

MEMBERS PRESENT: MS. KAREN MILLER, Presiding  
MR. SCOTT GORSKY  
MS. HEATHER HUNT  
MS. SHELLEY THOMPSON (arrived at 6:05 p.m.)

MEMBERS ABSENT: MRS. SHERRY SCAGGIARI

STAFF PRESENT: Dr. James McCabe, Superintendent  
Mr. Chris Gramstorff, COO  
Ms. Joan Diedrich, Director, Student Services  
Ms. Peg LaPlante, Chief Financial Officer  
Mr. Dale Stout, Director, Technology

OTHERS PRESENT: Ms. Vicki Howard, Sinclair / EHS Parent  
Ms. Stacey Siebert, UCD Student  
Mr. Shane Reposa, MSCD Student  
Ms. Maren Schwartz, MSCD Student

I. CALL TO ORDER

Ms. Miller, President, called the regular meeting of the Board of Education to order at 6:00 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 that the Board needed to approve the final Consolidated Grant submitted to the Colorado Department of Education (CDE) and asked to add this approval under Consensus Items. The agenda was adopted as amended.

IV. APPROVAL OF MINUTES

Ms. Hunt moved, and Ms. Miller seconded, to approve the June 19, 2006, Regular Meeting Minutes.

ROLL CALL: Mr. Gorsky, Abstain Mrs. Scaggiari, Absent  
Ms. Hunt, Aye Ms. Thompson, Absent  
Ms. Miller, Aye Motion Carried, 2-0

V. PUBLIC COMMENTS

There were no public comments.

VI. SPECIAL REPORTS AND RECOGNITION

There were no special reports and recognition.

VII. BOARD MEMBER REPORTS

There were no Board Member reports.

VIII. SUPERINTENDENT'S REPORT

Dr. McCabe reported the following:

- The Financial Advisory Committee has been meeting diligently every other week. As a result of their work, he should have a recommendation for the Board at the August 15 meeting.
- All Strategic Action Teams have been meeting. Meetings have been going well, but teams will need more time to complete their work. They will not be done in August. Dr. McCabe will continue to provide progress updates.
- District employees have been very busy closing up the last school year and getting ready for next year.

IX. ACTION / DISCUSSION / INFORMATION ITEMS1. Employee Salary and Benefit Schedules

Dr. McCabe said that, as part of their packets, the Board had received salary and benefit schedules for all employee groups, except teachers. The Board needs to approve these schedules. Teacher salaries and benefits were approved earlier as part of the negotiated agreement.

Mr. Gramstorff explained that the salary schedules for the different employee groups reflect the same base salary increase as negotiated with teachers, which is 2.6%.

Mr. Gramstorff said that next year they plan to revise the salary structure to include the benefit allocation that is paid to each group, which would be similar to what is done for teachers. Currently, the benefit allocation is not part of employees' salaries, but it is part of the total compensation package. Adding this amount to salary provides a clearer picture of what each employee group is paid. There would be no monetary change. Ms. LaPlante said that the current process is actually a disservice. Since salaries do not include the benefit allocation, they do not reflect the actual amount employees are paid, so salaries do seem as competitive. Dr. McCabe noted that this change will also make the payroll process easier.

Ms. Thompson asked if the District does comparisons with other districts regarding administrator's salaries. Dr. McCabe replied that they do and that he can provide this information.

Mr. Gorsky asked if the District can enter into multi-year agreements with administrators. Dr. McCabe replied they can, but that the money for the total amount of the contract would then need to be put in Reserves.

Ms. Miller moved, and Ms. Thompson seconded, to approve the Employee Salary and Benefit Schedules for 2006-2007.

ROLL CALL:	Mr. Gorsky, Aye	Mrs. Scaggiari, Absent
	Ms. Hunt, Aye	Ms. Thompson, Aye
	Ms. Miller, Aye	Motion Carried, 4-0

2. Suggested Resolutions for CASB Delegate Assembly

The Colorado Association of School Boards (CASB) is gathering information from local school boards regarding resolutions for the October CASB Delegate Assembly. Resolutions from the Delegate Assembly are official CASB positions used during bill deliberation at the legislative session. The first step in this process is to have school boards submit to CASB their high-priority issues and how these issues affect the District. The CASB Resolution Committee will consider these ideas when it develops the slate of resolutions for the Delegate Assembly.

After discussion, the Leadership Team and Board members listed the following as issues they would send to CASB:

- **School Finance Bill**—The current system is deeply flawed. Specific issues include the current averaging formula and the fact that basic funding is the same, but opportunities are not the same.
- **Getting Local Control Back**—There seem to be more and more mandates from the State level. Dr. McCabe noted that the State now provides more funding than what comes from property taxes, so the mental processing may be that since the State now pays more of the bill, they can dictate what is happening.
- **Restructuring CDE**—The CDE seems to have become more of a compliance agency than a helping agency. There is an increasing amount of paperwork that Districts need to do, but there has been no increase in dollars to support the additional work. Also, Districts must file to CDE and then CDE files to the Federal government. Can this process be streamlined?
- **Changing CSAP to Provide Better, More Time Effective Results**—CSAP results need to be returned in a more timely fashion. If schools need to be accountable to the State for CSAP, the State needs to be accountable and get results back in a timely fashion.
- **Full Funding for ECE and Kindergarten**—In the last legislative session, there was discussion that funding for full-day kindergarten could be provided through mill levies. This is not an equitable solution as not all districts would pass a mill levy. Full funding for these programs would benefit district budgets and those children who are otherwise unable to attend such programs.
- **Mandated Funding for Special Services**—Provide funding so every school would have the needed special services; for example, nurses and psychologists.

3. Consensus Items

Ms. Thompson requested to remove Item d. Updated Policy 3411-Flag Display for discussion.

Mr. Gorsky asked to remove Item c. New Policy 5690-Student Health and Wellness for discussion.



Noting the above and understanding that there is no penalty aside from the fact that it puts the District out of compliance with state law, Ms. Thompson said she plans to vote "No" for this second reading and invited others to join her.

Regarding possible penalty, Dr. McCabe explained that the added wording is as a result of a law and all District employees are obligated to follow the law. He also said that policies provide administrators guidance and that he had added the wording *as long as the display of the flag does not create a disruption of learning or create an unsafe situation for students or employees* to allow building administrators to say no to flags if they believe there is a safety issue. Ms. Diedrich clarified that adoption of this policy is important because compliance with this policy requirement is a mandatory accreditation indicator, so if this updated policy is not adopted, the District could not be accredited. Ms. Thompson acknowledged that this is new information to consider. There was additional discussion around whether flags of other countries could be worn. The Board agreed to add the words *or any other country* to paragraph 7.

Ms. Thompson moved, and Mr. Gorsky seconded, to approve Policy 3411 with the following addition under #7. It shall read:

*District employees and students have the right to reasonably display the flag of the United States or any other country on their own person, personal property, and/or property under their temporary control, such as a desk or locker, as long as the display of the flag does not create a disruption of learning or create an unsafe situation for students or employees.*

ROLL CALL:

Mr. Gorsky, Aye  
Ms. Hunt, Aye  
Ms. Miller, Aye

Mrs. Scaggiari, Absent  
Ms. Thompson, Aye  
Motion Carried, 4-0

4. Board Member's Choice

Ms. Thompson said she received information from CASB in the mail looking for submissions for sessions at the December conference. She asked if anyone in the District was submitting anything for this conference. Dr. McCabe replied that the District is not doing anything this year. Ms. Diedrich added that the District's Early Childhood program was presented one year at the CASB conference.

Ms. Hunt passed.

Mr. Gorsky reminded everyone to have a good sense of humor about life. He also said that No Child Left Behind (NCLB) is due for reauthorization next year. If there is something about NCLB that people are not happy with, they need to be ready to say what they don't like and how to fix it.

Ms. Miller passed.

X. COMMUNICATIONS

There were no communications.

XI. FUTURE AGENDA ITEMS

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

XII. EXECUTIVE SESSION

Ms. Hunt moved, and Ms. Miller seconded, that the Board enter into Executive Session to discuss a personnel matter in accordance with C.R.S. 24-6-402(4)(f).

ROLL CALL:	Mr. Gorsky, Aye	Mrs. Scaggiari, Absent
	Ms. Hunt, Aye	Ms. Thompson, Aye
	Ms. Miller, Aye	Motion Carried, 4-0

Ms. Hunt moved, and Mr. Gorsky seconded, that the Board move out of Executive session.

ROLL CALL:	Mr. Gorsky, Aye	Mrs. Scaggiari, Absent
	Ms. Hunt, Aye	Ms. Thompson, Aye
	Ms. Miller, Aye	Motion Carried, 4-0

XIII. ADJOURNMENT

There being no further business, Ms. Miller adjourned the meeting at 7:34 p.m.

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Ms. Karen Miller, President  
Board of Education

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Jill Rogers, Secretary to the  
Board of Education

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Date Approved