

ENGLEWOOD SCHOOLS
Englewood, Colorado
Minutes of the Regular Meeting of the Board of Education
April 15, 2008

MEMBERS PRESENT

HEATHER HUNT President
MS. KAREN MILLER
MS. SHELLEY THOMPSON
MS. VICKI HOWARD
MR. SCOTT GORSKY

ABSENT:

STAFF PRESENT:

Dr. James McCabe, Superintendent
Ms. Peg LaPlante, Chief Financial Officer
Ms. Gail Neubert, Director, Student Services
Dale Stout, Director of Technology
Mary Vedra, Director of Learning Services

OTHERS PRESENT:

Judy Cain	Chris Laney-Barnes
Martha Palmer	Latoya Golden
Bob Binder	Jennifer Grady
Dale Lumpa	Kay Lumpa
Jason Marion	Suzanne Pollard
Kaeden Pejaszes	Marie LeBlanc
Peggy Always	Ingrid Unruh
Mary Beierl Charbonneau	Mandy Braun
Laura Bredesen	Chris Anderson
Cara Convery	Todd Kennedy
Tim Wellner	Cody Blackburn
Mike Carlson	David Henderson
Thomas Rode	Sel Hewitt

I. CALL TO ORDER

Ms. Hunt, President, called the regular meeting of the Board of Education to order at 7:00 p.m. in the Board Room of the Roscoe L. Davidson Administration Building.

II. PLEDGE OF ALLEGIANCE

III. ADDITIONS TO AND ADOPTION OF AGENDA

Dr. McCabe said there was a Personnel addendum.

IV. APPROVAL OF MINUTES

Mr. Gorsky moved and Ms. Miller seconded to approve the April 1, 2008 Regular Meeting Minutes.

ROLL CALL:	Mr. Gorsky, Aye	Ms. Miller, Aye
	Ms. Howard, Aye	Ms. Thompson, Aye
	Ms. Hunt, Aye	Motion Carried, 5-0.

V. PUBLIC COMMENTS

There were no public comments.

VI. SPECIAL REPORTS AND RECOGNITIONS

There were no special reports or recognitions.

VII. BOARD MEMBER REPORTS

- **Mr. Gorsky**, along with Ms. Miller, met with the student government group at EHS where there was much discussion about school spirit. Students would like to bring back the "Pirate Posse" a group that would promote school spirit at sporting events and other activities. Ms. Miller and Mr. Gorsky agreed to sponsor the Posse. Students plan on doing fundraisers to raise money for "spirit buses" to take them to the events. A schedule for the spirit buses would be posted so students could plan for events they would like to attend. The students said they would also like to see the pep band at more athletic events. Students complained that there were not enough chairs in the commons area during lunch. Ms. LaPlante said students should use the cafeteria as all available chairs have been provided. Also discussed at the meeting was a rumor that closed campus would be applied to the sophomore class next year. Ms. LaPlante explained that if students have followed the rules and had good attendance they would be allowed to leave campus but the privilege would be revoked for students who have poor behavior and attendance records.
- **Ms. Miller** provided information from the recent Englewood Education Foundation (EEF) meeting. The Fall Fling will be November 15, 2008. The Foundation is planning to request the City waive the fee for the use of the City Center. Teachers are being asked to make donations to EEF through direct payroll deductions. Ms. Cathy Mandel is working on a new form for teacher to use to apply for a Creativity Grant. Thirteen EEF scholarship applications have been received.
- Ms. Miller stated that she is working on the Englewood Alumni Directory.
- Ms. Miller also announced that the Major Savers fundraiser is in progress and kids are selling cards. Profits from the cards are split between the schools and EEF.
- Ms. Miller attended a Parks and Recreation meeting and announced the Hole in One club for kids will kick off June 25 from 11-3, volunteers are needed. The grand opening celebration for the golf course is scheduled for July 11. The Englewood Parks and Recreation department has received many awards and recognitions for the outstanding work they do. Ms. Miller stated this fact is not publicized a great deal but she hopes the public knows what dedicated, caring and accomplished people work for the Parks and Rec. department in Englewood.

- Ms. Miller also provided information about the Englewood Youth Council a group of 14 high school students who perform various community service projects. The group is down to nine members and is seeking members.
- **Ms. Howard** said she attended the EHS School Accountability Committee meeting where they discussed the effectiveness of mailing school recruitment flyers to areas close to Englewood.
- Ms. Howard mentioned that the Arapahoe Credit Union Bulletin had a picture of Michael Snell, eleventh grade EHS student, who is an intern at the Credit Union. She passed the flyer for the other Board Member to see.
- Mr. Chris Anderson, a teacher at Colorado's Finest Alternative High School, has agreed to provide Ms. Howard with an introductory tour of the school.
- **Ms. Thompson** attended the Art Show at the library and was very impressed by the quality of the students' work. She noted how proud the students were when showing their work to people.
- **Ms. Hunt** said she went to the State Capitol to listen to discussion of the School Finance Bill. Ms. LaPlante also attended and talked about issues effecting districts with declining enrollment. The bill to provide relief for declining enrollment passed (9-2) and will go to the House of Representatives for its approval.

VIII. SUPERINTENDENT REPORT

- Dr. McCabe said negotiations with the teachers began on April 8.
- Englewood High School went through an extensive process to select a new assistant principal. Ms. Brook Davis, who currently teaches the POPS program and language arts, was selected to replace Ms. Erin Brophy who resigned.

IX. ACTION/DISCUSSION/INFORMATION ITEMS

1. Facilities Needs Assessment

Ms. Peg LaPlante introduced Mr. Bob Binder, from DLR Architects, who presented information about the District's Facilities Needs Assessment. Mr. Binder introduced Mr. Tim Wellner, an associate architect from DLR, stating Mr. Wellner has been through all of the buildings and has examined every facility from top to bottom. Mr. Binder reviewed the condition of the buildings in the district and noted the many deficiencies in buildings that are 50 years old. He complimented the districts maintenance personnel for keeping the buildings in relatively good condition. Needs result from age and natural wear from use and the elements. Along with examination of the plumbing, electrical, heating, water and grounds, staff and community members were also interviewed. Many common site issues exist at all the buildings: drainage problems, needed upgrades to ground cover, flatwork repairs and upgrades, the need for drop-off areas and more parking. Mr. Binder noted many common building issues including windows that are old and worn creating additional energy cost; electrical wiring is not sufficient for the requirements of 21st century applications; mechanical systems are old and have problems; bathrooms are in need of face lifts (some are not ADA compliant); food service equipment is aging; entries at some schools need to address safety concerns; ceiling replacements are needed and will be impacted by mechanical system upgrades and many areas need re-painting. Safety issues at the schools include not

having drop-off lanes in front of schools, inadequate parking and the need for working intercoms and improved entrances. Ms. Thompson inquired what the safety concerns were regarding school entrances and Mr. Binder explained that visitor control could be improved by changing the entrance areas. When talking to staff and community members about the schools the need for improved curb appeal was often mentioned. Mechanical/HVAC systems and controls are outdated, inefficient, and some are not working and noisy while not meeting current design guidelines for air exchange. Boilers and hot water heaters need tune-ups and chemical cleanings. Some of the original cast iron sewer pipes are corroded and need to be replaced. The electrical system in the district has some needs including additional outlets but periodic upgrades have helped to eliminate dangerous overloading although more is needed. DLR uses a three-step/level system to prioritize items covered by the Needs Assessment Study. Categories are ranked 1-12 with student safety being number one. The lower the number ranking, the higher the priority. Failure Expectancy, at what time a problem is likely to occur is level two and level three lists the consequences if the item fails. Using this system determines the order items are addressed. Ms. Thompson asked when is it decided that a building is not worth keeping? Mr. Binder said when cost to repair equals 2/3 of the cost to build a new building, building new becomes the better choice. Other considerations include boundary and busing, future enrollment and operational cost. At a future Board meeting Mr. Binder will present a detailed report of the needs at each building and help develop priorities for building improvements. He promised to provide the report to the Board before the meeting to allow them time to carefully review the report. Mr. Gorsky requested cost analysis be included and was assured that and other details would be provided allowing the Board and district to work with the data. Ms. Thompson indicated that it was important to have the District Financial Advisory Committee look at the report and provide input. Ms. Hunt made several inquiries about Bond Funds, timing the next steps and the ability to complete projects while school is in session. Ms. Hunt summarized that the Board needs to understand the scope of work, prioritize the needs and consider funding. Ms. LaPlante thanked Mr. Ed Miller, Mr. David Henderson and Mr. Mark DeHaven for accompanying the DLR people and helping them during the Needs Assessment. Mr. Binder added his thanks to the gentlemen saying they made the task much easier for his staff. DLR's detailed report will be given during the May 6 Board meeting.

2. GO GREEN

Ms. Peg LaPlante introduced Ms. Chris Laney-Barnes, Principal of Charles Hay Elementary, who introduced the members of the Charles Hay "GO GREEN" committee. Ms. Laney-Barnes said the GO GREEN committee has been working since last year when they first presented the landscaping plan to the Board of Education. The committee has developed a plan to carry out the designed improvements to the Charles Hay site. The committee has raised money for the improvements at Charles Hay and is requesting some matching funds to complete phase one of the project. The committee presented information regarding progress toward the greening of Hay's grounds. Donations and contributions promised and grants total \$60,000. A cost estimate sheet was provided that listed the various donations of landscaping materials including trees, sod, irrigation supplies and preparation of the ground. The Hay Community supported the project by participating in various fundraising events including a 2K Run, PTSA

Silent Auction and a tree sale. Volunteers from the Hay community will install the sod, plant trees and provide labor for all phases of the project. The committee has done extensive work and the Charles Hay community has responded to the request for help to improve the school's grounds. The committee asked that the Board approve \$28,846 in matching funds for the completion of the first-phase, that includes improvements to the southwest corner of the Charles Hay property. Two students and several community members, including teachers at Hay who are also residents in the Hay district, addressed the Board in support of the project listing reasons why improvements are necessary and how valuable the improvements would be to the school. The consensus of the people from Charles Hay was that the property does not provide a positive impression or provide a good play area for the students. Ms. Suzanne Pollard, teacher and resident of Hay, mentioned that the suggested improvements would increase the marketability of the school. Stating parents in the area do shop schools for their children. Ms. Laney-Barnes emphasized how the GO GREEN group had put extreme effort into the success of this project. They have done a great deal of work to obtain donations and arrange for the supplies of sod, trees and irrigation items. Many volunteers from the community have agreed to do much of the required work, including a gentleman who will install the sprinkler system along with men and equipment from the City helping out, however, time and workload requirements necessitate that the project move forward before summer. It was noted that delivery cost for and materials will increase the longer the project is put off. Ms. Hunt and Ms. Thompson stated that they would love to see the improvements at the school but were concerned about being fair to all schools in the district. Ms. Hunt and Ms. Thompson both disclosed that they have students at Charles Hay. Mr. Gorsky said he thought it was wonderful to see how the school and community have come together to achieve all they have on the project. Stating he appreciates their efforts and the professional quality of their work and presentation to the Board. Mr. Gorsky agreed the improvements would be very valuable. Ms. Thompson indicated she would like to have the details from the Facilities Needs Assessment before deciding on the Hay improvements. A committee member said it would be problematic to wait as the trees and sod prices are determined for delivery soon. Preparation for planting must start now and the irrigation must be done before the person who volunteered this service becomes too busy. Ms. Howard stated she would be happy to help any of the schools that would contribute the amount of work the GO GREEN committee has. Ms. Howard complimented all the people from Charles Hay for their remarkable work. Mr. Gorsky inquired what fund would be most appropriate to fund the project. Ms. LaPlante said funds would come from Capital Reserves. Dr. McCabe stated that the administrators support moving forward with phase one of the project but holding on Phase 2 and 3 until after the Facilities Needs Assessment information can be studied. Ms. Hunt inquired if these improvements would bring Charles Hay to the same level as the other elementary schools or would it be above and beyond other schools. Ms. LaPlante said it would be at the same level as other schools. Ms. Thompson added her praise for all the committee has accomplished and the way they have brought many entities together to achieve their goal. Ms. Miller stated the committee has done an awesome job and provided a great example. Ms. Hunt thanked everyone from the Charles Hay committee and community for coming this evening.

Ms. Miller moved and Mr. Gorsky seconded to approve \$28,846 from the Capital Reserve Funds for completion of the first phase of Charles Hay landscaping plan.

ROLL CALL:	Mr. Gorsky, Aye	Ms. Miller, Aye
	Ms. Howard, Aye	Ms. Thompson, Aye
	Ms. Hunt, Aye	Motion Carried, 5-0

3. Fiber Proposal

Ms. LaPlante reminded the Board that she and Mr. Stout had spoken to them about the need for additional fiber at a recent Board meeting. Ms. LaPlante and Mr. Stout spoke with the district's E-rate consultant about putting fiber in the district so that the district can meet the demands for the Internet usage. Ms. LaPlante stated the trend in educational software is to offer web-based services. The addition of fiber is necessary to keep up with 21 Century learning. Four firms were consulted and Qwest submitted the most advantageous proposal for the district. If the Board approves the proposal, there will be two funding parts to the agreement with Qwest. First, there are one-time, upfront costs of \$209,892. Second, the annual lease cost would go up by approximately \$36,000. Ms. LaPlante plans to work the annual cost increase into the 2008-09 budget. The one-time, upfront costs will be eligible for E-rate reimbursement. This means that we could apply for and receive \$128,000 of the upfront costs back in E-rate revenue. Ms. Hunt stated she remembered Ms. LaPlante explaining the savings at the last meeting. Mentioning that MAP testing is going to be web-based it is certain that the district needs more fiber and the cost for the fiber is directly related to student achievement. Mr. Gorsky asked if the \$36,000 lease cost is stable or could it change. Ms. LaPlante said it would increase if we asked for additional fiber. Dr. McCabe added that Qwest currently provides the technology lines for the district. In response to Ms. Howard's question about the phones Ms. LaPlante said the phones are Internet protocol. Ms. LaPlante assured the Board that every angle had been looked at and this it the best way to go.

Ms. Hunt moved and Ms. Howard seconded to approve the fiber project and that the remaining \$82,000 of upfront costs be funded through general fund reserves in the 2008-2009 budget.

ROLL CALL:	Mr. Gorsky, Aye	Ms. Miller, Aye
	Ms. Howard, Aye	Ms. Thompson, Aye
	Ms. Hunt, Aye	Motion Carried, 5-0

4. Renewals and Non-Renewals

Ms. Miller moved and Ms. Howard seconded to approve the following resolution for non-renewal of probationary teachers:

Resolved by Arapahoe County School District #1, Englewood Schools, that whereas, the Board of Education has reviewed the status of:

Lolleen Algien
Brian Eldredge

Robert Morris
Wendy Pfaffhausen

Matt Vigil
Hannah Young

And has duly considered the matter of re-employment of said teachers for the 2008-2009 school year. It is therefore, resolved that:

Lolleen Algien
Brian Eldredge

Robert Morris
Wendy Pfaffhausen

Matt Vigil
Hannah Young

Not be re-employed for the 2008-2009 school year.

Be it further resolved: That the Superintendent of Schools or his designee is hereby directed to give timely written notice of said non-renewal to the teacher.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

Mr. Gorsky moved and Ms. Miller seconded, to approve the following teachers' contracts for the 2008-2009 school year, teachers to be Non-Probationary:

Kathy Gonzales-West	Bishop Elementary
Katherine Lucas	Bishop Elementary
Molly Miller	Bishop Elementary
Janet White	Bishop Elementary
Victoria Anderson	Charles Hay Elementary / Maddox Elementary
Heather Hoffman	Charles Hay Elementary
Suzanne McNamara Pollard	Charles Hay Elementary
Cheryl Cambra	Cherrelyn Elementary
Linda Enslow	Cherrelyn Elementary / Charles Hay Elementary
Jennifer Clayton	Clayton Elementary
Heather Puckett	Clayton Elementary
Collin Schafer	Clayton Elementary
Tabatha Bartels	Maddox Elementary
Nancy Evans	Maddox Elementary
Patrick Maschka	Maddox Elementary
James Gunn	Englewood Middle School
Lori Lauer	Englewood Middle School
Scott Silva	Englewood Middle School
Brandy Bartholomew	Englewood High School
Brian DeHerrera	Englewood High School
William Gilmore	Englewood High School
Alexander Kravitz	Colorado's Finest Alternative High School
Heather Powers	Colorado's Finest Alternative High School

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

Mr. Gorsky moved and Ms. Miller seconded, to approve the renewal of the following list of probationary teachers' contracts for the 2008-2009 school year:

Teachers for a Third Year Contract:

Jessica Angerman	Bishop Elementary
Leah Meier	Charles Hay Elementary
Ginger Denny	Cherrelyn Elementary
Keri Howard	Cherrelyn Elementary
Michael Ludwig	Cherrelyn Elementary
Beth DeBonis	Clayton Elementary
Laurie Grimm	Clayton Elementary
*Jane Bock	Clayton Elementary
Julie Baldwin	Englewood Middle School
Julie Elkjer	Englewood High School
Helen Rief	Englewood High School
Maria Solano	Englewood High School
Brooke Straughan	Englewood High School
Rebecca Koopman	Colorado's Finest Alternative High School
Eric Martinez	Colorado's Finest Alternative High School

*Jane Bock will reach Non-Probationary status on 10/20/2008
On Leave—49 days of the 2007-2008 school year

Teachers for a Second Year Contract:

Jessica Barbour Andersson	Early Childhood Education
Gilbert Gerber	Bishop Elementary
Mary Peters	Bishop Elementary
Michael Carlson	Charles Hay Elementary
Marie LeBlanc	Charles Hay Elementary
Angeline Muljado	Charles Hay / Cherrelyn Elementary
Tiffany Plumley	Charles Hay Elementary
David Bodiker	Maddox Elementary
Harry Spengler	Maddox Elementary
Erika Groman	Englewood Leadership Academy
Rachel Garvey	Englewood Middle School
Linda Glass Wright Harris	Englewood Middle School
Catherine Savage	Englewood Middle School
Melanie Schmuhl	Englewood Middle School
Courtenay Whalen	Englewood Middle School
Brooke Davis	Englewood High School
David Frankel	Englewood High School
Arlene Friend	Englewood High School
Brian Hesselberg	Englewood High School
Jennifer Kelly	Englewood High School
Christine Steffel	Englewood High School
Christine Uribe	Englewood High School
Carolyn Warkoski	Englewood High School
Matthew Whipple	Englewood High School
James Hutchison	Colorado's Finest Alternative High School

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

5. ECE Calendar Change

Dr. McCabe explained that in order to meet the prior practice of providing one-week closure during the week of the Fourth of July for the Early Childhood Education program at Clayton Elementary it is necessary to adjust the 2007-2008 Calendar to designate June 30, 2008 as a vacation day.

Ms. Hunt moved and Ms. Miller seconded, to approve the addition of June 30, 2008 as a vacation day for the Early Childhood program at Clayton Elementary.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

6. Quarterly Financial Report

Ms. Peg LaPlante presented the Quarterly Financial Report to the Board and reviewed the funds. All district revenues and expenses are tracking close to the previous year. The General Fund is tracking closely with the exception of property tax that is a little behind last year. Interest on investments is a little less but still close to the past year. Salaries and Benefits remain close to the previous year. The district will soon receive a check for the first payment from the sale of the Duncan property. Interest earned from the invested technology fund will be less this year and will require some cut backs in technology spending. Funds for buying technology supplies come from the interest earned on the invested technology funds. The goal is to not draw from the principal amount. Mr. Gorsky inquired if a reduction in spending for technology is required? Ms. LaPlante said yes, the district would not spend any more money from the technology fund this year. Ms. LaPlante explained that the County collects the property taxes and then pays the school district its portion of the collected taxes. When people are slow in paying their taxes the school district receives the money later. Ms. Howard referring to the Capital Fund Expenditures questioned the item Land and Improvements-Cherrelyn in the amount of \$5,210 and Ms. LaPlante explained that was money remaining from funds designated for improvements at Cherrelyn therefore it remains in the Capital Reserve account. Ms. LaPlante told the Board that there is \$3,000 available this year for the Board Scholarship.

7. Head Start Grant Application 2008-2009 School Year

Ms. Gail Neubert explained that the Board approves the Head Start Grant each year. Ms. Neubert provided a 2008-2009 Head Start Budget Explanation for the Board to review. The Budget includes everything with the exception of a cost of living adjustment. The grant will fund 24 part-day and 16 full-day slots at Clayton and Lowell Preschools.

Ms. Thompson moved and Ms. Miller seconded, to approve the Head Start grant application for the 2008-2009 year in the amount of \$250,757.00 and that funds received be appropriated for expenditure.

ROLL CALL:

Mr. Gorsky, Aye
Ms. Howard, Aye
Ms. Hunt, Aye

Ms. Miller, Aye
Ms. Thompson, Aye
Motion Carried, 5-0

10. **Board Members' Choice**

- **Mr. Gorsky** expressed his sincere gratitude to Dr. McCabe for his guidance and leadership. Mr. Gorsky said it had been wonderful working with Dr. McCabe and wished him the best of luck. Dr. McCabe responded by saying this is a great Board.
- **Ms. Howard** told Dr. McCabe that she appreciated the guidance he provided to her as a new board member that made being a board member easier for her. She appreciates his willingness to always answer any question.
- Ms. Howard mentioned that Mr. Tom Munds, reporter for the Englewood Herald, covered the district Art Show and wrote a very positive article.
- Ms. Howard will be visiting Colorado's Finest for a tour of the school provided by Mr. Chris Anderson.
- Ms. Howard mentioned that she would be traveling to Vancouver in July for International Baccalaureate training. Ms. Hunt responded that she was happy Ms. Howard would be going for the training and is certain that Ms. Howard will find it enjoyable and valuable.
- **Ms. Miller** stated that she attended the Art Show and thought it was phenomenal. Ms. Miller mentioned a first grader's work that featured a bird that was so excellent it was difficult to imagine that the art teacher can inspire such amazing work.
- Ms. Miller added her thanks to Dr. McCabe saying as the new Board President, when Dr. McCabe became superintendent, the guidance and friendship Dr. McCabe provided was invaluable.
- **Ms. Thompson** thanked Dr. McCabe not only for the three years he was Superintendent of Englewood Schools but also for his 30 plus years in education.
- **Ms. Hunt** said it has been an exciting three years with Dr. McCabe providing excellent leadership to the Board and especially to the three freshmen on the Board. Ms. Hunt offered her thanks for his gracious guidance and cooperation.
- Ms. Hunt reminded the Board that they would be covering the Volunteer Recognition activities at the schools and reviewed the schedule making certain that at least one Board member would be at all the events.
- Ms. Hunt mentioned that she along with Ms. Howard and Ms. Miller would select the volunteer plaque winners.
- Ms. Hunt reviewed the upcoming school events and who would be attending each event.

X. **COMMUNICATIONS**

A list of upcoming Board events is provided in the agenda. Ms. Hunt read the listed events.

XI. **FUTURE AGENDA ITEMS**

Dr. McCabe provided these items in the form of a memorandum.

XII. ADJOURNMENT

There being no further business, Ms. Hunt adjourned the meeting at 9:56 p.m.

Ms. Heather Hunt, President
Board of Education

Linda Felling, Secretary to the
Superintendent and Board of Education

Date Approved