

I. PRELIMINARY

Cook called the March 4, 2008, meeting to order at 6:31 p.m.

Roll Call

The following members were present:

Matt Cook, president
Jeanette Carmany, vice president
Jane Barber, secretary
Peter Cukale, treasurer
Mary W. Lewis, director
Amy Prince, director

The following member was not present:

Judith Edberg, director

Also meeting with the Board of Education were:

John L. Barry, superintendent of schools
Anthony Van Gytenbeek, deputy superintendent
Lisa Escárcega, chief accountability and research officer
Rod Weeks, chief financial officer
Kari Allen, chief personnel officer
William Stuart, chief academic officer
Anthony Sturges, chief operating officer
Tonia Norman, assistant to Board of Education

Pledge of Allegiance

Cook led the Board and audience in the pledge to the flag. He then welcomed visitors to the meeting.

Student Performance

Faith Goins, student at Aurora Central High School, sang a musical selection from the "Wiz." The "Wiz" will be presented at Aurora Central on April 16, 17 and 18.

Approval of Agenda

The March 4, 2008, agenda was amended as follows:

- delete information item II-A-4, Policy BEE – Board Hearings/Appeal Proceedings
- move action item IV-E-1, Instructional Materials Adoption, to information item II-E-3 in order for the Board to hear information prior to action
- move action item IV-F-1, School Club Charter, so students and sponsors can present information to the Board prior to information items

Moved by Lewis and seconded by Barber to amend the March 4 agenda as presented.

Approval of Minutes

The minutes of the regular meeting of the Board of Education held February 19, 2008, were approved as written.

Opportunity for Audience

Lynn Fair, 4784 Bluegate Drive, Highlands Ranch, 303-470-1066, presented the Board with a published book of short stories titled "Melting Box of Crayons" authored by students at Aurora Central High School. The idea to publish stories came about when Michelle Otte, former literacy coach at Aurora Central, presented stories to Principal Dean Stecklein to copy. It was his suggestion to publish student stories. Otte submitted a proposal to the Aurora Education Foundation and was awarded \$5,000 to begin the publishing process.

Fair introduced student authors Angela Hearst and Faith Goins. She also introduced book editors Stephanie Jarman Nelson, graduate and teacher at Aurora Central; Dana Nardello, teacher at Aurora Central; and Michelle Otte, secondary literacy coach. Nelson also wrote the forward in the book.

Fair presented the Board with two books. Students will autograph additional books and present them to the Board at a later date. Cook asked everyone involved in the project to stand and be recognized by the Board and audience. He thanked Fair for the books. This is another innovative example of what is occurring in APS.

II. INFORMATION ITEMS

SUPERINTENDENT OF SCHOOLS

Reports from the Board of Education

Prince attended the USA Skills Competition at Pickens Technical College. It was exciting to watch our students advance to the state competition. She also attended the quarterly awards ceremony at Peoria Elementary and read to kindergarten students at Fletcher Elementary in honor of Read Across America Day.

Prince attended the Empty Bowls dinner at Gateway High School. She shared that it was a wonderful fundraiser and encouraged everyone to attend next year.

Barber was privileged to read to students at Fulton, Fletcher and Virginia Court. The kids were wonderful and it was an honor to read to them.

Barber attended a production of "Ragtime" presented by students at Hinkley High School. The performance was wonderful and the set design was extraordinary. Barber was also encouraged by the turnout at the African American forum held at Aurora Central.

Lewis shared that the Empty Bowls dinner at Gateway High School was a wonderful event. Angie Willsea did a great job organizing the event. She also had a chance to read to students at Fletcher, Altura and Paris.

Lewis attended the Aurora Day at the capitol sponsored by the Aurora Chamber of Commerce. She heard positive comments about APS from state legislators and how we are influencing legislation at the state level. APS is being

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recognized for innovative programs and praised for cutting edge educational reforms.

Congratulations to Aurora Central and Rangeview for advancing in the state basketball tournament. Lewis attended the basketball game at Aurora Central on Friday. It was a great game and Aurora Central won in overtime by two points. Good luck to both Aurora Central and Rangeview.

Carmany was privileged to read to students at Fulton, Virginia Court and Side Creek in honor of Read Across America Day. She thanked staff at each school for inviting her to read to students.

Carmany shared highlights from the Empty Bowls dinner at Gateway. She was most impressed with the students that helped with the setup and directed visitors around the building. She also attended the African American forum at Aurora Central, sharing that at least 400 people were present. Information distributed to parents emphasizing strategies to help students reach their goals was very valuable.

Carmany commented that the CSAP test does not accurately rate our students. If you want to glimpse an example of a well-rounded student, attend a performance at any APS school. The production of "Ragtime" presented by students at Hinkely High school was phenomenal.

Cukale also attended the Empty Bowls dinner at Gateway High School, and a bedtime story reading at Paris Elementary. It was a wonderful time and the kids and parents enjoyed it.

Items of Current Interest

Barry shared that former NASA astronaut Richard Searfoss landed at North Middle School today to kick off the *Science Matters!* initiative sponsored by Comcast and the Science Channel. Over the next few weeks North students will put together a public service announcement on why science matters and its relevance to daily life, which will be used in competition with students from 14 other cities. The winning class will earn \$25,000 for the school's science program and each student will receive a video iPod.

Beginning on March 6, 2008, Aurora Channel 8 will feature an APS Star Athlete of the Week. Student athletes must have a 3.5 GPA or better and a strong commitment to community service to be considered.

Iowa Elementary is hosting a Barnes and Noble book fair and Family Fun Event on Thursday, March 6, from 4:00 to 7:00 p.m. at the Aurora City Place Store located off of I-225 and Alameda. A percentage of purchases will benefit Iowa's library.

The Rose Foundation recently awarded APS a \$378,000 grant to improve learning for second language students. Please join us at Fulton Elementary on Wednesday, March 5, at 2 p.m. to hear about the innovative ways APS is involving parents in their children's education.

Cook read an honorary proclamation from Governor Bill Ritter proclaiming March 5, 2008, as School Social Worker Day.

HONORARY PROCLAMATION

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"WHEREAS, social workers are concerned with the emotional and social well-being of Colorado's children; and

WHEREAS, all children deserve a quality education in a supportive, nurturing environment; and

WHEREAS, school social workers provide support services to students to enhance their educational experience; and

WHEREAS, the State of Colorado extends its sincerest appreciation to school social workers for the vital role they play in the lives of children throughout this state;

Therefore, I, Bill Ritter, Jr., Governor of the State of Colorado, do hereby proclaim March 5, 2008,

SCHOOL SOCIAL WORKER DAY in the State of Colorado."

Barry thanked APS social workers for all they do to support and nurture APS students. He invited Ralph Albertson, director of Exceptional Student Services, to the Board table to accept thanks on behalf of school social workers. Albertson shared that our social workers fill a deep niche in our schools. They impact students in a positive and significant way on a daily basis.

VISTA 2010 Update

People

Allen reviewed Goal One: recruit, hire, induct, support and retain high performing staff. APS continues to remain competitive in regard to teacher salaries and compensation. We rank number two overall in competitive salaries based on a minimum of step one, bachelor's degree, with no prior experience. Adams 50 ranks number one with a \$40,000 salary base. Our goal is to remain in the top half of competitive salaries and compensation throughout area districts.

Carmany asked if information regarding competitive salary rankings for classified employees was available. Allen replied that we do not monitor rankings for classified staff in the same way. We can compare salary schedules across area districts. Carmany requested that information be provided to the Board.

Achievement

Stuart reviewed a new metric used to provide baseline data for Goal One, Objective One: every student will be at grade level in reading, writing, math and science within five years of continuous enrollment in APS. Using last year's achievement data as a baseline, 49.3 percent of APS students were at grade level in reading, 29 percent of APS students were at grade level in writing and 34.3 percent of APS students were at grade level in math. Our goal is to retain students in APS and have them at grade level in content areas within five years of continuous enrollment.

Community

Escárcega invited Georgia Durán, chief communication officer, to the staff table to present information on Action 60: hosting of public forums. The metric is to

increase the number of participants attending public forums by 10 percent.

Durán thanked Barbara Cooper, director of school services, and family liaisons throughout the district for organizing the African American, Indian, and Hispanic forums. Their outreach has made a tremendous difference in overall participation numbers. Family liaisons have been instrumental in outreaching to parents and community members.

Two town halls have been scheduled on April 9 and April 22. The town hall formats have changed from a topic-based forum to an open, general forum discussion with Board members. We will share participation numbers with the Board after the forums.

We continue to send Superintendent updates to the community and we are increasing our efforts to distribute information to the community.

Environment

Sturges invited Paul Coleman, director of grants management, to the staff table to share information regarding grants received in APS. The goal is to increase the number of grants by more than \$100,000 and increase the total number of grants by five percent annually.

Coleman congratulated Kari Allen and the Division of Human Resources for her efforts in reaching the goal of having 100 percent of high school teachers highly qualified.

Coleman shared that we have received an additional \$1.2 million in grants this year. We have received five grants since the beginning of January including:

- Colorado Trust Immigrant Integration Grant for \$30,000
- The nutrition services' department at Crawford Elementary received a Hidden Valley Love my Vegetables Grant for \$10,000
- Title I Family Literacy Grant from CDE to open a family literacy program at Elkhart Elementary for \$52,000
- Rose Foundation Grant for the Center of Excellence for ELA for \$378,000

We have completed an application for a \$250,000 grant from the NFL for turf replacement for the football field at Rangeview High School. We have submitted an application for a small learning communities grant at Hinkley High School for a total of \$1.2 million over a five-year period and an application for an arts and education grant for professional development of fine arts teacher grant for a total of \$600,000 over a three-year period.

We are working on securing a Carol White physical education grant for a total of \$350,000 annually for three years and a full service community grant for a total of \$500,000 annually for five years. Health services is currently working on a planning grant for a school-based health center and the full service community grant is tied to it. Crawford Elementary and possibly Elkhart Elementary would be designated as full service community schools.

We are working on an expelled and at-risk grant through the Colorado Department of Education for a total of \$4,000 per identified student over a four-year period. This would be use to fund the truancy initiative.

Coleman congratulated Dorothy Duke, Tollgate Elementary, for receiving a \$10,000 grant through Best Buy. The district will not receive monetary funding, but Tollgate will benefit from resources from Best Buy. The district is also eligible to apply for a \$100,000 grant through the Best Buy Foundation.

Coleman shared that we have developed numerous community partnerships. The community partners are the fiscal agents and the district receives services through the partnerships. Tony Van Gytenbeek is heading up one partnership with the University of Colorado Health Sciences Center. The Health Sciences Center has applied for a grant that promotes professions in the health science field. We are working with students at Montview, North, Aurora Central, Hinkley and William Smith interested in learning more about careers in the health science field.

Lewis asked about an AARP grant that was received at a district school site. Coleman responded that the site received a monetary award through AARP and funds went directly to the school. Lewis asked Coleman to provide a list of all monetary awards received in the district.

Barber congratulated Coleman for all his work and efforts sharing that it appears we have exceeded our goals. Coleman thanked and commended his staff, Superintendent Barry, Tony Van Gytenbeek, Karla Groth, Mary Beth Rensberger and school staff members who have worked tirelessly to obtain grants for APS.

DIVISION OF ACCOUNTABILITY AND RESEARCH

No Items

DIVISION OF FINANCE

No Items

DIVISION OF HUMAN RESOURCES

No Items

DIVISION OF INSTRUCTIONAL SERVICES

Elementary Late Start Proposal

Stuart invited Susan Olezene, director of student achievement, and members of the elementary late start work group to present information regarding the late start proposal for district elementary schools. Olezene introduced Scott Habermehl, principal at Vassar Elementary, and Linda Richardson, teacher at Boston Elementary. Five teachers, four principals and two directors served on the work group facilitated by Joanie Ott.

Olezene explained that the elementary late start work group is proposing a two-hour late start on selected dates throughout a calendar year. The work group was formed to determine rationale for late start days, develop a proposed calendar of late start dates, define professional learning activities and develop a communication plan for parents and the community. Selected dates and professional learning activities need to be consistent throughout elementary schools in the district.

Richardson shared that the majority of student learning presented in the

classroom requires teacher planning and evaluating time. Evaluating assessments and making decisions for instruction requires a planning component. Working together in groups and collaborating with each other helps with common understanding. As teachers gain knowledge and understanding of curriculum and objectives information is transferred to the classroom.

The two-hour late start would eliminate the expense of hiring substitutes during professional learning time and would provide more student/teacher contact time. Districts that have implemented the two-hour late start for elementary schools have found it useful and effective.

Some of the proposed professional learning activities during the two-hour late start period would include:

- scoring of benchmarks and interim assessments
- team analysis of assessment data and implication of instruction
- implementation of School Improvement Plan achievement goals and continuous review and evaluation of goals

Habermehl shared that the original implementation time line for the late start proposal was for the fall of 2008. We have postponed the implementation time line to the fall of 2009.

We have selected Wednesday for the proposed late start day. Many staff meetings are held on Wednesday and we can extend the time period for professional learning activities. We did not obtain parent input when we initially started the proposal due to time constraints. We checked with neighboring districts and utilized data from the Littleton School District that indicated most parents preferred a late start rather than an early release.

Olezene shared that we presented the proposal to DAAC and received input and suggestions to consider from the parent group including what impact the late start would have on the morning kindergarten session, individual teacher schedules, food service and transportation.

We are proposing to form a work group that follows the normal calendar cycle to further study the proposal and implementation process. This would also allow time to develop and implement an effective communication plan to parents and the community.

Carmany stressed the importance of planning time for teachers. She expounded that this will be an important and valuable two hours of planning and assessment time.

Barber commented that the proposed late start must be communicated to parents early. Olezene explained that the late start would occur ten days out of a calendar year. We will communicate information to parents early so they have time to plan.

Cook clarified that classes would begin two hours late, ten days out of a calendar year. Olezene explained that proposed activities occur over key times of the year and coincide with interim assessments. We already schedule these activities at elementary schools. The proposed late start would eliminate the need for substitutes when scoring interim assessments.

Cook clarified that the expectation for parents would be to keep kids home two

hours in the morning, ten times a year, on Wednesdays of selected dates. Childcare provisions would be provided at the school if necessary.

Lewis did an informal survey with 10 parents that stated a preference to an early release rather than a late start. The implementation delay will provide time to obtain more concrete input from parents.

Lewis also asked how the late start would impact the school breakfast program. Olezene explained that these are logistical issues that need to be addressed before implementation.

Prince suggested utilizing Connect Ed to remind parents of late start days. Olezene concurred and shared that students will be given stickers the day before as a reminder to parents.

Carmany voiced concerns regarding the instructional time difference at each school as well as the varying start and end times. Sturges commented that one of the variables for consistent start and end times across school sites is transportation. Stuart explained that we are looking at aligning start and end times across the district to ensure equity in instructional time for all APS students. Barry shared that we have looked at aligning start and end times at high schools and we are in the process of reviewing for middle schools. We will present information to the Board shortly.

Stuart shared that the recommendation is to implement the elementary late start for the fall of 2009 in order to address concerns, gather additional data and develop a schedule that will meet the needs of all students.

Both Lewis and Barber were pleased that the elementary late start recommendation was delayed to the fall of 2009.

Carmany requested that the late start proposal be returned for action in two weeks. Stuart asked for additional time to address concerns and complete tasks before the Board takes formal action.

Cook explained that the Board would take action as part of the calendar approval process. This will give the work group time to address concerns and gather additional input and information.

APS Young Parenting Program Transition

Stuart invited Jane Shirley, principal of William Smith; Mary Beth Rensberger, coordinator for health services; and Sheri Charles, director of early childhood education, to the staff table to present information on the APS Young Parenting Program. Shirley also introduced staff from the Young Parenting Program.

In November 2006, Shirley presented concerns and challenges that the Young Parenting Program was facing due to enrollments and difficulties accessing childcare assistance program funds. Our goal is to provide educational access to pregnant and parenting teens to give them an opportunity to complete their high school education. We also want to maximize resources and ensure that the oversight of our childhood center is in expert hands.

We currently have a licensed childcare center staffed for 40 children from birth to three years old. We have a program director and a part-time nurse in the program. Fifteen students from William Smith and three students from other

district schools are enrolled in the program. Five APS staff members utilize the childcare center. We opened up the program to bring in additional revenue to support the program.

We are proposing to maintain three infant classrooms for the young parenting program. The estimated cost savings for running three classrooms in lieu of four is \$50,000. Tuition will be more aligned with program costs. One classroom would be used for the early childhood education, CKPK program. The budget as well as supervision of the program would be moved to the early childhood education program.

Charles explained that the first classroom would be licensed for children from birth to 12 months. The second classroom would be licensed for children from 12 months to 30 months. The third classroom would be licensed for children from 24 months to 36 months. There would be a maximum of eight infants in the first classroom and 10 toddlers in the second and third classrooms.

Over the past few years, enrollment for the young parenting program has ranged from 23 to 28 students. Spots will continue to be maintained to address the needs of 28 students. By implementing a preschool classroom, we are opening up additional spots to service students with three-to four-year-old children. We also have an option of opening a full-day kindergarten program.

Shirley shared that a full-time teacher and part-time nurse would staff the program. We currently offer courses for students to receive health and practical art credit. We would like to expand the program to support students at all APS high schools. Rensberger has been running a task force with nurses and counselors to identify pathways, supports and communication for teen parents. We will continue to teach classes at William Smith, but we are looking to provide resources at other high schools for students who do not have transportation and want to remain in their home high school.

Rensberger shared that we have been discussing options for pregnant and teen parents who want to complete their high school education. School nurses would provide referrals and resource guidance, and counselors would provide support for academic plans. It is also important that the school nurse or the counselor remain in contact with the student during delivery and the medically authorized six-week recovery period. The student would not be penalized for time missed during the recovery period.

Students have choices for credit acquisition during pregnancy. Counselors would develop each plan individually to include independent study, online courses, summer school classes, or evening classes offered at some APS high schools.

Cook requested that a copy of the presentation be forwarded to the Board for review.

Cukale asked about curriculum expectations for the preschool program. Charles explained that under the proposal, the expectation would be that the newly adopted curriculum for the early childhood education program be used. Cukale also asked about possible expansion of the preschool classroom. Charles replied that due to building space, expansion would be limited to one classroom.

Lewis voiced concerns regarding the low student enrollment figure. She requested an estimate of teen parents enrolled in APS. Rensberger responded

that last year we had more than 200 students identified as pregnant. We have no consistent way to collect data. We have been discussing communication strategies to make students aware of the program and supports in place.

Barry commented that we had an aggressive outreach program to communicate options to teen parents. Lewis asked if data was available to show whether identified teen parents had completed their high school education. Shirley shared that a large percentage of students had not completed their education. We are helping students get their GED and providing additional assistance and supports to help them reach their goals.

Barber asked how the Young Parenting Program would impact the pilot school at William Smith. Shirley replied that the impact would be in space availability. Students will be able to apply, but space might be limited once the pilot school expands. Lewis asked how many teen fathers take advantage of the program. Shirley replied that only a handful of fathers have taken advantage of the program and most are students at William Smith. Rensberger shared that Aurora Central offers a child development and parenting class and some fathers have enrolled in it. The course is open to all students at Aurora Central.

Cook asked if the pilot school expands would the young parenting program continue at William Smith. Shirley responded that both programs fit at William Smith at this time.

Cook thanked presenters and requested that this item be returned for action in two weeks.

Instructional Curriculum Adoption

Stuart invited Susan Olezene to the staff table to answer questions from the Board in regard to the proposed adoption of instructional curriculum.

Stuart recommended that the proposed adoption of instructional curriculum be returned for action.

The proposed adoption of instructional curriculum will be returned for action at the March 18 Board meeting.

DIVISION OF SUPPORT SERVICES

District Transportation Report

Sturges invited Rob Schmedeke, transportation director, to the staff table to present the annual transportation report to the Board and to discuss how departmental functions impact and support the needs of the district.

Schmedeke shared that the main mission of the transportation department is to provide safe and efficient transportation to 12,000 APS students and approximately 800 to 900 are special needs students. We provide training, supervision and ongoing professional training to 105 drivers, 32 professionals, 17 staff members and 10 mechanics.

We are responsible for purchasing, equipping, and maintaining 24 buses and ensuring they meet federal and state statutes. We equip and maintain 245 support vehicles including mowers, snowplows and blowers, and various small engines. We also maintain and service all of the emergency backup generators

for emergencies at school sites, nutrition services and the warehouse.

The transportation leadership consists of a training coordinator, scheduling coordinator, fleet manager, regular education supervisor and a special education supervisor. The transportation department consists of leadership from three of the largest school districts in the metro area including Jefferson County, Douglas County and DPS.

APS is comparable to other districts in regard to walk distances for elementary and middle school students, and is a little above average for high schools. We use set criteria to determine busing when safety hazards exist and will bus regardless of distance. The criteria is a matrix, point valued criteria, that includes data driven information such as number of cars on the street, condition of the walking path, govern light for street crossing and the student's age. The criteria and point system was established in 1986 and our expectations have not changed.

Every bus driver has an inspection device that sits in the cradle in the bulkhead of the bus. Drivers scan cards and tags located inside the bus, engine and tires track bus locations and check for malfunctions. If a malfunction is detected, information is transmitted when the inspection device is returned to the cradle. We can pinpoint the location, time and speed of a bus on any selected date to get measurable data for scheduling purposes or to address concerns from the community, parents or a school site. It also writes and tracks work orders for mechanics. Information is transmitted and retained on a server in Seattle, and reports can be run from it. It is approved by the state of Colorado and many other states in the nation.

We use Google Earth to pinpoint bus locations, departure and arrival times, and bus speeds. Information can be used to assess road conditions and curb distances for students using wheelchairs. We will also be receiving technology that will allow us to track when students get on and off buses. Students riding buses will get cards that drivers will scan when getting on and off buses.

Bus Radio is a free product and is a great fit for APS. The PBS and public safety announcements are instrumental for student safety updates.

Bus advertising has been a positive revenue source for APS. We have a team that reviews and approves bus advertisements. Some of the approved advertisers include colleges, military, auto parts and area realtors. Sturges shared that we will be including VISTA and Quest advertisements on APS buses this spring.

Lewis asked how often advertisements are changed on buses. Schmedeke responded that time lines have been incorporated in the advertisement contract. Prince commented that advertisements are tasteful and do not consume the whole side of the bus. Barry shared that vendors select the side of the bus they want advertisements to appear. Carmany asked if some of the buses were used to advertise for school bus drivers. Schmedeke responded yes.

Schmedeke reviewed positive behavior supports to recognize students for good behavior on buses. Drivers continue to hand out certificates in recognition of positive student behavior. Lewis asked if positive behavior supports were handed out in conjunction with the student's home school. Schmedeke replied that we use the PBS model in conjunction with the student's home school.

We are still experiencing problems hiring and retaining bus drivers, and have been short five or six drivers since the beginning of the year while continuing to meet the diverse needs of service requests for our programs, activities and schools. We have a good base of schedulers that are able to make quick, efficient decisions.

In 2010, the transportation department will be impacted by new emissions requirements. Additional funding will be needed for equipment to regenerate exhaust. In addition, gas is predicted to rise to \$3.25 per gallon by the end of the year and we will no longer be able to lock in rates. School buses get 4.5 miles per gallon on average and rising gas prices will significantly impact the department.

Lewis asked how many bus drivers had been retained from last year. Schmedeke responded that we retained about 75 percent of our drivers from last year. Lewis asked how much revenue has been generated from bus advertisements. Sturges replied that bus advertisement revenues have varied. He will provide more detailed information to the Board.

Prince asked if Pickens Technical College students were able to perform maintenance on snow blowers and other small engines. Schmedeke replied that students have not performed any maintenance due to state certification requirements. We have had conversations with Pickens in regard to possible student apprenticeships.

Barber voiced concerns regarding cost replacement of student cards. Sturges replied that we would work with Risk Management, parents and school sites to develop a replacement system. Schmedeke shared that we are also discussing replacement alternatives with the company. Barber asked if parents were surveyed to ascertain their feelings about the cards. Schmedeke shared that parents were not surveyed but it will help with student safety.

Cook thanked Schmedeke for the transportation update.

III. CONSENT AGENDA - ACTION ITEMS

SUPERINTENDENT OF SCHOOLS

New America School Charter Renewal

DIVISION OF ACCOUNTABILITY AND RESEARCH

No Items

DIVISION OF FINANCE

No Items

DIVISION OF HUMAN RESOURCES

Classified Personnel

Licensed Personnel

Non-Licensed Administrative and Professional/Technical Personnel

Allen recognized Lynn Snyder, database administrator, for 25 years of service in the district. We wish her well.

DIVISION OF INSTRUCTIONAL SERVICES

No Items

DIVISION OF SUPPORT SERVICES

No Items

Cukale moved and Prince seconded to approve the consent agenda as presented.

Roll Call: Barber, Carmany, Cook, Cukale, Lewis, Prince #7971

Approved on a vote of 6-0

IV. ACTION ITEMS

SUPERINTENDENT OF SCHOOLS

Section G: Personnel Policy Revisions

Cook invited Legal Counsel Brian Donovan to the staff table to present information on the remaining Section G policies.

Cook clarified that the Board elected not to return policy GCCAA, staff sick leave, for action until after contract negotiations and Human Resources had a chance to complete a cost analysis on the overall impact on the budget. The Board elected to pull Policy BEE, Board Hearings/Appeal Proceedings.

The recommendation was not to take action on any of the remaining G policies.

Carmany moved and Cukale seconded to delay action on G policies.

Carmany commented that the Board wants to make sure policies are fair to all employees and their families. This is an important issue and we want to make sure that we get it right before taking action.

Laurie Godwin, 10571 E. 28th Place, Denver, 80238, 303-521-4990, voiced concerns regarding policy GCCAA, staff sick leave.

Senate Bill 25 was passed in May 2007, in relation to a discrimination law in the state of Colorado. Section two of the statute reads it should be a discriminatory or unfair employment practice for an employer to refuse to hire, discharge, promote or demote, harass during a course of employment or discriminate in matters of compensation against any person otherwise qualified regardless of disability, race, creed, color, sexual orientation, religion or age.

In alignment with Senate Bill 25, our district has a non-discrimination policy that was revised in November 2007. APS policy states that we are committed to the policy that no otherwise qualified employee such be excluded from participation and be denied the benefit of or be subject to discrimination under any program or activities on the basis of race, color, religion, national origin, marital status, sex, age, disability or sexual orientation. The APS policy is in alignment with Senate

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Bill 25. In Article 32 of the Master Agreement, it clearly states that paid leave is a benefit provided to teachers. We ask that the Board review the state law and the APS policy in relation to paid sick leave and employee benefits.

Godwin thanked Carmany for emphasizing that this is an important issue for APS employees and their families.

Karen Hart, 20262 E. Lasalle Place, Aurora, 303-671-0020, voiced concerns regarding policy GCCAA, staff sick leave.

Hart is an employee of APS and a Gateway High School graduate. The Board minutes stated that foster and stepchildren would be added to the description of immediate family. The inclusion of domestic partners in the definition of immediate family would be deferred to after contract negotiations. The boards of education or the human resources departments in Jefferson County, Boulder Valley, Adams 12, DPS and Cherry Creek have approved the inclusion of domestic partners in their policy descriptions of immediate family.

In light of the state law and current district policy regarding discrimination of employees, is this an item that should be negotiated by the union. This is a decision and responsibility of the Board in order to ensure that all APS employees are treated in a fair and equal manner. In the spirit of trust and teamwork, all employees should be equally valued and protected. Please clarify who makes the decision and who is accountable for upholding the discrimination policies of our district. Is it the union, Board of Education or the Division of Human Resources?

Christine Fleming, 2867 Syracuse Street, Denver, 303-917-1893, voiced concerns regarding policy GCCAA, staff sick leave. .

At the Feb. 7 Board meeting, I spoke to you about the critical importance of ensuring a fair, just and caring community. As our district continues to move forward in transparency, it is vital that we inform people of the basis on which decisions are made. As a principal, I am asked to build trust by acting consistently and unequivocally in a just and caring manner. Trust, teamwork, and transparency have become words that we are asked to live by. Yet I am struggling to see these principals applied in regard to the Board policy regarding staff sick leave.

At the Feb. 19 Board meeting, we deferred approval to add language to include domestic partners to the policy. My understanding is that approval was deferred to obtain additional information on the overall impact of the budget. Money is the basis on which this decision is being based. I understand that we are making budget cuts across the district, but looking at the bottom line does not model a just, fair, caring and non discriminatory community. I am concerned that we are not modeling what we profess to value. If I am expected to adhere to current policy, it is my understanding that staff cannot take sick leave to care for a boyfriend, fiancé, same sex partners or long-term partner.

Add domestic partners to the definition of immediate family in Policy GCCAA or consider general inclusive language. How can you support me to deliver a message to staff that is in direct conflict to our discrimination policy and is clearly in opposition to leadership training outlined in VISTA that teaches principals to create a just, fair and caring community?

Ann Burns, 8601 E. 29th Avenue, Denver, 303-388-8879, voiced concerns

regarding policy GCCAA, staff sick leave.

Burns requested that domestic partners be included in the benefits options and choices that employees are offered. She also requested that Board members review information from other districts that have included domestic partners in policy language and have PacificCare or Kaiser. Information obtained showed that employee costs remained the same and in some instances the cost was slightly less. Cost changes from other organizations that have added domestic partners to their policies was about half to one percent of the overall package increase.

Cook requested that information be given to Tonia Norman for distribution to the Board.

Sarah Cooper, 19524 E. Arkansas Avenue, Aurora, 303-751-9851, voiced concerns regarding policy GCCAA, staff sick leave.

Cooper concurred that there have been numerous discussions in regard to the definition of family as it pertains to domestic partners and sick leave and whether inclusion of domestic partners in policy language should be determined through contract negotiations. As a voice for APS employees who are not a part of the union, Cooper requested that domestic partners be added to policy language.

Cooper expounded that paraprofessional and classified employees are not covered under the union. Less than 50 percent of the 5,000 employees in APS have a voice through the union. If you defer this decision to the union, you leave out a large percent of vital APS employees with no voice. It is a challenge in this district to hire and retain highly qualified paraprofessionals. Our district's classified staff makes less per hour than employees who keep score at athletic games. Yet we would be docked by our administrators for staying home to care for our partners. It is my understanding that the Board makes policy and administrators enforce policies. As a non-union employee we have to trust the Board to protect the integrity of all of our families. Add domestic partners and significant others to the definition of immediate family.

Cindy Lacey, 3127 Wheeling St., Aurora, 303-340-8974, read a statement from Chris Slater in regard to policy GCCAA, staff sick leave.

Slater felt personally driven to express concerns for the current wording of policy GCCAA. Under the current policy, I would not be allowed sick leave if my partner became ill and needed my assistance. It is upsetting to me that my partner who works as an administrator in the Cherry Creek School District could take time off to care for me in a time of need. Most of the wording in our contract is similar to Cherry Creek's contract except it ends with "or someone's whose relationship with the employee is similar." I hope you will consider those of us in committed relationships that may have to care for a partner in poor or ailing health.

Debbie Gerkin, 671 Olathe Way, 303-364-3794, voiced concerns regarding policy GCCAA, staff sick leave.

Gerkin concurred that we heard many wonderful passionate statements from staff in regard to family and caring for people they love. I realize that we are worried about expenses in redefining the definition of family to include domestic partner. I believe that we are worrying about a potential expense, whether it is a one percent increase or a 10 percent increase. APS has always been fiscally sound. The thought of budget concerns and making additional changes is scary.

The reality is that other districts and organizations have already redefined the definition of family to include domestic partners. As an administrator, I would not want to police someone for staying home to care for a loved one. We want to develop a culture and atmosphere of trust and mutual respect. We want our employees to be able to take care of their loved ones with integrity. I urge you to step out on a limb and take care of all APS employees.

Carmany moved and Barber seconded to defer action on remaining G policies and return policies for information on March 18.

Cook requested that the Board review policies and make a final determination on March 18. Cukale requested that remaining G policies be returned for action on March 18.

Cook asked Allen if cost analysis could be provided on March 18. Allen replied that preliminary costs analysis had been completed. She asked Cook if the Board wanted to review information prior to taking action on March 18. Carmany commented that the inclusion of domestic partners in the definition of immediate family is not related to benefits.

Cook commented that at the Feb. 19 meeting, the sense of the Board was to defer policy GCCAA until after negotiations and a review of cost and impact to the budget. He asked if the Board wanted all of the remaining G policies returned for action on March 18. The sense of the Board was to take action on all remaining G policies with proposed revisions.

Donovan clarified that the three remaining G policies and policy GCCAA would be returned for action on March 18. Carmany requested that revised policy language be posted before the next meeting for staff to review.

Donovan asked if the Board wanted Policy BEE returned for action. If so, all Board members would need to be present to vote. The sense of the Board was to return Policy BEE as information on March 18.

Roll Call: Barber, Carmany, Cook, Cukale, Lewis, Prince

#7972

Approve on a vote of 6-0

DIVISION OF ACCOUNTABILITY AND RESEARCH

No Items

DIVISION OF FINANCE

No Items

DIVISION OF HUMAN RESOURCES

No Items

DIVISION OF INSTRUCTIONAL SERVICES

No Items

DIVISION OF SUPPORT SERVICES

March 4, 2008

School Club Charter

Sturges shared that the purpose of the Jazz Dance Club is to unite all cultures and enjoy the sound and movement of jazz dancing. Ronald Fay, assistant principal at Rangeview, shared that the Jazz Dance Club has been in existence for about five years. Tammy Strouse is the club sponsor and is requesting that it be chartered under the correct name. The club meets the full criteria of 10 students meeting to do extracurricular activities.

Lewis asked how many students were members of the club. Fay replied that the club has 17 members. Barber requested that club members keep the Board apprised of fundraisers.

Carmany moved and Lewis seconded to approve the application for the Jazz Dance Club charter at Rangeview.

Roll Call: Barber, Carmany, Cook, Cukale, Lewis, Prince #7973

Approved on a vote of 6-0

IV. CONCLUDING ITEMS

Opportunity for Audience

Correspondence

Next meeting date

The next business meeting of the Board of Education will be held March 18, 2008, at 6:30 p.m. in the Dr. Edward and Patricia Lord Boardroom.

Adjournment

Cook moved that the Board recess into executive session, under the authority of C.R.S. §24-6-402(b), to discuss the Superintendent's performance evaluation.

The regular meeting of the Board of Education adjourned at 9:16 p.m.

President

ATTEST _____
Secretary