

RECORD OF PROCEEDINGS

ARAPAHOE COUNTY SCHOOL DISTRICT NUMBER SIX

Littleton, Colorado BOARD OF EDUCATION Minutes of Regular Meeting

August 13, 2009

Call to Order

President Bob Colwell called the meeting to order at 6:30 p.m. in the Boardroom of the Education Services Center, 5776 South Crocker Street.

Present

Bob Colwell, President
Sue Chandler, Secretary
Lucie Stanish, Treasurer
Mary Nichols, Assistant Secretary

Absent

Renée Howell, 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

Approval of Minutes

Mr. Colwell asked if there were any corrections to the minutes of the June 11, 2009, regular Board meeting. There were none.

MOTION: Ms. Stanish moved that the Board of Education approve the minutes of the June 11, 2009, regular Board meeting as presented. SECOND: Ms. Chandler. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

Mr. Colwell asked if there were any corrections to the minutes of the June 18, 2009, regular Board meeting. There were none.

MOTION: Ms. Chandler moved that the Board of Education approve the minutes of the June 18, 2009, regular Board meeting as presented. SECOND: Ms. Stanish. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

Mr. Colwell asked if there were any corrections to the minutes of the July 14, 2009, special Board meeting. There were none.

MOTION: Ms. Nichols moved that the Board of Education approve the minutes of the July 14, 2009, special Board meeting as presented. SECOND: Ms. Chandler. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

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Superintendent's Report

Mr. Murphy remarked that Western Welcome Week is in full swing with the Carousel of Music last evening and the parade coming up on Saturday. He thanked Julie Carlson, coordinator of instruction and the learning services, and her team for the excellent work done for the New Teacher Breakfast and thanked Board members for their attendance. He also thanked Board members for their attendance at the Administrative Leadership Breakfast on August 7.

Mr. Murphy commented about an article in today's Your Hub in the *Denver Post* that highlights the district's Inspired Writing project. He mentioned that central registration staff and volunteers have been very busy registering new students, and many back-to-school events are taking place around the district.

Mr. Murphy reported that the 2009 Colorado Student Assessment Program (CSAP) scores show good growth in several areas; however there remain areas of concern. He thanked the learning services team for its thorough analysis of the CSAP results.

Mr. Murphy announced that a number of LPS schools competed in the 2009 Technology Student Association (TSA) national conference and competition. He also said that students from all three high schools were named as All-American players by the U.S. Lacrosse organization, and the Heritage High School boys lacrosse coach Sean McCarthy was named Colorado Coach of the Year.

Board Reports/Requests

Ms. Stanish announced that the LPS Foundation has been engaged in a search for a new director. About 60 applications were received and the selection committee interviewed six candidates. The Foundation is in final negotiations with the finalist and a new director will be named soon. Ms. Stanish attended the Administrative Leadership Breakfast and the New Teacher Breakfast. Ms. Stanish also attended the Western Welcome Week Taste of Littleton event.

Ms. Chandler attended the New Teacher Breakfast and thanked the staff for an excellent event. She attended the Western Welcome Week Carousel of Music, noting it was a good time to visit with community members.

Ms. Nichols attended the Administrative Leadership Breakfast and commented that door prizes were pedometers, in keeping with the district's support of healthy living. She attended the New Teacher Breakfast, the Carousel of Music, and the Lion's Club dinner and fireworks. She attended the Federal Relations Network at the Colorado Association of School Boards (CASB) where the topic of discussion was the indicators of a successful district. She commented on the 2008-2009 Volunteers in Public Schools (VIPS) report that shows LPS volunteers donated the equivalent of \$2 million in in-kind services.

Mr. Colwell also acknowledged the work of LPS volunteers. He attended the Administrative Leadership Breakfast, the New Teacher Breakfast, and the Carousel of Music. Mr. Colwell attended the Runyon Elementary School open house, noting the students are excited about the start of school.

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Citizens' Requests to Speak to the Board

Mr. Daniel Kenny spoke about the airing of Channel 1 in LPS schools.

Mr. Sam Drury spoke about public visibility of student academic achievement progress with a focus on the recently released 2009 CSAP results.

Ms. Sandy Maben announced the Second Wind Fund upcoming walk/run/ride that raises funds to help with teen suicide prevention. Ms. Chandler commented that the Greater Littleton Youth Initiative partners with Second Wind in this effort.

Action

Consent Agenda

Mr. Colwell asked if there was any additional information about personnel recommendations on the consent agenda. Mr. Mike Owens, assistant superintendent of human resources said there are currently six teacher vacancies. He also said that with the Board's action this evening a new assistant principal will be hired. Dr. Amy Oaks, director of secondary education introduced Mr. Travis Amonson as the new assistant principal at Goddard Middle School. He has been the technology teacher at Goddard.

MOTION: Ms. Chandler moved that the Board of Education approve the recommended consent agenda numbered 1.1 concerning Personnel Recommendations with the additions made this evening. SECOND: Ms. Stanish. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

Collective Bargaining Agreement Between Littleton Public Schools (LPS) and the Littleton Education Association (LEA)

Mr. Owens stated that the Board reviewed the new Collective Bargaining Agreement on July 14. This agreement replaces the agreement that expired on July 31, 2009. He highlighted the changes in the new Agreement, which include: (1) a .25 percent increase in the longevity steps on the teacher salary schedule; (2) experience and educational advancement in accordance with Article 11 of the Agreement; (3) beginning with the 2009–2010 school year and thereafter, the twelve-month teacher pay cycle will begin with the August 20 payroll; (4) changes to health insurance contribution; (5) salary credit for committee work will include the student intervention team members; (6) annual leave days for teachers will remain at 12 days, with nine days designated as sick leave and three days designated as personal leave; (7) clean up of language that now states the teacher work year is 183 days, although the total hours worked remains the same; clean up of language that replaces the "93/93 benefit" with "transition year benefit." Mr. Owens stated that the new Agreement is effective August 1, 2009, through July 31, 2012.

Ms. Nichols asked if every teacher receives a copy of the Agreement, and Mr. Owens responded that teachers receive a CD that contains the agreement. It is also published on the district and Association web sites.

MOTION: Ms. Nichols moved that the Board of Education approve the Collective Bargaining Agreement between the Littleton Public Schools and the Littleton Education Association effective August 1, 2009, through July 31, 2012, as presented on July 14, 2009, and summarized this evening. SECOND: Ms. Stanish. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

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Employee Compensation and Benefits for 2009–2010

Mr. Owens reviewed compensation and benefits for the 2009–2010 school year for the three employee groups—teachers, classified, and administrators. He stated that teachers will be compensated as reflected in the new Collective Bargaining Agreement. Longevity steps on the teacher salary schedule will be increased by .25 percent, and teachers will progress through steps and lanes as provided in the agreement. All other teacher salary schedules will remain at the 2008–2009 level. In addition, there is an increase in the district contribution to health insurance premiums. Classified employees will receive the annual increment increase per the 2008–2009 classified salary schedule, which is the same as steps on the teacher salary schedule. The same increase in the district contribution to health insurance premiums is applicable to classified employees. Administrators are granted a salary adjustment equal to the average cost increase in compensation for teachers and classified employees, which has been calculated for 2009–2010 at 2.5 percent. The increase in the district contribution to health insurance premiums also applies to administrators.

Ms. Stanish clarified that the Board does not approve employer increases to the Public Employees Retirement Association (PERA), and Mr. Owens confirmed that this increase is state mandated. Ms. Nichols asked if the salary changes are equitable across employee groups. Mr. Owens responded that equity in salary increases has been a long-range priority of the district for at least 20 years. Mr. Colwell asked how the 2.5 percent salary increase for administrators was determined. Mr. Owens responded that the business services department calculates the average increase in the teacher salary schedule, which is 2.5 percent for 2009–2010. Ms. Chandler asked if the method for determining the salary increase for administrators has been the same over time. Mr. Owens responded that the calculation has been done in the same way for at least the past 20 years. He explained that there is no salary schedule for administrators, so the only way to calculate a salary increase is to use an average of the increase given to teachers. He further noted that salary increases for all employees are announced after reaching agreement with the Littleton Education Association.

MOTION: Ms. Stanish moved that the Board of Education approve the compensation and benefits package for the 2009–2010 school year for all employees of Littleton Public Schools as presented on July 14, 2009, and summarized this evening. SECOND: Ms. Nichols. AYE: Chandler, Colwell, Nichols, Stanish. MOTION CARRIED: 4-0.

Discussion

Long-Range Forecast Budget Update and Budget Planning Timeline

Mr. Scott Myers, chief financial officer, reviewed a chart that depicts the general fund five-year projections showing both a low and a high range of deficits. He stated that forecasting large deficits is unavoidable given the state's current financial picture. Mr. Myers said that the district's deficit is projected to continue to grow, with a minimum deficit of \$11.5 million by 2013–2014. He described a variety of factors that contribute to the uncertainty of long-range budget forecasts, noting that

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the district's financial future is governed by a number of inter-related factors. Mr. Myers reviewed various assumptions upon which the budget forecast is based. These include declining enrollment, consumer price index (CPI), Amendment 23, possible state rescission, employee salary changes, and health insurance and PERA cost increases. He said that the forecast makes no allowance for cost increases or new on-going expenditures. Mr. Myers also reviewed some key dates in the budget planning process.

Mr. Colwell asked about the district's current undesignated reserves balance, and Mr. Myers responded that it is currently \$3 million.

Mr. Murphy commented that the district must be prepared and there is much work to do. He also stated that the district must urge the Legislature to hold K-12 funding at the rate approved during the 2009 legislative session and avoid rescinding funds.

Board members discussed the pros and cons of forming a budget committee, including the importance of obtaining community input versus the time commitment necessary for a committee to complete a charge. It was suggested that the Board could solicit feedback on possible budget scenarios from existing district committees. Mr. Colwell suggested devoting time for a budget discussion each month at district committee meetings. Mr. Murphy said administration will work on a process to obtain community input. Ms. Nichols said it is important to have a discussion of core values with regard to the district's finances with committees. Ms. Chandler said it is important to keep the Strategic Plan in mind as budget discussions continue. Mr. Murphy suggested holding a Board workshop beginning at 5:30 p.m. on August 27 to continue this discussion.

Littleton Public Schools 2009–2010 Legislative Priorities for the 2010 Session of the Colorado General Assembly and Colorado Association of School Boards (CASB) 2009–2010 Resolutions

Mr. Myers reviewed proposed 2010 Legislative priorities, which include support for health and wellness of students and employees, support of a state-wide structure that provides adequate funding for K–12, and support for the employee retirement system that balances needs of employees with the financial realities of public education.

Mr. Myers also reviewed proposed 2009 CASB resolutions.

Legislative priorities and CASB resolutions will return for action on August 27.

Overview of American Recovery and Reinvestment Act (ARRA) IDEA Funding Plan

Ms. Lucinda Hundley, assistant superintendent of student support services, provided background information about the American Recovery and Reinvestment Act (ARRA) funding designated for the Individuals with Disabilities Education Act (IDEA). She reviewed the criteria associated with these stimulus funds, which includes: (1) spend quickly to save and create jobs; (2) improve student achievement; (3) ensure transparency and accountability; and (4) invest one-time funds thoughtfully to minimize a “funding cliff” after funds are gone. The requirements that are specific to IDEA stipulate that funds may only be used for excess costs for educating students with disabilities, a separate plan and budget must be in place, use of funds must have prior

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approval from the Colorado Department of Education (CDE), and must follow current IDEA rules.

Ms. Hundley stated that the district allocation from stimulus funds is \$2,652,930 for IDEA Part B, which serves students ages 5-21, and an additional \$94,409 for preschool students, ages three to five, with disabilities. The spending timeline began on February 17, 2009, although funds had not yet been received, and continues through September 30, 2011. Ms. Hundley explained that the district applied \$297,149 in ARRA funds during the 2008–2009 school year to costs that were absorbed in the general fund for direct services to students with intensive needs, thus relieving the general fund of these costs. Ms. Hundley said the bulk of the funds will be used during the 2009-2010 school year. Administration has prepared an application for CDE approval that would provide funds to cover the cost of instructional strategies and materials that would be used in an inclusive classroom setting, thus supporting the needs of both students with disabilities and general education students. Ms. Hundley also described the proposed plan for use of preschool funds for 2009–2010 and 2010–2011.

Ms. Chandler clarified that at this time planning for use of these ARRA funds is underway, but actual expenditures will take place after CDE approval. Ms. Nichols asked for clarification about what “maintenance of effort” means as applied to the use of these funds. Ms. Hundley responded that the district must show similar support from year to year for students with disabilities. The stimulus funds are being used to cover expenses from the 2008–2009 general fund for this maintenance of effort.

Mr. Colwell thanked Ms. Hundley for her expertise.

Board Policy Revisions: BD—Board Meetings/Regular Meetings/Special Meetings

Mr. Murphy stated that proposed revisions to Board Policy BD—Board Meetings/Regular Meetings/Special Meetings are presented to meet the requirements of House Bill 09-1082 that requires a recording of regular and special board meetings at which votes are taken. The current Board policy has been recoded to align with the Colorado Association of School Boards (CASB) sample policy BE, Board Meetings. The current LPS policy BE, School Board Work Sessions, has been incorporated into the revised policy.

Ms. Chandler stated that the use of the word “action” in the second sentence in the new language under the heading Work Sessions and Retreats may be unclear to readers. It was suggested that the words “without action” be removed from the sentence. Ms. Chandler asked how requests to listen to Board meeting recordings were handled, and the response was a CD is prepared for each Board meeting and could be accessed through the superintendent’s office.

This item will return for action on August 27.

Future Agenda/Adjournment

Mr. Murphy distributed a draft agenda for the August 27, 2009, Board meeting. Action items include Board Policy Revisions: BD—Board Meetings/Regular Meetings/Special Meetings, and Littleton Public Schools 2009–2010 Legislative Priorities for the 2010 Session of the Colorado General Assembly and Colorado Association of School Boards (CASB) 2009–2010 Resolutions. Discussion items include Alternative Education Update.

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MOTION: Ms. Stanish moved that the Board of Education meeting adjourn.

SECOND: Ms. Chandler. AYE: Chandler, Colwell, Nichols, Stanish.

MOTION CARRIED: 4-0.

The meeting adjourned at 9:10 p.m.

Respectfully submitted,

Bob Colwell
President

Sue Chandler
Secretary

ks (8/28/09)