you will be notified in writing of the
date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Ivan Eugene Brown
3811 - 36th Street
Des Moines, IA 50310

Dear Mr. Brown:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Temporary Substitute contract be terminated effective June 2, 1981, following a decision of the Board of Directors. The contract to be terminated is the Temporary Substitute contract between Ivan Eugene Brown, Instructor/Chairperson, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and the teacher for whom you were substituting is returning.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Virginia R. Wedemeyer

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Virginia R. Wedemeyer not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Virginia R. Uedemeyer
1800 Watrous, 053F
Des Moines, IA 50315

Dear Ms. Uedemeyer:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Virginia R. Uedemeyer, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of 60%, nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By __________________________
Superintendent

kas
This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Jane A. Jinkinson not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Jane A. Jinkinson
901 S.E. Oralabor Road, #3
Ankeny, IA 50021

Dear Ms. Jinkinson:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Jane A. Jinkinson, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ________________
Superintendent

kas
This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Leone C. Young not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Leone C. Young
500 Valhigh Road
West Des Moines, IA 50265

Dear Ms. Young:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Leone C. Young, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of 90%, 12 months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent’s recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By __________________________
Superintendent

k08
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Joanne Westergard

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Joanne Westergard not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Joanne Westergard
1013 East Franklin
Indianola, IA 50125

Dear Ms. Westergard:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Joanne Westergard, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and a change in program content requiring a realignment and/or a reduction in staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa; this 12th day of March, 1981.

Des Moines Area Community College

By _____________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Diane M. Vanderploeg

This is to notify you of the Superintendent's recommendation to the
Board of Directors of the Des Moines Area Community College that the
contract of Diane M. Vanderploeg not be renewed beyond its termination
date of June 30, 1981. A copy of the notice and recommendation to
terminate contract, which has been served upon the employee, is attached
to this recommendation.

If the employee, within five days of receipt of the written notice that
the Superintendent is recommending termination of the contract, requests
in writing a private hearing, you will be notified in writing of the
date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Diane M. Vanderploeg
206 N.E. Oak
Ankeny, IA  50021

Dear Ms. Vanderploeg:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the continuing contract between Diane M. Vanderploeg, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By  ____________________________

Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Diane L. Potter

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Diane L. Potter not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Diane L. Potter
1404 Grand Avenue
Ames, IA 50010

Dear Ms. Potter:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Diane L. Potter, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

by __________________________

Superintendent
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Joan M. VonGrabow

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Joan M. VonGrabow not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Joan M. VonGrabow
R. R. #5
Boone, IA 50036

Dear Ms. VonGrabow:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Joan M. VonGrabow, Instructor/Chairperson, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Helen D. Kelly

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Helen D. Kelly not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Helen D. Kelly
1100 Johnson
Ames, IA 50010

Dear Ms. Kelly:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Helen D. Kelly, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of nine months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By _____________________________
Superintendent

cc
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Dale W. Wagner

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Dale W. Wagner not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Hi: Dale W. Wagner
417 S.E. 6th Street
Ankeny, IA 50021

Dear Mr. Wagner:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Dale W. Wagner, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of ten months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Linda K. Houts

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Linda K. Houts not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Linda K. Houts
2619 Arnold Road
Des Moines, IA 50310

Dear Ms. Houts:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Linda K. Houts, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of ten months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Laurence J. Clauson

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Laurence J. Clauson not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Laurence J. Clauson
813 - 12th Avenue N.W.
Altoona, IA 50009

Dear Mr. Clauson:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the continuing contract between Laurence J. Clauson, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of ten months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kau
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
James V. Frazee

This is to notify you of the Superintendent's recommendation to the
Board of Directors of the Des Moines Area Community College that the
contract of James V. Frazee not be renewed beyond its termination date
of June 30, 1981. A copy of the notice and recommendation to terminate
contract, which has been served upon the employee, is attached to this
recommendation.

If the employee, within five days of receipt of the written notice that
the Superintendent is recommending termination of the contract, requests
in writing a private hearing, you will be notified in writing of the
date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. James V. Frazee
114 S.W. Logan
Ankeny, IA 50021

Dear Mr. Frazee:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between James V. Frazee, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of ten months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
George A. Silberhorn

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of George A. Silberhorn not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. George A. Silberhorn
520 S. Story
Boone, IA 50036

Dear Mr. Silberhorn:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between George A. Silberhorn, Counselor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or reduction of staff.

The Superintendent intends to recommend to the Board that a reduced contract of ten months be tendered to you for the 1981-1982 year.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By __________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Curtis N. Smith

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Curtis N. Smith not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Curtis N. Smith
714 S.E. 10th Street
Ankeny, IA 50021

Dear Mr. Smith:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Curtis N. Smith, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and discontinuation of a program requiring a reduction of staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By _____________________________  Superintendent

kns
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Gerald Jacobs

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Gerald Jacobs not be renewed beyond its termination date of March 27, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

Superintendent

March 12, 1981
(Date)
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Gerald Jacobs
6407 S.W. 17th
Des Moines, IA 50315

Dear Mr. Jacobs:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective March 27, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Gerald Jacobs, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of a program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By

Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
John Liepa

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of John Liepa not be renewed beyond its termination date of June 2, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. John Liepa
520 - 7th Street
Ames, IA 50010

Dear Mr. Liepa:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 2, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between John Liepa, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of a program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________

Superintendent

kas
This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Robert G. Girvan not be renewed beyond its termination date of June 2, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Robert G. Girvan
Box 332
Stanhope, IA 50246

Dear Mr. Girvan:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 2, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Robert G. Girvan, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980–1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of a program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By

Superintendent

kas
This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Jagdeesh D. Adhav not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Jagdeesh D. Adhav
1317 - 24th Street
Des Moines, IA 50311

Dear Mr. Adhav:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Specially Funded contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the Specially Funded contract between Jagdeesh D. Adhav, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and discontinuance of a program requiring a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By

Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Roxann Lavorato

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Roxann Lavorato not be renewed beyond its termination date of June 30, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Ms. Roxann Lavorato
6595 S.W. 30th Street
Des Moines, IA 50321

Dear Ms. Lavorato:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and continuing contract be terminated effective June 30, 1981, following a decision of the Board of Directors. The contract to be terminated is the continuing contract between Roxann Lavorato, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and discontinuance of a program requiring a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ____________________________
Superintendent

kas
RECOMMENDATION TO BOARD OF DIRECTORS
TO NON-RENEW CONTINUING CONTRACT OF
Bradley T. Osgood

This is to notify you of the Superintendent's recommendation to the Board of Directors of the Des Moines Area Community College that the contract of Bradley T. Osgood not be renewed beyond its termination date of June 2, 1981. A copy of the notice and recommendation to terminate contract, which has been served upon the employee, is attached to this recommendation.

If the employee, within five days of receipt of the written notice that the Superintendent is recommending termination of the contract, requests in writing a private hearing, you will be notified in writing of the date, time, and location of the private hearing.

Respectfully submitted,

[Signature]
Superintendent

March 12, 1981
(Date)

kas
March 12, 1981

CERTIFIED MAIL, RETURN RECEIPT REQUESTED

Mr. Bradley T. Osgood
P.O. Box 457
 Slater, IA 50244

Dear Mr. Osgood:

YOU ARE HEREBY NOTIFIED that the Superintendent will recommend to the Board of Directors of the Des Moines Area Community College that your employment and Continuing contract be terminated effective June 2, 1981, following a decision of the Board of Directors. The contract to be terminated is the Continuing contract between Bradley T. Osgood, Instructor, and the Board of Directors of the Des Moines Area Community College, for services rendered during the school year 1980-1981.

The recommendation to terminate your contract is being made because of budget reductions and reduction of program requiring a realignment and/or a reduction in staff.

You are advised that within five days of receipt of this written Notice, you may request a private hearing with the Board, in writing, to the Secretary of the Board of Directors. If you fail to timely request a private hearing, the Board may proceed and make a determination upon the Superintendent's recommendation.

This Notice dated at: Ankeny, Iowa, this 12th day of March, 1981.

Des Moines Area Community College

By ___________________________
Superintendent

kas
JOINT MEETING OF BOARDS OF DIRECTORS
OF
HEARTLAND AREA EDUCATION AGENCY
AND
DES MOINES AREA COMMUNITY COLLEGE

Wednesday, March 11, 1981
Heartland Education Agency
1932 S.W. Third Street
Ankeny, Iowa
4:00 p.m.

AGENDA

A. Call to Order
B. Approval of Minutes -- December 10, 1981
C. Status of Submitted Proposal on the Education of Handicapped Persons
D. Status of Career Exploration Program
E. Exploring Areas of Cooperation Between Heartland and DMACC
F. Legislative Change in Number of Required Joint Meetings
G. Other Items
H. Adjournment
Heartland Board Member Ed Long called the meeting to order at 4:05 P.M.

Paul Lowery, Eldon Leonard, Charles Wright and Leonard Bengston were present to represent the Des Moines Area Community College. Ed Long, Mrs. Maurine Coe, Bill Clark, Marv Davis, Joe Millard and Jim Wolter represented the Heartland Area Education Agency.

It was moved by Mr. Leonard and seconded by Mr. Long that the minutes of the December 10, 1980, meeting be approved.

Status of Submitted Proposal on the Education of Handicapped Persons

Mr. Bergstrom reported that Dennis Hiner and Ed O'Leary have been working toward implementation of this program and that progress has been positive. A contract has been received from OPP in the amount of $17,500 which was part of the funding package. A visit will be made to the program in Fort Dodge on March 27.

This program at DMACC will be self-supporting. A major portion of the budget will come from weighted students attending, although some 28E Agreements may be necessary with schools participating.

Status of Career Exploration Program

Jim Wolter distributed a letter which has been sent to all local school districts to determine interest in the mobile career exploration units. It will be necessary for twenty-five districts to join in a cooperative effort and each pay a $1,000 fee to have the required funds available. The agency should know by March 19 if there is enough interest and if funds are available.

It is anticipated that a mobile home mover would be hired to transport the trailers from one district to another.
Exploring Areas of Cooperation Between Heartland and DMACC

Bill Clark stated there is cooperation between the two staffs which may not be highly visible - including the areas of media, educational services and vocational/technical programs.

Vocational education is an area which could be expanded. However, legislation is needed to provide the funds.

Legislative Change in Number of Required Joint Meetings

The new law requiring only an annual joint board meeting between area colleges and area education agencies will become effective July 1, 1981.

It was suggested that this annual meeting could be a dinner meeting with the full boards of both organizations attending.

Other Items

The legislature may overlook the fact that the services provided by the two Area 11's are very different because they serve different needs.

Adjournment

There being no further business before the Directors, the meeting was adjourned at 4:30 P.M.
5:30 P.M. CALL TO ORDER

1. APPROVAL OF TENTATIVE AGENDA

2. PUBLIC HEARING ON PROPOSED BUDGET FOR FY82

3. PUBLIC COMMENTS
   a. Robert Blincow, Administrator, St. Anthony's Hospital, Carroll, Iowa

4. APPROVAL OF MINUTES - February 9 special and regular meeting; February 16 special meeting; March 2 special meeting

5. REPORTS
   a. IASB activities
   b. National legislative seminar
   c. Legislation/funding/area supts.
   d. Monthly financial

6. COMMUNICATION
   a. Numerous letters have been received expressing concerns regarding budget cuts

7. UNFINISHED BUSINESS
   a. Decisions concerning modifications and/or alterations for a working budget for FY82

8. NEW BUSINESS
   a. Consideration of budget for FY82
   b. Personnel report
   c. Second reading of revised board policy #654, Advanced Placement - College Level Examination Program (CLEP)
   d. Approval of 28E agreement between Polk County and DMACC
   e. Approval for the college to offer the following degrees:
      (1) Associate in Science (AS) - New
      (2) Associate in Applied Arts (AAA) - New
      (3) Revision of Associate in Arts (AA)
   f. Consideration of sale of adequate land to the YMCA for the purpose of building a facility

9. PRESENTATION OF CLAIMS AND ACCOUNTS

10. ADJOURNMENT
SUPPLEMENTAL AGENDA

Monday, March 9, 1981
Building #6 - Room #29 (Auditorium)
Ankeny Campus

8. NEW BUSINESS

g. Final acceptance of the Urban Campus project, and
   approval of final payment in the amount of $203,686.51,
   thirty days following acceptance, to Vawter-Walter.