

## **THE BOARD REPORT** **February 28, 2018**

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### **GOOD THINGS**

#### **Doherty Wrestlers Earns Spot on 9News Prep Rally Honor Roll**

Doherty High School senior John Smits has been wrestling for the last seven years. He started wrestling in sixth grade at Jenkins Middle School and has wrestled at Jenkins and Doherty every year since. John has Down Syndrome, but has never let that get in the way of what he wants to accomplish. He finished his high school wrestling career wrestling in a Unified (for special needs) match in front of 10,000 people at the Pepsi Center on Friday, February 16. John won his match against a student from Denver South High School. John’s accomplishment earned him a spot on the Denver 9News Prep Rally Honor Roll.

### **SPECIAL REPORTS**

#### **Board Member Reports**

Board members reported on their various activities.

#### **Superintendent’s Report to the Board: Legislative Update**

Nuances and logistics of the “Superintendent’s School Finance Act” proposal. Note that in this case “Superintendent” refers to a large group of Colorado School Superintendents and not specifically Dr. Gledich.

### **CONSENT ITEMS**

#### **Approval of Board Meeting Minutes**

Certified copies of the Board of Education's official minutes may be obtained from the Records Management Center. Cost of copying will be borne by the requester, per Board Policy BEDG.

The Board of Education approved the minutes of the February 14, 2018 regular board meeting. All minutes are available on the District website, after approval by the Board of Education.

#### **Personnel Recommendations**

The Board of Education approved the February 28, 2018 Personnel Recommendations, as submitted by administration.

#### **2000 Mill Levy Override (MLO) Amendment Plans**

The Audit/MLO Committee is proposing plan amendments to “clean up” the 2000 MLO. The reason for these plan amendments is that there are some Program Implementation Plans (PIPs) that are now “dormant,” meaning that while the funds are still being used for their intended purposes, the details and logistics have been overcome by changes in the general fund budget.

The attached MLO Restructure Summary features the following:

- Gold highlights are employee compensation amendment
- Blue highlights are various staffing/salary plan amendments
- Purple is the technology plan amendment

There are three proposed plan amendments revising the 2000 MLO for “dormant” and underfunded PIPs:

#### **Employee Compensation**

- Merge substitute teacher pay, \$250,000, into PIP 1 - substitute teacher pay in this PIP is outdated and obsolete
- Merge beginning teacher salary, \$400,000, into PIP 1 - beginning teacher pay in this PIP is outdated and obsolete
- Merge crossing guard pay, \$100,000, into PIP 1 - crossing guard pay in this PIP is outdated and obsolete

This plan amendment eliminates PIPs 15, 16, and 19 by merging them into PIP 1, Employee Compensation, since those three PIPs are obsolete due to pay levels and activity.

#### **Technology**

- Merge software upgrades into PIP 11 - the software upgrades PIP is the smallest one in the package at \$75,000

This plan amendment eliminates PIP 17 since that PIP is very small and covered under the scope of PIP 11.

#### **Coordinator of Information Technology/Library Technology Educator (CIT/LTE)**

- Merge security staff into PIP 9 - security staff funded by the mill levy override is a small fraction of general fund cost
- Merge assessment staff into PIP 9 - assessment staff funded by mill levy override is a small fraction of general fund cost

By merging these PIPs, the 2000 mill levy override would reduce the total number of PIPs from 19 PIPs to a more manageable 13 PIPs. The PIPs that are merged are either fully spent and imbedded into the salary schedule or are severely underfunded as a percentage of total program cost.

This plan amendment eliminates PIP 18 and PIP 22 since those two PIPs are very small in terms of the overall program budget they report to. By moving them to PIP 9, which is heavily subsidized by general fund money, it eliminates the need to separately track PIPs 18 and 22 and reduces the general fund subsidy of PIP 9. Note that the staff tied to PIPs 18 and 22 will now be funded by the general fund.

As a reminder, the process is as follows:

- Consideration from Superintendent's Cabinet
- Recommendation from Mill Levy Override Committee
- Recommendation from District Accountability Committee(DAC)
- Two-thirds vote of Board of Education

The Board of Education approved the 2000 MLO plan amendments by two-thirds majority vote.

## **ACTION ITEMS**

### **Contract Award: Financial Audit Services Contract C2018-0095**

The District is required to obtain a professional independent external financial audit annually. This requirement was competed using source selection best value procedures. The District Audit Committee evaluated all proposals received against the criteria specified in the solicitation. Criteria included qualifications, approach and ability to perform the requirements, past performance references and pricing. The Audit Committee recommended Clifton Larson Allen, LLP (CLA) as the top ranked vendor that will provide the best overall value to the District. The contract is a 10-year firm fixed price effort with annual renewable option terms. The total contract value if fully executed is estimated not to exceed \$624,382.00. The annual contract amount is slightly less than with our previous audit firm.

The Board of Education approved contract C2018-0095 awarding to Clifton Larson Allen, LLP for a 10-year term. If fully executed, this contract will end June 30, 2028

### **Resolution 2018-28: Read Across America**

"Read Across America" is a national celebration of Dr. Seuss's birthday, promoting reading and adult involvement in the education of a community's students.

The Board of Education adopted Resolution 2018-28, endorsing "Read Across America."

### **Resolution 2018-29: Women's History Month**

History of National Women's History Month (By Molly Murphy MacGregor, Executive Director and Cofounder National Women's History Project):

As recently as the 1970's, women's history was virtually an unknown topic in the K-12 curriculum or in general public consciousness. To address this situation, the Education Task Force of the Sonoma County (California) Commission on the Status of Women initiated a "Women's History Week" celebration for 1978. The week March 8th, International Women's Day, was chosen as the focal point of the observance. The local Women's History Week activities met with enthusiastic response, and dozens of schools planned special programs for Women's History Week. Over one-hundred community women participated by doing special presentations in classrooms throughout the country and an annual "Real Woman" Essay Contest drew hundreds of entries. The finale for the week was a celebratory parade and program held in the center of downtown Santa Rosa, California.

By 1986, 14 states had already declared March as Women's History Month. This momentum and state-by-state action was used as the rationale to lobby Congress to declare the entire month of March 1987 as National Women's History Month. In 1987, Congress declared March as National Women's History Month in perpetuity. A special Presidential Proclamation is issued every year which honors the extraordinary achievements of American women.

The Board of Education adopted Resolution 2018-29, recognizing March 2018 as Women's History Month in District 11.

### **Resolution 2018-30: Approval of Agreement between the Board of Education and Education Support Professionals**

The Off-Cycle Meet and Confer process with Education Support Professionals (ESP) has been completed. The Administration is providing the resolution to implement what was agreed upon in the Meet and Confer process.

The Board of Education approved the agreement between the Board of Education and the Education Support Professionals, Resolution 2018-30.

### **Resolution 2018-31: Approval of Agreement between the Board of Education and Executive Professionals**

The Off-Cycle Meet and Confer process with Executive Professionals has been completed. The Administration is providing the resolution to implement what was agreed upon in the Meet and Confer process.

The Board of Education approved the agreement between the Board of Education and the Executive Professionals, Resolution 2018-31.

**Resolution 2018-31: Approval of Agreement between the Board of Education and Colorado Springs Education Association**

The Off-Cycle Interest Based Bargaining process with the Colorado Springs Education Association (CSEA) has been completed. The resolution was agreed upon in the Interest Based Bargaining (IBB) process and ratified.

The Board of Education approved the agreement between the Board of Education and the Colorado Springs Education Association, Resolution 2018-32.

**Resolution 2018-33: Legislative Finance Formula Resolution**

The Board of Education approved Resolution 2018-33: Legislative Finance Formula.

**NON-ACTION ITEMS**

**FY2018-19 Benefits Insurance Committee Health Plan Design and Premium Recommendations**

The District's Benefits Insurance Committee (BIC) is requesting the approval of its recommended FY 2018-19 health plan and dental plan design changes, rate recommendations, and continuation with our current providers, including BEST Health Plan. Consequent to preparing our recommendations, the BIC, administration, and USI Benefits Consulting, considered various plan design options that allow for an increased participation in wellness and the least amount of impact to Colorado Springs School District 11 and its employees.

We face several challenges in D11 including rising health-care costs, managing our surplus, an aging population, Health Care Reform mandates, the challenge of encouraging employees to participate in managing their own health, and controlling cost. This years' recommendations continue us down the path of a Consumer Driven Health Plan (CDHP) by allowing employees to keep a richer plan design by working more closely with their primary care physician and encourages a higher participation in wellness.

The recommended changes include:

- Two percent premium increase for the medical plan
- Three-year plan design strategy, which will put all members in the Platinum Plan FY2018-19 with a lower out-of-pocket maximum of \$3000 single/\$6000 family for one year. During 2018-19, the covered employee and spouse will be given the option to participate in the Health Promotion Program to stay in the Platinum Plan for FY2019-20. If they chose not to participate, they will be placed in the Base Plan for FY2019-20.
- Adding the Right Start 4 Kids program to both dental plans, which will give all covered children ages 0-12 100% coverage for dental care (except for orthodontia).
- Premium increase of 2.48 percent for both dental plans.

**Request to Relinquish Exclusive Chartering Authority: Young Leaders Academy**

Young Leaders Academy charter school desires to submit a charter school application to Colorado Charter School Institute (CSI) to open school year 2019-2020 within the District 11 boundaries. The "ownership" of this charter school currently operates the Ambassador Academy charter school in the Airport & Circle cite formerly occupied by STAR Academy Charter School. Since the District 11 Board of Education retains Exclusive Chartering Authority, any CSI authorized school operating in the District 11 boundaries requires approval by the Board of Education in the form of a resolution. LBD-R instructs Charter School applicants who desire to be authorized by CSI to complete and submit LBD-E2, Colorado Springs School District 11 Charter School Request to Relinquish Exclusive Chartering Authority Form. The Board has 30 working days from receipt to render a decision by resolution.

The review performed by the administrative team is not a full evaluation of a new application, rather a high level review of eight (of nineteen) areas in order to provide relevant information to the Board to make their decision. Four decision criteria have been developed:

1. Does the proposed charter school provide an offering that the District doesn't already do?
2. Does the proposed charter school provide an offering with a proven track record of performing better than the District (applies if the concept is something the District already offers or if it is a replication application)?
3. What is the financial impact of the District if this charter school were to be authorized by the District at full capacity or at year five enrollment?
4. Does this request for relinquishment reflect in-depth preparation to meet all Model Authorizer Evaluation rubric criteria based on the review of 8 of 19 criteria?

This request is from Young Leaders Academy founder Ms. Cherry Hill to establish a K-12 blended learning Charter School with emphasis on speaking skills and STEM curriculum. They plan to open Fall 2019 (school year 2019-2020) as a K-12 site with projected enrollment ranging from 288-323 growing to 351 by year five. Currently, Ms. Hill is the Director of Ambassador Academy Learning Center, a K-12 multi-district on-line learning center serving 204 students, located at 2520 Airport Road. Their contract with their current management company (Foundations Learning) will end June 30, 2019.

If the Board of Education approves the relinquishment of exclusive chartering authority, the Young Leaders Academy will be permitted to submit a full charter application to the Charter School Institute (CSI) for approval or denial. In the event the Board of Education denies their request for relinquishment of exclusive charter authority, the applicant will be directed to submit a full charter school application to the District this fall, in accordance with Board policy LBD.

### **FUTURE MEETINGS/WORK SESSIONS**

A Board of Education retreat is scheduled for Wednesday, March 7, at 4 p.m., at the administration building, 1115 N. El Paso St., in the Board Room.

### **Adjournment**

The meeting was adjourned at 9:16 p.m.