

# RECORD OF PROCEEDINGS

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## ARAPAHOE COUNTY SCHOOL DISTRICT NUMBER SIX

### Littleton, Colorado BOARD OF EDUCATION Minutes of Regular Meeting

May 17, 2007

#### *Call to Order*

President Diana Holland called the meeting to order at 5:30 p.m. in the Boardroom of the Education Services Center, 5776 South Crocker Street.

#### **Present**

Diana Holland, President  
Sue Chandler, Secretary  
Bob Colwell, Treasurer  
Renée Howell, Assistant Secretary

#### **Absent**

John Dunn, Vice President

#### **Others in Attendance**

Connie Bouwman, Assistant Superintendent of Learning Services  
Lucinda Hundley, Assistant Superintendent of Student Support Services  
Kirk Madsen, Assistant Superintendent of Operations  
Scott Murphy, Superintendent  
Mike Owens, Assistant Superintendent of Human Resources

#### ***Board Executive Session: Negotiations***

MOTION: Mr. Colwell moved that the Board of Education convene into executive session to discuss negotiations with Mr. Scott Murphy, Mr. Mike Owens, Ms. Lucinda Hundley, Mr. Kirk Madsen, Ms. Connie Bouwman, and Mr. Stan Damas per Colorado Revised Statutes 26-4-602—Meeting—Open to Public section (4)(e) relating to negotiations. SECOND: Ms. Howell. AYE: Chandler, Colwell, Holland, Howell. MOTION CARRIED: 4-0.

The regular meeting began at 6:45 p.m.

#### **Approval of Minutes**

Ms. Holland asked if there were any corrections to the minutes of the April 26, 2007, meeting. There were none.

MOTION: Mr. Colwell moved that the Board of Education approve the April 26, 2007, regular meeting minutes as presented this evening.  
SECOND: Ms. Howell. AYE: Chandler, Colwell, Holland, Howell. MOTION CARRIED: 4-0.

#### **Superintendent's Report**

Mr. Murphy and Board of Education members recognized the following employees who have recently won state and national awards: Tony Hurt, Heritage High School, 2006 Southwest Sectional Coach of the Year Girls Soccer by the National Federation of State High School Coaches Association; Chuck Clopine, Transportation, 2006 Operations Support Person of the Year by the Colorado State

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Pupil Transportation Association; Guy Grace, director of security/emergency planning, featured in the November and December 2006 issues of *Security* magazine; Travis Amonson, Goddard, 2006 Teacher of the Year by the Colorado Technology Education Association; Mary Arends, Centennial Academy, Outstanding Mathematics Teacher for Region 1 by the Colorado Council for Teachers of Mathematics; Patti Rains, Arapahoe High School, Teacher of the Year by the Colorado Association of Teachers of Family and Consumer Sciences; Susan Scheibel, Powell Middle School, 2006 Colorado Gifted and Talented Educator of the Year by the Colorado Association for Gifted and Talented; Ray Barron, Heritage, 2007 Hall of Fame by the Colorado High School Coaches Association; Sheri Rossing, Heritage High School, Cross Country Assistant Coach of the Year by the Colorado High School Coaches Association; Todd Wesswick, Heritage, Wrestling Assistant Coach of the Year by the Colorado High School Coaches Association; Lowell Ensey, Education Services Center (ESC), 2006 Distinguished Service Award by the Colorado Association of School Executives; Daphne Cole, Transportation, 2007 Operations Support Person of the Year by the Colorado State Pupil Transportation Association.

Mr. Murphy reported that a Heritage student was involved in a skateboarding/car accident and died from injuries this morning. Ms. Holland thanked the staff for all the work they did to help the students work through this difficult time.

## **Board Reports/Requests**

Mr. Colwell attended the Math Olympiad, the Arapahoe/Douglas Career & Technical School (ACTS) graduation, and the retirement celebration for Nancy Peterson at Highland Elementary School. Ms. Howell attended the Arapahoe choir concert and the district retirement dinner. Ms. Chandler saw the Arapahoe/Douglas Career & Technical School Partnership home that the students built, attended the Special Services Advisory Council (SSAC) meeting and the Littleton Public Schools (LPS) Foundation meeting. She also noted the girls' soccer teams from Heritage and Arapahoe high schools are in the quarterfinals. Ms. Chandler also attended the PTO Presidents Council (PPC) training and said Kelly Perez will be the president next year. She also attended the Classified Employees Advisory Council (CEAC) breakfast.

Ms. Holland reported that the Greater Littleton Youth Initiative (GLYI) met last week. She also attended the District Accountability Committee (DAC) meeting last night, and indicated that the legislative session has come to an end. She noted the Board of Education will have a workshop on a legislative update on May 31 at 5:30 p.m. before its regular meeting. Ms. Holland also attended the CEAC breakfast and congratulated everyone on the Colorado Student Assessment Program (CSAP) 3<sup>rd</sup> grade reading scores, which climbed to 82 percent. The state average is 71 percent.

## **Citizens' Requests to Speak to the Board**

Jack Randall asked if the district plans to do a report on how the School Finance Act impacts the school district.

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Sam Drury expressed concern about the past three years CSAP reading scores compared to previous years noting the 8 percent loss in 2005.

## *Action*

### **Consent Agenda**

Ms. Holland asked if there were items to be pulled for further discussion.

It was noted on consent agenda item 1.5 Resolution for Conveyance of Real Property and Temporary Construction Easement that the City of Centennial will be reconstructing Arapahoe Road between Colorado Boulevard and Holly Street. Improvements include the installation of utilities, curb and gutter, sidewalks, retaining walls, pavement surfacing and traffic signals. In order to install the improvements, the conveyance of property for right-of-way purposes is required from several properties adjacent to Arapahoe Road including Newton Middle School. Upon completion, the enhancements will result in improved access, increased safety, and sidewalk replacement in front of the school. The conveyance of real property includes two strips of land located at the east and west ends of Newton Middle School property. Additionally, a temporary construction easement near the west end of school property will be granted. Work is scheduled to commence during the summer of 2007 with completion during the fall of 2008.

It was also noted in the consent agenda that the quarterly financial report depicting financial operations of all district funds for the period ending March 31, 2007 was provided to the Board for review and approval.

MOTION: Mr. Colwell moved that the Board of Education approve the recommended consent agenda numbered 1.1 concerning Personnel Recommendations with the additions made this evening, 1.2 Physical Education Curriculum Revisions, 1.3 Course Addition and Textbook Adoption: Business Marketing, 1.4 Family and Consumer Sciences Curriculum Revisions and Textbook Adoption, 1.5 Resolution for Conveyance of Real Property and Temporary Construction Easement, and 1.6 Quarterly Financial Report.

SECOND: Ms. Howell. AYE: Chandler, Colwell, Holland, Howell. MOTION CARRIED: 4-0.

Mr. Owens, assistant superintendent of human resources/charter schools, reported that some new principals have been hired. Dr. Shirley Trees, director of elementary education, reported that Sarina Compoz is the new principal at Twain Elementary School. She also introduced Drew Brueckner, new principal at Hopkins Elementary. Ms. Connie Bouwman, assistant superintendent of learning services, introduced James O'Tremba, new principal at Newton Middle School.

Mr. Colwell asked about the elimination of the position of receptionist at Heritage High School. Mr. Owens responded that with its declining student enrollment, there was a reduction in full-time equivalent (FTE) and Heritage High School tried to reduce staff in multiple areas.

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## **Teacher Status Recommendations for the 2007–2008 School Year**

Mr. Owens indicated that each year there are teachers who have successfully completed three (3) consecutive full-time years of teaching in Littleton Public Schools and are eligible for “teacher status,” formerly known as “tenure.” A list of 51 teachers recommended for teacher status was available for Board review and approval.

Mr. Owens shared some positive comments about a teacher from each level.

MOTION: Ms. Chandler moved that the Board of Education approve the list of teachers presented for teacher status. SECOND: Mr. Colwell. AYE: Chandler, Colwell, Holland, Howell. MOTION CARRIED: 4–0.

## *Discussion*

### **K–12 Social Studies Curriculum Revisions**

Ms. Bouwman indicated that in October 2006, administration presented revisions to the social studies philosophical assumptions, which is the first step in the curriculum revision process. The writing team is now presenting revisions to the curriculum learner objectives. It was also noted that social studies has a new format that includes references to state model content standards and district-developed essential learnings.

Ms. Susan Dalton, curriculum coordinator, indicated that the objectives of the revision were to reduce redundancy, provide a consistent format, embed essential learnings, and develop rigorous, meaningful learner objectives for K–12. She commented at sixth grade, the social studies curriculum has been designed to ensure student learning of geographical features, historical events, governmental structures, societal structures, cultural contributions, and economic systems. At the high school, courses are offered to challenge the students to detect bias and stereotype, use historical information to interpret and evaluate decisions or policies regarding contemporary and future issues, and to take and defend positions on current issues. Ms. Dalton noted that the City of Centennial was added to the social studies curriculum.

Next steps include guided practice beginning in August 2007; opportunity through Professional Learning Communities (PLC’s) and district council meetings to provide feedback on the curriculum; social studies material recommendation committee meets summer 2007 with recommendations to the Board, Fall 2007; and budget release in January 2008 for purchase of materials.

Ms. Dalton introduced committee members who were available to answer the Board’s questions: Lisa McDowell, Twain Elementary; Kathy Stocking, Runyon Elementary; Marlene Drake, Whitman Elementary, and Amanda Crosby, Arapahoe High School.

Board members asked for the committee’s input on the revisions. They responded that they were most proud of eliminating the redundancy.

Mr. Colwell asked for an example of what a kindergartener would know about international issues. The response was the war in Iraq if a relative was involved.

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Mr. Colwell asked what does BCE mean? Ms. Crosby responded the terms BC (before Christ) and AD (Anno Domini) were used in the past, and BCE means “before common era.”

Ms. Howell appreciated the redundancy being removed and clarified that the curriculum is based on the model content standards of the state. It was noted there is no Colorado Student Assessment Program (CSAP) for social studies.

Ms. Chandler asked if the teacher engages students differently with the proposed curriculum. Ms. Crosby said there is more emphasis on the teacher as a source of information, but students research other sources, come to their own conclusions, and are active learners. It was noted that the internet has also had a major impact.

Ms. Holland asked if the district would be purchasing textbooks as there are so many other resources for information.

This item is scheduled for action on May 31.

### **Collective Bargaining Agreement for 2007–2008**

Mr. Owens indicated that a tentative agreement has been reached between the district and the Littleton Education Association (LEA) regarding changes to the current Collective Bargaining Agreement. The proposed changes include benefits, compensation, and language items. The current Collective Bargaining Agreement covers the period of August 1, 2006–July 31, 2009.

Mr. Owens indicated changes to the non-financial sections would be effective August 1, 2007–July 31, 2009. For the financial sections, the effective dates are August 1, 2007–July 31, 2008. Mr. Owens explained the proposed compensation is a 4.6 percent cost of living adjustment to salary schedules including coaching and extracurricular schedules. This would bring the base salary to \$33,321 for teachers.

Mr. Owens highlighted the specific amendments to the agreement as follows: language to provide paid time off benefit from accrued leave for adoption comparable to that which is currently provided for normal childbirth; amends language changing the work year from 186 to 183 days to accommodate the Board approved calendar incorporating Professional Learning Communities (PLC) days; (he noted the total number of hours teachers work remains the same); amends language to provide limitations on tuition reimbursement to teachers on a 93/93 contract.

Ms. Holland asked how the 4.6 percent increase compared to other districts.

Mr. Owens said it was favorable in comparison to neighboring school districts. She also asked if the increase was within our budget, and the response was yes.

Mr. Owens said the recommended amendments maintain the historical value of collaboration between the district and Littleton Education Association (LEA), strike a balance between district goals and LEA expectations through adherence to the interest-based bargaining process, support the district goal of attracting and retaining quality staff, are comparable to settlements in neighboring districts, the financial components are within the short- and long-term budgetary parameters established by the Board, the health insurance component stops the recent trend of double digit annual increases while maintaining comparable coverage for

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employees, accommodate the district's initiative regarding PLCs, and overall the agreement meets the needs of both parties.

Mr. Colwell asked when the teachers will vote next week and what information do they see to make their decision. The response was Frank O'Hara, UniServ, and Todd Soderberg, LEA President, draft a document that is a summary of all that was presented this evening. Mr. Colwell asked if teachers see the new salary schedule, and the response was yes. Ms. Chandler clarified if every teacher votes or just LEA members, and the response was LEA members. It was noted that approximately three-fourths of LPS teachers are members of LEA.

Todd Soderberg reiterated that the process includes many hours of discussion on a variety of subjects.

This item will return for action on May 31.

### **Employee Compensation and Benefits for 2007–2008**

Mr. Owens indicated that a tentative agreement has been reached with LEA, and comparable salary increases and benefits options are proposed for the classified employees and district administrators for the 2007–2008 school year. Mr. Owens also summarized the proposed changes for both employee groups.

Mr. Owens outlined those changes as follows: a 4.6 percent cost of living adjustment to the classified salary schedule, standard increment advancement on salary schedule, and an increased district contribution to health insurance as per the Board approved rate structure and plan. For administrators, the proposed changes include a salary adjustment equal to the average increase in compensation changes for teachers and classified employees and increased district contribution to health insurance as per the Board approved rate structure and plan.

This item will return for action on May 31.

### **Accountability for Student Achievement**

Ms. Bouwman presented the criteria that will be used to determine the on- or above-grade level calculations. This data will measure the district's progress toward the 90 percent achievement goal.

Ms. Bouwman indicated in the beginning of the 2006–2007 school year, student data from the Colorado Basic Literacy Act (CBLA), CSAP, Measures of Academic Progress (MAP), second grade writing data, and the report card were maintained in separate databases in different locations depending on the particular data. For example, CSAP results go to Patti Turner, coordinator of assessment and Kevin Frasier, assessment manager, who then create reports for each building and, in turn, each building creates its own spreadsheet. She further noted that the second grade writing scores are recorded on Scantron sheets with results going back to the teachers and put into a student accumulative folder.

Ms. Bouwman explained that it became apparent that in order to perform the calculations relative to the district goal, a data warehouse would need to be created.

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Ms. Bouwman explained that presently, CBLA is now entered into Infinite Campus (IC). CSAP and MAP data is uploaded into IC, 2<sup>nd</sup> grade writing results are transferred from Scantron files to IC, and report card grades are housed in IC.

Ms. Bouwman defined a student is on grade level if he/she is meeting the expectations for his/her age group peers on the defined essential learning objectives as measured by performance on state tests (CSAP), performance on district determined measures of MAP, CBLA, 2<sup>nd</sup> Grade Writing, and classroom performance. She noted the difference between formative and summative assessments, that being formative assessments help teachers develop their instruction, and summative assessments measure progress toward the district goal.

Ms. Bouwman noted that the official measure will be taken each September after all the data is in. Technically, the calculation can be run at any time, but the district does not get all of the CSAP data until the end of summer.

Ms. Bouwman gave the data points by grade level: At Kindergarten and 1<sup>st</sup> grade, the CBLA assessments is two points and the report card grade is 1.0. She noted there is not enough data to assess mathematics at this time. For second grade, CBLA assessments are weighted 2.0; 2<sup>nd</sup> grade writing assessment 1.0; report cards in reading 1.0. For third grade CSAP reading, writing are each 1.0; MAP reading 1.0; CBLA 1.0; report card grades in reading and writing 1.0 each. In fourth and fifth grade, CSAP reading and writing 1.0 each; MAP reading 1.0; report card grades reading and writing 1.0 each. For Grades 3, 4, and 5 mathematics, CSAP math 1.0; MAP math 1.0; and report card grades for math 1.0. For sixth through tenth grades, CSAP reading and writing, 1.0 each; MAP reading, 1.0; report card grades in English, 1.0. In math, CSAP math, 1.0; MAP math, 1.0; report card grades in math, 1.0.

Next steps include to finish the data input process, run the data in the spring/early summer; monitor and adjust for fall implementation, create assessments for K–2 mathematics, develop a plan to add grades 11 and 12, and revise report cards K–2 to be electronic.

Ms. Bouwman said this is a collaborative effort of many departments including assessment, Information and Technology (IT), Learning Support Team (LST), principals, etc.

Dan Maas, chief information officer, and Patti Turner, coordinator of assessment, were available to answer questions.

One citizen addressed the Board.

Sam Drury asked the following: What do we mean by accountability? How visible will the performance results be? When will the results be made public? He also noted the school improvement plan (SIP) plans are on only five school web sites.

Ms. Chandler asked if the district always measure by grade level and the response was yes. She also asked if there is a better way to engage students in this process, i.e., students attend parent conferences. Ms. Bouwman said student involvement is a piece of accountability, and the three cornerstone goals attempt to look at the whole child.

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Mr. Colwell asked if teachers can access student information on Infinite Campus. Mr. Maas responded the data is stored in IC but not displayed to teachers at this time. However, teachers will be able to access student information at the beginning of the 2007–2008 school year. Mr. Colwell asked if there are other times during the year when the district reviews the data.

Ms. Howell said the amount of work done to enter all of the data is impressive. Ms. Holland said it will be more meaningful when numbers are developed.

### **English Language Acquisition (ELA) Program Update**

Dr. Patsy Jaynes, coordinator of the English Language Acquisition programs, presented a program update, which included a review of the current program and a summary of the achievement data.

Dr. Jaynes said the bigger picture in Colorado is that the English Language Learner (ELL) population has increased 250 percent. Presently, there are 89,100 students in Colorado in these programs. Colorado is one of the top receiving states for immigrants from Mexico.

Dr. Jaynes explained that the district's ELL population is larger than those that qualify for state reimbursement. Ms. Hundley, assistant superintendent of student support services, clarified that the district is only reimbursed about \$40,000. Dr. Jaynes indicated that the district is now required to categorize students as Non-English Proficient (NEP), Limited English Proficiency (LEP), or Fluent English Proficient (FEP). NEP are students that understand little to no English. The LEP are students that speak and understand English but may have difficulty with academic content. FEP are students that have met program exit criteria and are monitored for two years. Dr. Jaynes said the LEP students are the most challenging to a program. Another challenge is student dropouts.

Dr. Jaynes indicated that the district has 777 ELL students, but only 569 were eligible for English Language Proficiency Act (ELPA) funding. She noted the Colorado English Language Assessment (CELA) began in the spring 2006. This test includes speaking, listening, reading, and writing and overall language proficiency. She also indicated that 85 percent of NEP kindergartners who stay in the English as a Second Language (ESL) program through 3<sup>rd</sup> grade are proficient in English. One hundred percent of LEP kindergartners who stay in the ESL program through 3<sup>rd</sup> grade are proficient in English. Dr. Jaynes said the pre-post CELA results for 2006–2007 preliminary report for Annual Measurement Achievement Objectives (AMAOs) shows 69.22 percent making progress and 55.16 percent attaining proficiency.

Ms. Howell asked if this is for the district as a whole, and the response was yes.

Dr. Jaynes explained what has happened over the last ten years in ESL outreach. She noted the district has provided linguistic different endorsement opportunities for 29 teaching staff; provided for the professional development of 95+ general education staff members in cooperation with Colorado Department of Education (CDE) Teacher Enhancement Grant, and will increase school site leadership/ELL skills via McRel ELL Leadership Institutes for 45 percent of district schools. She

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also noted there will be a 2007 ESL summer school, and the district currently has 600 adult ESL students.

The ELL/McREL leadership participants are East and Field elementary schools; Goddard and Newton middle schools; Littleton High School; Ames, Centennial, Franklin, Hopkins, and Peabody elementary schools. Dr. Jaynes said the demographics are changing especially in the northern part of the district. One of the challenges is how to serve those students not choosing to go to East. She noted there are 28 ESL students at Centennial, 21 Centennial students at East, nine Centennial students at The Village, and 12 new students for the 2007–2008 school year. At Hopkins there are 19 students, five Hopkins students at East, and three new students for the 2007–2008 school year.

Looking to the future, immigration trends and variables are the biggest piece that will affect this program.

Ms. Howell asked if the high school population is growing. Dr. Jaynes responded the district does receive a number of students from California.

Ms. Chandler asked if the student population feels safe in the schools, and the response was yes. The City of Littleton has an immigration initiative. South Suburban Parks and Recreation, the Littleton City Council, Bemis Public Library, and other organizations work together to make immigrants feel comfortable in the community.

Mr. Colwell asked if CELA has been administered in the past and the response was this was the first series of test scores. Ms. Chandler asked if there is any data to indicate the English Language Learner (ELL) population would increase. The response was the school enrollment figures show an increase every year.

Ms. Howell asked how many different languages are spoken in the district.

Dr. Jaynes responded about 43 different languages.

### **Board Policy IMDB—Flag Displays**

Ms. Bouwman presented a new policy regarding the display of the United States flag, as well as other flags. She noted that Colorado school districts are required by law to have a policy on this subject, and specific language from state statutes adopted during the 2006 and 2007 legislative sessions is included. This policy also provides for district employees and students to have the right to display the flag of the United States on their own person, personal property, and/or property under their temporary control and also includes a statement that flags of foreign nations may be displayed for special, occasional, or ceremonial purposes when in accordance with U.S.C. Section 7.

Mr. Colwell asked what U.S.C. means. The response was it stands for United States Code.

This item will return for action at the May 31 meeting.

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## *Future Agenda/Adjournment*

One citizen addressed the Board on Future Agenda.

Sam Drury asked when the “Items to be Scheduled” would actually appear on a Board agenda.

Mr. Murphy distributed a draft agenda for the May 31, 2007, meeting. There will be a Board workshop on legislative update. Action items will include the Collective Bargaining Agreement between Littleton Public Schools (LPS) and Littleton Education Association (LEA), and Employee Compensation for 2007–2008. Discussion items included Elementary World Languages Study Group, Board Policy IJJA and IJJA-R—Approval for Sources of Electronic Instructional Materials, Fiscal Year 2007–2008 Proposed Budget, and Center for Online Studies Update.

MOTION: Mr. Colwell moved that the Board of Education meeting adjourn.

SECOND: Ms. Chandler. AYE: Chandler, Colwell, Holland, Howell. MOTION

CARRIED: 4–0.

The meeting adjourned at 10:00 p.m.

Respectfully submitted,

Diana Holland  
President

Sue Chandler  
Secretary

jcB01-25-07 (6/1/2007)