

I. PRELIMINARY

Cook called the April 21, 2009, meeting to order at 6:34 p.m.

Roll Call

The following members were present:

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

Also meeting with the Board of Education were:

John L. Barry, superintendent of schools
Lisa Escárcega, chief accountability and research officer
Rod Weeks, chief financial officer
Kari Allen, chief personnel 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.

Approval of Agenda

The April 21, 2009, agenda was amended to include two agenda items: (1) Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution and (2) Pickens College fee schedule.

All Board members were in favor of adding the additional information items to the agenda. Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution will become information item, II-C-2, and Pickens College fee schedule will become information item, II-C-3.

Approval of Minutes

The minutes of the regular meeting of the Board of Education held April 7, 2009, were approved as written.

Opportunity for Audience

Karen Lopez, 18961 E. Kent Cir., Aurora, 303-808-6658, is an ELA teacher at Gateway. She introduced Karla Molina, president of the ELA teen tutor club, and requested that all club members join her at the staff table. ELA teen tutor members included: Brenda Verde, vice president; Hugo Pasillas; Jose Flores; Mitzi Ybarra; Eunice Balderas; and Daniel Gonzalez.

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Lopez shared that these students have tried to build a parent/community connection by organizing the ELA teen tutor club. They teach English to community members and ELA learners.

Lopez commented that whenever you attempt to teach something, you must learn it better yourself. My goal was to get parents more involved in their student's education, so I formed an idea to have students teach English to their parents. Molina suggested that I start the club and encouraged me to get organized. Last spring, we had our first adult class and graduated 13 adult learners. Lopez acknowledged adult learners who were in the audience and requested that they stand up to be recognized.

Molina thanked Lopez for providing the opportunity to get better at English. English is different and complicated, but Lopez and the club have given us an opportunity to earn good grades. This is a good club for us and it has provided hope so we can communicate better. Verde shared that the club has helped build our English skills and has put us in leadership positions. We are respectful, on time, and are better people because of the club. Thanks so much, Ms. Lopez.

Lopez acknowledged Jose Flores and shared that he is the club's future president. She shared that Flores did not want to be part of the club initially because he thought it was stupid, but now he and fellow club members, Pasillas and Molina, are making plans for next year.

Silvia Sigala, parent, has been a student in the ELA class for two months and has learned a lot. She is the mother of two and hopes to help the community as much as the community has helped her. Elodia Cartagena, parent, acknowledged that working with the teens is a great way to increase communication and improve English skills. She appreciates everything that the Gateway school community has done to help her.

Lopez cannot say enough about the teen tutors. She thanked the Board and invited members to visit Gateway next fall to observe the kids teaching.

Cook thanked Lopez and students for sharing information with the Board. This is a great example of our community in action.

II. INFORMATION ITEMS

SUPERINTENDENT OF SCHOOLS

Reports from the Board of Education

Carmany thanked everyone who came to the town hall meeting on April 14 at Side Creek. This is one way for the Board to gather information from our community as to what you believe is important and the direction we need to head.

Carmany acknowledged and thanked Peggy Hanson, who has been in the district for 30 years and gave her final student performance at Side Creek last week. If you want to see an inspiring student choir that is wide open, no auditions, you must see the Side Creek choir. Approximately 150 students are in the choir.

Carmany thanked the Jamaica preschool staff for inviting Board members to their service pin ceremony. The pin ceremony was a great way to honor the many

years of service of APS employees.

Carmany thanked parents that serve on DAAC. The committee meets once a month and provides the Board with feedback and information. Your time and energy are very much appreciated.

Carmany thanked the Aurora Education Foundation and scholarship readers that helped review scholarship applications. We had more staff and kids apply for scholarships this year, and the quality of applications was great. Thanks to all the high school counselors who worked so hard to ensure scholarship applications were complete and on time.

Edberg thanked community constituents who participated in the town hall meeting. We were so pleased with the turnout and the information received. It was wonderful to see so many people involved in their student's education. The Side Creek choir performed on the same night and they were wonderful.

Edberg attended the service pin ceremony at Jamaica and shared that it was a fun event. The staff is so enthused about teaching our young minds, and they realize the importance and the effect it has on their lives.

Lewis was privileged to attend the annual COMPASS breakfast in which Fred Quinonez, principal at East, was the featured speaker. Quinonez shared an inspiring story of growing up and being told by a high school counselor that he could not attend college. Several years later he saw the same high school counselor in a program where he was presenting information in regard to student motivation. Of the 20 kids in his extended family, only two attended college.

Lewis attended the maintenance and operation quarterly award ceremony and service pin ceremony. Sharon Sinner received a 20 year pin. Steve Johnson, Al Kish, Jerry Lucio, Kevin D. Williams and Pat DiUbaldo received 25 year pins. The maintenance and operations staff are a great group of people. The learning environments at our district sites are very important and they make it happen.

Lewis enjoyed reading to Mrs. Stratman's third grade class at Dartmouth as part of the Leaders to Reader Day and surprising her granddaughter who was in a class next door.

Barber thanked students in the ELA teen tutor club at Gateway. One of the students mentioned that this was a way to become a better person. I think that the teens are already better people and we are better people because of them.

Barber shared that April is National Anti-Domestic Violence Month. She also shared that this is the Week of the Young Child, and noted how wonderful it was to see all of the young children in the audience.

Barber concurred with previous comments from Edberg in regard to the April 14 town hall meeting and the service pin ceremony at Jamaica.

Prince also attended the town hall meeting at Side Creek. She was most impressed with the turnout and information that was shared with the Board.

Prince attended the COMPASS breakfast and had an opportunity to hear the children sing "Never Polka With A Porcupine." She joked that every first grader in the district should be required to sing this song.

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Prince attended the press conference in regard to the Fletcher pilot schools. It is exciting to see what APS is doing in terms of pilot schools. Thanks to the Piton Foundation for all their support.

Prince was able to see the student production of the "Imagination Makers" at Dartmouth in which students from various elementary schools acted out and sang poetry. One of the kids got to be principal for the day and commented that she would rather be an artist.

Prince attended the parent orientation at Aurora Hills. Staff members were very welcoming and informative, which was very important for all the nervous parents.

Cook attended the Annual Chamber Banquet in which Superintendent Barry was honored as the 2009 Business Person of the Year along with Aagie Barber, board president of the Cherry Creek School District.

Cook commented that this is the tenth anniversary of the Columbine tragedy. Schools are a wonderful place and we are lucky that most are safe. We need to always remember what occurred at Columbine 10 years ago this week.

Barry noted that being recognized as the 2009 Business Person of the Year from the Aurora Chamber is a direct reflection of Board leadership and is due to the successful passage of 3A and 3B. Thanks to the Board, ACES committee and community members that voted for the bond and mill referendums.

Items of Current Interest

Barry congratulated North Middle School Instrumental Music Teacher Pam Barngrover, who won an \$800 Target Field Trip Grant designed to help bring learning to life for students. Barngrover was selected from more than 25,000 applicants nationally. She plans to use the grant to take 100 students to The Backstage Tour at the Ellie Caulkins Opera House on Tuesday, April 28.

Jennifer Van Gundy, Hinkley High School physical science teacher, has been chosen by the Morgridge Family Foundation, Promethean and The Nature Conservatory partnership to participate in their "Pacific Islands Project." Van Gundy is one of only three teachers nationwide to be selected.

As part of the project, a team of nature conservatory scientists will communicate with the teachers and their students live via e-mail, telephone and video conferencing as they explore, first-hand, ways to conserve the fast-vanishing marine and terrestrial habitats. Thanks to Renee Joyce and representatives of the Morgridge Family Foundation. Barry presented Van Gundy with a Superintendent recognition coin.

The Board of Education and I are extremely proud of Gateway High School student Savion Morrison-Cook for reading 54 books as part of the Superintendent's reading challenge. We have been told that he may easily read up to 70 books by the end of this school year. His commitment to studying and reading is truly commendable and we encourage him to continue on his road to success.

Linda Witulski, Gateway High School principal; Carrol Fleming and Nancy McCahill, Gateway High School teachers; his mother Rana and a few other family members of Morrison-Cook were in the audience in support of this wonderful accomplishment. We appreciate each of them for cheering Morrison-

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Cook on and providing him such a wealth of encouragement so he can be his best. Barry presented Morrison-Cook with a Superintendent recognition coin.

We are proud to announce Melissa Miller as a new member of our Long-Range Facilities Advisory Committee. This group develops recommendations for the APS Board of Education for an ongoing long-range facility plan for the district.

Miller is a Global Village Academy parent and community member. She recently served on our 2008 ACES committee. We thank her for all of her hard work and dedication to APS.

The APS Board of Education and I commend Rangeview High School Counselor Dennis McCarthy for his many years of leadership, dedication and support to students.

Kathy Howard, Rangeview parent, wrote a wonderful letter in recognition of McCarthy's efforts with kids over the years. She quotes, "Mr. McCarthy is an exemplary individual with the highest of moral values. He has dedicated his teaching and counseling career to ensure that every student he meets, from day one, is directed toward graduation."

She further states that "Mr. McCarthy has established life-long relationships with students, which allows him to make certain that they have someone to talk to long after graduation from Rangeview, college and beyond."

We are truly thankful and honored to have a counselor like McCarthy on our team. He has touched many lives, and his dedication to both past and present students are greatly appreciated. Barry presented McCarthy with a Superintendent recognition coin.

We thank staff members at Fletcher Elementary School and Transportation Services for their hard work and efforts in ensuring students made it home safely from a field trip during the recent snow storm. Fifth graders attended their annual trip to Calwood on Wednesday, March 25, and were expected to return on Friday afternoon.

Because of the heavy snow, many parents were concerned for their children's safety. Fletcher staff developed and translated Connect-Ed messages to keep parents informed while their children were at Calwood. Transportation staff members drove the students back safely from the mountains. Although this was an official "snow day," staff members worked hard to ensure that students were safe. We thank them for their commitment to our students.

Specific staff members involved in making this event go smoothly included: Lisa Nieto; Sandy Avalos; Yolanda Martinez; Karlina Guillermo; Maria Quintana-Labarry; Rob Schmedeke; Lorraine Trundle; Danny Hall; Jeremy Goff; John Judd; Katharine Ford; Marina Magyar; Martin Whalen; Ronald Stierwalt; Russel Hanley; Steve Rush; Tim Jadowski; and Janice Rivera-Zapata. Barry presented staff members who were present with a Superintendent recognition coin.

Nieto thanked Fletcher office staff; Superintendent Barry; Tony Van Gytenbeek, deputy superintendent; Anthony Sturges, chief operating officer; and Georgia Duran, chief communication officer. She also thanked teachers that stayed at Calwood to help shovel so the kids could get out. The 57 students had a glorious time and had no idea about all the communications that went out on their behalf.

DIVISION OF ACCOUNTABILITY AND RESEARCH

2009 Student Climate and Parent Reports

Escárcega invited Dan Jorgensen, assistant director, to the staff table to present results of the 2009 student climate and parent/community involvement surveys.

Jorgensen shared that we review student climate and parent/community involvement surveys because we recognize that achievement is not based solely on student learning in the classroom. It is also about the environment surrounding the classroom as well as parent involvement in their student's education and the powerful impact that students and parents have on each other as witnessed earlier tonight with the Gateway students and parents. We look at overall student morale, achievement, and different factors to determine how they interrelate. School climate is correlated with a number of variables including: higher student achievement; higher morale among students and teachers; more reflective practices among teachers; fewer student dropouts; reduced violence; better community relations; and increased institutional pride.

This is the third year that the survey has been given to students. They are starting to see it as a norm and a chance to express their opinions. The survey contains 60 items and some have changed. Overall the item structure has become stable, which is important for result consistency and monitoring items of interest. One item related to cyberbullying was added and other items were collected from the grants office and nutrition services. Items were grouped into six areas including:

- general climate
- trust and respect
- academics
- safety and bullying
- harassment
- self-concept

The return rate decreased slightly from last year. We will target schools where the return rate decreased to determine factors. The return rate for middle schools was 87 percent; the return rate for high schools was 64 percent.

Overall strength areas from last year's survey continue to be the same this year. The challenge areas were also similar with slight changes. Consistency between years is a reflection of the time it takes to change school climate and is pretty stable.

Area of strengths with high agreement rates include:

- students are not afraid at school
- students feel they fit in
- students feel supported by friends
- students believe teachers expect them to graduate
- schools are equipped with the necessary resources and materials to learn
- students feel OK asking questions

A lot of the areas of strength reflect the classroom environment specifically, which is where students should feel the most supported.

Areas that we need to follow up on include:

- approximately 25 percent of students felt that they did not have an adult at school that they could trust and go to when they needed help
- students felt that their belongings were not safe at school
- students have experienced some type of physical aggression, and heard threats to hurt someone or take property
 - some percentage of agreement rates exceeded 50 percent
- increased student reporting of bullying, harassment, or cyberbullying
 - cyberbullying is a new item and 11 percent of students agreed that it was a problem

Barry noted improvement on student survey items in the past three years. Escárcega interjected that we saw improvement from year one to year three, but did not see improvement from last year to this year. We have not selected areas to target as in the staff survey. We plan to target follow up areas and will meet with the Department of School Services, Division of Instruction and school sites to develop plans and discuss what the district's target and movement will be next year.

Barry shared that APS has a process called "noticing and naming" in which we identify problems and work to find a solution. We request that anyone who submits a complaint or concern connect a specific solution to the problem. We have identified specific areas and programs with students that we plan to notice and name in order to work and improve on. Escárcega added that we now have solid data and are confident in it.

Carmany asked for specifics on the cyberbullying item. She also questioned if it was occurring more at home or at school. Jorgenson shared that the items were listed on the survey as follows:

- I have been cyberbullied by another student at my school.
- If I was cyberbullied I would discuss it with an adult.

About 11 percent of middle and high school students agreed with the first item. About 43 percent of middle and high school students agreed with the second item. Escárcega does not believe cyberbullying is occurring much at school, but we want to improve agreement rates related to reporting cyberbullying to an adult. Barry noted that the district's position is to treat cyberbullying like face-to-face bullying. We will continue to communicate this to students.

The Council of Urban School Boards has a number of recommendations for student surveys. We plan to continue to monitor data, maintain consistency and look at degree of changes. CUBE recommends that assessment data be included in the evaluation process.

Jorgensen noted that these are student perceptions and may not coincide with reality. Most students reported that they felt safe at school, but at the same time reported that they felt physical aggression from some students.

The parent survey was first created in the 2005-06 school year and has not changed much. The survey resulted from collaboration with school services, the grants office and the Division of Accountability. It includes 22 items, grouped in four areas identified by Title I programs as being important in terms of parental

involvement and understanding. The four areas include:

- student achievement
- welcoming environment
- leadership and partnership opportunities
- decision making

The parent survey return rate was 22 percent, which is a three percent to four percent decrease from last year. We tried to get the maximum number of surveys to households, but this is an area that we plan to work on to improve participation. The majority of respondents were parents of elementary students. About 40 percent of surveys received were in Spanish.

Parent survey results were consistent between years and agreement rates were high. Items in regard to student achievement and communications to parents on their child's academic achievement were in the 76 percent to 94 percent agreement rate range. Items in regard to environment centered on school climate, safety, and information provided by staff to parents were in the 74 percent to 95 percent agreement rate range. Items in regard to leadership/partnership opportunities related to opportunities for parents to have input on the school decision making process were slightly lower, 57 percent to 85 percent agreement rate range. Items in regard to assessment and evaluation planning centered on familiarity of the school improvement process were in the 60 percent to 84 percent agreement rate range.

The importance of the parent survey is the recognition that schools are not the sole determinant of a child's education or achievement level. Having this information and knowing where parents are given or not given opportunities, will help us become more proactive to change and provide more opportunities to parents. Overall the response rates were high for the 20 percent of parents who responded and most were satisfied.

Our goal is to keep improving the response rate to ensure every voice is heard and work with all schools to improve parental involvement. We plan to work with schools to find ways to improve parent participation; seek input from parent groups to increase parental involvement; and monitor Title I plans that have an extensive parental involvement component for success.

Prince asked if we could work with PTO managers in order to compare hours of parent volunteer time with survey results. The more parents volunteer at sites, the more knowledgeable and aware they become about things such as the school improvement plans. Jorgensen replied that PTO managers have not been implemented at all school sites. All schools will have PTO managers this fall. Next year we will have a better snapshot to use to compare hours.

Barber asked how surveys were distributed to parents. Jorgensen replied that surveys were given to elementary students to take home. Surveys were mailed to parents of middle and high school students. Barry commented that next year we will be more aggressive in getting surveys to places where large groups of parents gather such as parent/teacher conferences, PTO meetings or sporting events.

Lewis commented that it was great to see the improved return rate at some schools, but there were a number of schools in which the return rate decreased. Escárcega noted that returns rates varied this year and were dependent on how

surveys were distributed. Some schools had a family liaison that worked with parents to ensure surveys were completed. It is very much related to the capabilities at each site. We plan to work with a staff member at the high school level next year instead of mailing surveys to parents because we are not getting a good return rate.

Lewis asked if parents had an opportunity to complete an online survey. Escárcega replied yes. Parents were given a large time line to complete online surveys. Jorgensen added that some surveys were returned online and it will continue to be an option. Escárcega noted that a self-addressed stamp envelop was also included with the parent survey for convenience.

Cook thanked Jorgensen and Escárcega for the presentation.

DIVISION OF FINANCE

2009-10 Budget Update

Weeks provided a budget update for the 2009-10 school year, and noted that uncertainty is the theme as we move forward.

Weeks reviewed a table of district and charter school funds showing comparisons between years as well as increases and decreases in district fund balances for next year including:

- charter school fund increased as a result of increased student enrollment
- bond fund increased as a result of selling of bonds in December
- building fund increased as a result of construction on the 100-acre site and other district projects
- grants fund increased as a result of stimulus funds, Title I funds and IDEA funds in the form of both stimulus and regular funding
- nutrition services fund increased as a result of inflationary costs
- insurance fund decreased as a result of some premium costs

The overall budget increased by \$66 million, which is mainly attributable to increases in the building fund and grants fund. A special thanks to the Aurora community for passing the bond and mill levy referendums.

Barry noted that the grants fund increased by \$12 million as a result of census changes, increased Title I funding and aggressive movement by the grants office. An organization that can attract this amount of grant funding is indicative of a successful organization. This is a credit to our grants office and the entire district. Weeks echoed comments and noted that we have the right people in place in the grants office and the right people in place on the APS Board to make a difference and maximize achievements.

The stimulus funds from the American Recovery and Reinvestment Act (ARRA) are designed to stimulate the economy. We will use funds as effectively as possible in our efforts to improve student achievement and within parameters and guidelines that are being provided. Paul Coleman, director of grants management, will be attending some state sessions to gain an understanding of spending parameters. We will also be meeting with school business officials from across the state on May 8 to determine the accountability criteria for school districts in spending stimulus funds over the next two years.

We will receive \$9.4 million for Title I over the next two years and \$7 million for special education. Superintendent Barry has convened two task forces to ensure funds are used in the most effective manner with an emphasis on investing not just spending. We are looking at numerous grants for the district including the nutrition service equipment grant and energy grants. Different types of bonds are also available through the stimulus package that we might be interested in issuing for district projects including Build America Bonds, Qualified Energy Conservation Bonds, Qualified Zone Academy Bonds, Clean Renewal Energy Bonds and Qualified School Construction Bonds. Each bond has its own set of criteria, advantages and disadvantages. Bonds could not be used in addition to the \$215 million that was authorized by the Aurora voters, but we could use pieces of the bonds if it is to the district's benefit. We are working with financial advisors and bond council to determine what is available for the district.

A \$400 tax credit for individual filers or an \$800 tax credit for married couples is available through the Making Work Pay Credit through payroll. The Race to the Top, state application, will provide funding for tracking student achievement, teacher performance, college preparedness and turning around low-performing schools.

Governor Ritter received more than \$700 million stabilization stimulus funds with \$620 million for K-12 and higher education. The bulk of funds will go toward higher education. Because of the reduced funding amount for K-12, the Finance Act formula for the general fund does not include stabilization stimulus funding in 2009-10. Stabilization funding will be placed in the State Education Fund for use in the future.

Lewis asked if bond stimulus funds could be used for new projects. Weeks replied that funds could not be used in addition to the \$215 million bond authorization we received from the Aurora voters.

Weeks reviewed a slide of the district's general fund based on the senate bill as of yesterday. Some components of the Finance Act, which is fully funded includes mill freeze funds for full-day kindergarten. The rescission amount for the district, based on factor adjustment during economic crisis times in the state, is \$4.9 million. APS will have revenues of \$247 million going into the 2009-10 as of today. Additional expenditures in 2009-10 for the district include salary steps, health premiums, and PERA. Mill Override promises to the community include full-day kindergarten, instructional technology in the classroom, truancy, pilot schools, pathways, magnets, PBS and IB. Other funding initiatives include the math adoption and Achieve 3000. We plan to reduce a couple of line items for T.E. and contingency reserves to free up funding for decisions we need to make in the spring. Approximately \$5 million is available to cover future budget decisions.

Weeks reviewed a slide of the \$14.7 million mill override spending plan developed for the Aurora community to track how we are spending approved funds. We plan to fund the fifth block of instruction and provide fund allocations, \$100 per student, to charter schools.

A significant change will occur in district funding for the next two years. Increases in funding in the School Finance Act formula is based on the CPI (Denver-Boulder Consumer Price Index) or inflation. Local economists have shared that inflationary increases will be between zero percent to one percent in the metropolitan area for next year. We will still receive one percent of funding from Amendment 23 for one more year and mill funds for full-day kindergarten

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will be ongoing. We are not in a good position projecting forward into the 2010-11 and 2011-12 school years and need to consider this as we make budget decisions around recurring and ongoing expenditures in our general fund budget. These projections are based on flat student enrollment in each of the next two years. APS receives approximately \$1 million for every 140 students that enroll in the district.

Barber just returned from the NSBA conference and noted that some of the cuts that school districts across the country are facing are heartbreaking. The APS budget looks pretty stable compared to other school districts.

Barry noted the importance of keeping the three year perspective in mind. Amendment 23 funds and stimulus funds will go away. We have rescission amounts that were implemented by the state and we lost \$1.2 million this year that is unrecoverable. We will have to see what rescission amounts occur in subsequent years and will have to factor in the zero to one percent inflation amount for minimum increases in funding. We are getting into some very dire times. Thanks to the Aurora community for passing both the bond and mill levy referendums. The district would have been in significant trouble if we had not passed both referendums.

Barry thanked Weeks for all his work and efforts with the budget. He is doing an excellent job.

Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution

Cook read the Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution.

WHEREAS, the people of Colorado approved Amendment 23 in 2000, requiring the General Assembly to annually increase public education spending by a factor of "inflation plus one percent" for 10 years;

WHEREAS, the voters intended through Amendment 23 to protect public education funding in bad economic times, as well as good;

WHEREAS, Colorado's investment in public education is below the national average even with Amendment 23 and below average is not good enough;

WHEREAS, education is the best investment Colorado can make;

WHEREAS, the quality of education is linked to the quality of life in every community in our state;

WHEREAS, an educated, skilled local work force attracts jobs, improves productivity, creates a larger tax base, adds wealth to our communities, and stimulates local economies;

WHEREAS, it is our responsibility to create the future we want for ourselves and our children;

WHEREAS, Amendment 23 requires, as a matter of constitutional law, an increase of 4.9 percent for Fiscal Year 2009-10;

THEREFORE, Be It Resolved, that the Aurora Public Schools Board of

Education urges the General Assembly to keep faith with the voters' intent to fund Colorado's K-12 public schools in full compliance with the unambiguous mandates of Amendment 23.

Barber moved and Cukale seconded to move the Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution to action. This will become action item IV-C-1.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8071

Approved on a 7-0 vote

Pickens Technical College Fee Structure

Weeks invited Dean Stecklein, executive director, and Lezlie Shirk, assistant director, to the staff table to brief the Board on the proposed fee increase at Pickens Technical College.

Stecklein passed out packets of information that showed cost analysis of the fee structure at Pickens compared to similar schools throughout the metropolitan area. Some program fees at Pickens have not been adjusted in more than a decade. Rod Weeks, Adrienne Bradshaw and bookkeepers at Pickens have reviewed and compared program costs with similar postsecondary programs, and have analyzed the impact it is having on our budget. Our mission is not to make money by increasing fees, but we do not want to lose money in our postsecondary program.

Stecklein reviewed high cost programs when he first arrived at Pickens. The welding program has not seen a fee increase in more than a decade, but welding course fees have increased significantly. There are both high and low cost programs at Pickens, and when funds were available and the economy was good, we supported things that other similar schools did not. We still have the lowest tuition fees for our health program. With the proposed changes, we would still have the lowest tuition fees for a technical college.

Cook noted that it was mentioned that program fees had not increased in more than a decade. He asked Weeks if one program fee had increased. Stecklein replied that the LPN tuition fee increased three years ago. The state mandated that health programs be aligned on the same tuition scale due to the high cost and high job demand.

Barber noted potential hardship for students if fees were increased. She asked if scholarships were available. Stecklein replied yes. Scholarships are available for postsecondary and secondary students. Students can also apply for federal programs to help with tuition costs.

Lewis asked if there was a different rate for APS students and former APS students. Stecklein replied that the tuition rate was not different for former APS students. Scholarships are available for all postsecondary students. High school students do not pay tuition. We work with AEF to provide grants and scholarships to cover fees for secondary students.

Prince asked if the proposal to increase fees was just to break even. Stecklein replied yes. Prince asked if another fee increase would be requested in subsequent years in order to remain in the even column. Stecklein replied that we have multiple funding sources as a higher education institute and there are

other issues to consider. We will move as appropriate, but our goal is to have the lowest tuition, be the best, and not lose money.

Carmany asked how many hours a student usually takes during a semester. Stecklein shared that most postsecondary and secondary classes average two hour, 15 minutes. Postsecondary students can also attend full-time dependent on what they can afford. Carmany asked how many credit hours does a student need for a typical program. Stecklein replied that 45 hours is required for the LPN program. The two-year state nursing program averages to \$300 a credit hour and is much more expensive than Pickens. This is a career pathway in that students can take the first step and move to a two-year program. All of our health programs have this component for a career pathway for secondary and postsecondary students.

Cook noted that the urgency to present the proposed fee increase tonight is because information for next year needs to be printed and made available to students. Stecklein shared that next week we are registering for classes and plan to put a disclaimer of a possible tuition increase on the registration form. Every institute of higher learning plans to do this.

Cook commented that this is not the standard format for the Board to receive information. We like to have information ahead of time and made available to the public so there is more transparency. Cook asked Barry to include continuing cycles of fees on a schedule so the Board and public can review information ahead of time.

Cook asked how the proposed increase would be communicated to students and have they had a chance to provide input on recommendations. Stecklein replied that we have not requested student input at this point. During registration next week, we will put a disclaimer with asterisks of the possibility of a fee increase, which is occurring at most colleges.

Lewis voiced concerns in regard to the impact the fee increase and disclaimer would have on students. Stecklein shared that my recommendations to the finance office and district supervisors is that fees be reviewed every other year.

Cook asked Weeks if the disclaimer on the form would be sufficient for the Board to take action in two weeks. Weeks replied yes. The fee structure should also be included in the May 5 agenda so it can be reviewed ahead of time.

Cukale asked about student enrollment projections for next year. Stecklein replied that, based on the economy, we should see an increase in programs with a high job demand due to the low tuition cost.

Carmany asked if the exact amount of the proposed fee increase would be included on the disclaimer. Stecklein replied yes. There would be an asterisk next to the exact amount of the proposed increase. Our competitor has already requested and received approval for a \$7 increase from their Board.

Cook noted that this will return for action in two weeks. He asked Stecklein to communicate the fee increase with as many stakeholders as possible during the interim.

DIVISION OF HUMAN RESOURCES

No Items

DIVISION OF INSTRUCTIONAL SERVICES

No Items

DIVISION OF SUPPORT SERVICES

Aurora Hills Bond Project

Sturges invited Jim Bittle, director of construction management, and Jinger Haberer, principal of Aurora Hills, to the staff table to present information on the Aurora Hills bond project.

The 2009 to 2013 bond program currently includes a project to remodel Aurora Hills Middle School with a budget of \$23,207,000. Since the time that the Aurora Hills project was planned and estimated in early 2008, a severe slowdown in the construction market has resulted in a significant decline in construction pricing.

The Board will be presented with a proposal to replace the Aurora Hills building with a completely new school at a cost of \$28,200,000 instead of remodeling the existing structure. The proposal has been reviewed by both the Long-Range Facilities Advisory Committee and the Citizens' Bond Oversight Committee. Both committees unanimously recommended Board approval of the change to a new school building.

Bittle reviewed photos of Aurora Hills that showed no windows on the second level, odd circular circulation flow, narrow curving stairwells and small classrooms without complete walls for privacy. Prior to 2006, we could not remodel due to the building code in place. There has since been a change to the building code that allowed the planning of the remodel from this bond.

The remodel project for Aurora Hills was the number one project of LFRAC when they voted to prioritize in 2008. At that time, the project was budgeted at \$23 million, which was about 60 percent of what we were estimating as the cost to replace the entire building. The estimate and concept for the remodel was based on a consultant study that we did to take maximum advantage of recent building code changes. We looked at replacing the entire building, but based on construction prices at the time we elected to remodel Aurora Hills, two elementary schools and put gym additions at two other elementary schools that were sharing the gym with the cafeteria. In 2009, our bidding experience with the first six bond projects has been favorable. Because of the slowdown in the economy, when we were budgeting for our P-8 school, we used a figure of \$195 square foot compared to \$177 square foot, which was the actual bid price that we paid for the Aurora Quest building two years ago. The actual bid came in at \$146 per square foot, which is a reflection of what is occurring in the national economy. Bids on our first six projects have come in 27.9 percent below the estimated amounts and we saved \$8.6 million to date. This is occurring in many districts in the metropolitan area.

The value of money that we put in the budget for the remodel is now worth a lot more, and the cost to fully replace the building is a lot less. The recommendation is to reprogram \$5 million of the \$8.6 million in savings to build the Aurora Hills project up to the point we can replace the building rather than remodel, and accelerate the project to 2010 to lock in good construction pricing. The remaining \$3.6 million of bid savings would be placed in the central contingency account and could only be spent upon Board approval.

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The new building would be located on the other side of the campus and further away from Mississippi Avenue. It would be a better facility, lower operating costs and we would avoid the need to do construction in an occupied building.

LRFAC was presented with the proposal on March 18. The Oversight committee was presented with the proposal on April 7. Both committees unanimously recommend Board approval.

We are requesting that the Board move this to action tonight to help move the project forward a year. Haberer will convene a design advisory committee and we plan to meet with the committee several times before the end of the school year. We plan to bid the project out before June 2010 and complete construction in the fall of 2011. The move from the existing building to the new building would occur during winter break of 2011. The demolition of the existing building is expected in the summer of 2012.

Bittle interviewed architects during the planning to remodel, and shared aerial illustrations of the existing and proposed new school facility.

Haberer shared that on behalf of the students, parents and staff at Aurora Hills, we are very excited about the opportunity to have a brand new building. She thanked teachers and staff in support of Aurora Hills in the audience and asked that they stand up and be recognized.

There are many advantages in having a brand new building. The school would be further back from Mississippi Avenue and it would be safer for students. We are part of the Galaxy Initiative and would have the opportunity to equip the building with state of the art instructional technology in support of the science and engineering initiative. It would also be an advantage for our middle years program in that we could design a building that supports the program. Haberer asked Jake Emerson, IB coordinator at Aurora Hills, to share the benefits of having a brand new building for the IB program.

Emerson has taught at Aurora Hills for 11 years and this is his first year as the IB coordinator. I am very excited about the opportunity to have a new building. It allows Aurora Hills to become a flagship middle school in APS and a flagship middle years IB school. In North America and the Caribbean, there are approximately 291 middle years IB schools. Worldwide, there are approximately 346 middle years IB schools. This is a great opportunity to design a school from the ground up that fits with the IB philosophy to develop interdisciplinary teams that can work in common areas to develop links between content areas to help students develop more meaning within each content area. With our stem programs, this is an opportunity to take cutting edge technology and incorporate it into other content areas and to use the technology to look at the design cycle from the middle years program to help students get the type of educational technology they need. This is the best thing for Aurora Hills.

Edberg moved and Lewis seconded to move the Aurora Hill bond project to action. It will now become action item, IV-F-1.

Cukale jokingly noted that he reserves the right to push the demolition button when the time comes.

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

#8072

Approved on a vote of 7-0

Professional Development Center/Office Realignment

Sturges shared that a shortage of office space for central administrative functions has resulted in operational inefficiencies including a requirement to lease space for the central registration function; inconvenient locations of other important functions; lack of space for potential future expansion; and a longstanding deficiency of adequate professional development facilities.

The Board will be presented with a proposal to spend the last \$2.6 million of savings from the 2003 to 2008 bond program to build a new facility near ESC 2 that include professional development rooms and office space. Existing large conference rooms at ESC 2 and ESC 4 would be ultimately converted to office space, helping to ease the current shortage. This project was presented to the Long-Range Facilities Advisory Committee in March and the committee voted 12 to 1 to recommend Board approval of the proposal.

Sturges invited Bittle and Wilbur McCormick, president of the Long-Range Facilities Advisory Committee, to the staff table to present information on the professional development center/office realignment. Bittle noted that this is the last item of business from the 2003 to 2008 bond program.

The south and north centralized admission offices are currently in strip malls, and we spend \$90,000 a year to lease space. Some patrons are having difficulty locating admission offices and identifying them as district offices. The north registration office is more problematic with concerns such as parking and incompatible neighboring offices that moved in after the district acquired the space. The media services office was located in ESC 2, but was moved to the district warehouse in order to expand in ESC 2. They are part of the instructional technology department and are physically separated from the rest of their department.

The district's print shop is now part of the material management department. The material management department is at the warehouse and the print shop is at ESC 4. The print shop would have storage space at the warehouse and it would eliminate the need to deliver completed print orders from the current location, ESC 4, to the warehouse.

The professional development spaces at ESC 2 and ESC 4 are substandard meeting and instructional spaces, and would be more suitable for office space. The deficiencies in the conference rooms include low ceilings, poor acoustics, noisy HVAC systems and poor sightlines due to the shapes of the rooms. Both rooms are too small for many of the district's training functions, and many functions have to be split into two time periods to accommodate staff or space has to be rented offsite.

A properly designed conference facility would have movable walls to allow for flexibility in designing meeting space. The recommendations include:

- construct a new professional development center with 11,000 net square feet of meeting space on district-owned property.
 - The center would actually be 14,500 square feet of space when restrooms and corridors are included.
- move media services from the district warehouse to the current location of

the ESC 2 instructional services conference room.

- move the print shop from ESC 4 to the space currently occupied by media services in the district warehouse
- move the north central registration office from leased space into the current location of the print shop in ESC 4
- conference room C could be potentially available for 1,700 square feet of future office needs at ESC 4
- additional space would also be open in ESC 2 because staff development offices would move to the new building

The benefits of the move include:

- north central registration office would be located on district property and would alleviate parking and security concerns, lease costs, and would be more convenient and familiar to district patrons
- instructional technology and materials management would be able to consolidate in single locations
- district acquires 1,700 square feet of office space for future needs at ESC 4
- district acquires 2,500 square feet of office space for future needs at ESC 2
- brand new professional development center that would double the amount of professional development space in one large room that could be partitioned into four meeting spaces if needed
 - facility space would be large enough for all normal meeting and training needs
 - facility would be designed with state of the art acoustics, clear lines of sight, state of the art audio-visual equipment, and a quiet HVAC system
 - facility would meet the district's needs for the future
 - facility would have seating capacity for 420 people
 - new building would be located across the parking lot from ESC 2
 - staff development offices would be located in the new building
 - women restrooms would be twice as large as the men restrooms

Bittle shared that the professional development center would be funded from the 2002 bond program, remaining amount of \$2.6 million. We are hoping to start this project as quickly as possible to lock in low construction pricing.

LFRAC recommended approval of the project on a vote of 12 to 1. We did not go through the Oversight Committee because the current committee was convened for the current bond program and they had no familiarity with finance statements related to the previous bond program. We provided the Oversight Committee with an information item, but did not ask them to vote. Upon Board approval, we would begin the design process immediately. We would target contract awards in the fall of this year to lock in low prices and the building would be ready for occupancy next summer. The central registration office would be the last office to move, relocating to ESC 4 in January 2011.

Susan Olezene, director of student achievement and professional development, shared that the professional learning center is not just for the Division of Instruction. It would serve the Division of Accountability and Research, the Department of Curriculum and Professional Learning, the Department of English Language Acquisition, Department of Exceptional Student Services, Department of Instructional Technology, and the Division of Accountability and Research and

the Department of Facilities. The professional development will allow for large group meetings with breakout sessions if necessary. We have to have opportunities to collaborate and learn from one another. We also know when it is 6:00 p.m. in ESC 2 because the air conditioning system goes off. We are often competing with noise from air conditioning and heating systems that are substandard.

Ivan Duran, director of instructional technology, reviewed the conference room schedule. Olezene noted that it is often problematic to ensure rooms and space is available to offer all the different types of professional learning opportunities.

Duran noted that many meetings extend into the evening. We are always in a friendly competition to get conference room space, and often have to relocate to other conference rooms such as the case tonight for a Mini 9 Netbook training. Space is very limited on the conference room schedule. Olezene added that APS teachers, administrative/professional technical and classified staff continually strive to learn and improve their practices and customer service in order to provide our students with the best education and environment for learning. This facility will provide the place for those possibilities to be fulfilled.

Lewis asked if the cost of tables and chairs were included in the \$2.6 million cost for the new facility. Bittle replied that the \$2.6 million would cover the construction cost. We would use funds from capital reserves to purchase the audio equipment and furniture.

Lewis asked if bond funds from the previous bond program needed to be spent this year. Weeks replied yes. A plan to spend down must be in place. When we issued the bonds, we had a five-year spend down plan.

Prince asked if we still planned to lease office space for the south centralized registration office. Sturges replied yes.

Edberg noted an experience when she worked in the district in regard to scheduling a meeting with representatives from school Medicaid services throughout the state. I checked conference room schedules three months in advance, and was unable to find space in the district for the meeting. The meeting had to be relocated to the Arapahoe County Building. It was quite embarrassing considering the wonderful facilities that Adams County, Jeffco, Denver and Cherry Creek had offered to the same group. This is a big need for our district.

Barber commented that extra funds from the previous bond program should be provided to sites that need it rather than the new professional development center. I realize that we need professional development for the students as well, but I am concerned that we have sites with needs that are not going to be covered by professional development.

Lewis asked whether seating capacity for 420 would be enough. Bittle shared that the first seating capacity plan that he received was for 350. The architect plan had seating capacity for 420 in order to provide more expansion. Escárcega shared that we reviewed all of the district functions during the year and believe that seating capacity for 420 will cover 99 percent of professional development functions in the school year. Barry noted that the new professional center will meet district needs and provide growth for the next 10 to 15 years.

Barry commended Bittle for his innovative approach to align and consolidate a

number of facilities in a cost effective and efficient manner. The professional development center will enhance our ability to be more effective with student achievement and that is reflected in VISTA 2010. This project was considered in the previous bond, but funds were not available at the time. We will actively communicate to staff to make sure that they are aware that we are using previous bond funds that are required to be spent down in a short period of time to meet the requirements of the five-year spend down for the 2002 bond program.

The other advantage is that we will no longer have to rent facilities for meeting or professional development training outside of the district. We can also rent the facility to outside community groups and private enterprises. The professional development learning center will meet the needs of professional learning for staff, which is essential and connected to student learning and achievement.

Jan Novak, director of library and media services, commented that Library Media Services was moved from ESC 2 during the realignment two years ago. Since that time, we worked very hard to make connections with different departments. The move to ESC 2 will provide daily contact with our colleagues. The mission of district libraries is to support instruction with materials and resources, and this provides us with an opportunity to do a better job, which will ultimately help student achievement.

III. CONSENT AGENDA - ACTION ITEMS

SUPERINTENDENT OF SCHOOLS

No Items

DIVISION OF ACCOUNTABILITY AND RESEARCH

No Items

DIVISION OF FINANCE

Acceptance of NCLB Consolidated Program Funds and Assurances

DIVISION OF HUMAN RESOURCES

Classified Personnel

Licensed Personnel

Joan Alexander-Bowen, 303-256-8921, is the dean of students at West Middle School. She addressed the Board in opposition of the nonrenewal of her contract.

Alexander-Bowen has been in education for 30 years. Before coming to APS, she was a four-year literacy coach in DPS. She noted that she had heard rumors that APS often decides not to renew teachers on the high end of the salary schedule.

Alexander-Bowen noted that she has never had difficulty reaching non-probationary or tenure status in former positions in DPS or Cherry Creek and has always had excellent or good evaluations. In APS, I was observed and evaluated by the assistant principal at West for three years. She was an unfair

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and opinionated evaluator during all of my observations and evaluations. The principal at West never took the opportunity to observe or evaluate me, even when I asked for a different evaluator after my first horrible evaluation.

My supervisor constantly talked down to me in a condescending tone in the presence of colleagues, and often times, it was on the radio for students and parents to overhear. She did not acknowledge my presence and I had to initiate all greetings.

As a member of the administrative team, I was treated like a second-class citizen. As an example, all of the administrative staff received brand new computers at the beginning of the year. Later in the year, the administrative team received brand new Dell laptops. I was not given anything but substandard equipment that was often noisy or slow to retrieve information during parent reentry conferences.

I am very disappointed about the decision to non-renew. I worked extremely hard as a dean of students at West and often remained until 8 p.m. to ensure documentation and paperwork was completed and on time. I feel let down by West and the district.

My supervisor assigned a nine-hour workday without a duty free lunch or planning period for the last three years. The decision to nonrenew was determined by unfair observations and improper evaluations without a pre or post conference. There was a one hour notification for observations and there were no post conferences until HR was contacted and personnel stepped in. The determination to nonrenew was placed in a clear box outside of my office and it stayed there for two to three days with an incorrect, pretend post conference date.

I worked in an unhealthy, hostile and demeaning climate. I personally feel that the decision to nonrenew was racially and financially motivated. In my packet, I have my duties, rebuttal and a letter of recommendation from another assistant principal at West. I would like for the Board to renew my contract, but not at West.

Non-Licensed Administrative and Professional/Technical Personnel

DIVISION OF INSTRUCTIONAL SERVICES

No Items

DIVISION OF SUPPORT SERVICES

No Items

Edberg moved and Cukale seconded to adopt the consent agenda as presented.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8073

Approved on a vote of 6-1

Barber voted against adoption of the consent agenda

IV. ACTION ITEMS

SUPERINTENDENT OF SCHOOLS

Construction Calendar

On April 7, the Board heard information regarding the 2009-10 construction calendar.

The recommendation is that the Board approve the Option 1 construction calendar as presented.

Barber moved and Edberg seconded to approve the Option 1 construction calendar as presented.

Escárcega shared that the survey was provided to parents and an open house was held for parents at Columbia last Thursday. The overall feedback from parents has been positive and survey comments included:

- thanks for leaving the breaks consistent with the conventional calendar
- this works for me
- I have children at multiple schools

Lewis asked how many parents were at the open house. Debi Hunter, assistant to the director of school services, shared that more than 45 parents were present at the open house.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8074

Approved on a vote of 7-0

Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution

Lewis moved and Barber seconded to approve the Keep the People's Commitment to Amendment 23 and the Children of Colorado Resolution.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8075

Approved on a vote of 7-0

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

Insurance Renewal Update

Sturges shared that on April 7, information was presented to the Board regarding insurance renewals for 2009-10. It is recommended that the Board approve the 2009-10 insurance renewal proposals as presented.

Edberg moved and Barber seconded to approve the 2009-10 insurance renewal proposals as presented.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8076

Approved on a vote of 7-0

Aurora Hills Bond Project

Sturges shared that it is recommended that the Board of Education authorize the following budget adjustments to the 2009 to 2013 bond program for the purposes of converting the Aurora Hills whole building remodel project to a replacement school project and moving other savings amounts realized as a result of favorable bids from individual project budgets to the central contingency account.

Project Number	Project Title	Original Project Budget	Revised Project Budget	Change
6226	Laredo Gym Addition & Renewal	\$1,161,000	\$971,000	(\$190,000)
6246	Wheeling Gym Addition & Renewal	\$1,229,500	\$909,500	(\$320,000)
6276	Rangeview Kitchen & Renewal	\$2,100,000	\$2,010,000	(\$90,000)
6190	100 Acre Site Infrastructure	\$6,000,000	\$4,400,000	(\$1,600,000)
6190	P8 Prototype School	\$27,850,000	\$21,450,000	(\$6,400,000)
6250	Aurora Hills Middle School	\$23,207,000	\$28,207,000	\$5,000,000
6150	Central Contingency	\$13,279,650	\$16,879,650	\$3,600,000
	Totals	\$75,795,150	\$75,795,150	\$0

Prince moved and Lewis seconded to authorize the budget adjustments to the 2009 to 2013 bond program for the purposes of converting the Aurora Hills whole building remodel project to a replacement school project and moving other savings amounts realized as a result of favorable bids from individual project budgets to the central contingency account.

Roll Call: Barber, Carmany, Cook, Cukale, Edberg, Lewis, Prince #8077

Approved on a vote of 7-0

VI. CONCLUDING ITEMS

Opportunity for Audience

Daniel Stone, 7865 E. Mississippi Ave., 303-588-1841, is a Spanish teacher at Hinkley High School. He noted that the Board approved the Spanish National Honor Society earlier in the school year, and officers and members have been hard at work.

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Stone shared that club members were recently told that they could not wear cords to graduation. He introduced Monica Sias, president of the Spanish National Honor Society, and Ashley Stubblefield, vice president of the Spanish National Honor Society.

Stubblefield shared that club members were recently informed that we had not logged enough work or efforts to be recognized like members of the National Honor Society, and we did not deserve to wear cords in recognition of our involvement and efforts in the community to spread the Spanish culture. Sias shared that as a club we have done more than 250 hours of community service, volunteering at elementary and middle schools as well as Hinkley. I personally have done many hours of volunteer work at North Middle School and in the counseling office at Hinkley.

We provide translation for staff and parents, which requires a lot of extra studying because some club members are not as fluent or are not native Spanish speakers. We translate informational posters at Hinkley that are in English and believe it is important to have information for our large Spanish community so they understand what is going on.

Stubblefield shared that tension has been lifted at Hinkley and we now work together and help each other. Club members help tutor students who are struggling in lower level Spanish classes and provide encouragement. We plan things to help our school community and bring everyone together.

Cook requested that Barry check into cord criteria and report back to the Board.

Correspondence

Next meeting date

The next business meeting of the Board of Education will be held May 5, 2009, at 6:30 p.m. in the Dr. Edward and Mrs. Patricia Lord Boardroom.

Adjournment

The regular meeting of the Board of Education adjourned at 9:05 p.m.

President

ATTEST

Secretary